

Medicine

Background Information: Institut Pasteur du Cambodge (IPC) is a Cambodian non-for-profit research institution established in 1953, IPC is today a scientific research establishment declared of public utility placed under the high patronage of the Ministry of Health of the Kingdom of Cambodia and under the responsibility of the Institute Pasteur on the scientific and technical levels. IPC is a member of the Pasteur Network, which brings together 33 institutes present on five continents. It shares the Pasteurian values and the ethical charter to which the Pasteur Institutes are bound. IPC has more than 250 employees, including about 30 expatriates of 10 nationalities and includes 5 research units. It carries out research activities in health biology, public health and service activities (Medical Biology Laboratory, vaccinations and water and food analyses) and training.

Job Family: Health Services

Sub-Job Family: Medicine

Overview: Roles within the medicine sub-job family at our research institute are essential components of our healthcare delivery system. Integral to our public health surveillance and response efforts, the medicine sub-job family operates within our medical clinics and research units, aligning with our institute's mission to advance public health. Jobs within this sub-job family play a pivotal role in the effective execution of healthcare protocols, the delivery of patient care and the progression of medical research.

The roles operate within a framework of well-defined healthcare procedures, emphasizing regulatory compliance, ethical standards, and a commitment to professional medical practices. The differentiation among professionals is based on the complexity of tasks, supervisory responsibilities, and the specific skills and experience required for their roles.

Level	Profile	Purpose
1	Medical Doctor	Job holders at this level leverage on their medical knowledge to provide accurate, compassionate, and evidence-based care, ensuring compliance with regulatory standards and protocols. Their role extends beyond patient care to actively contributing to the advancement of medical research initiatives. By deeply understanding the healthcare workflow, they play a vital part in enhancing the effectiveness and impact of vaccination services and medical laboratory activities.
2	Senior Medical Doctor	Job holders at this level are experienced healthcare professionals who assumes a leadership role in the healthcare team within the research institute. Operating with minimal supervision, they are responsible for ensuring the seamless delivery of patient care while actively contributing to the strategic direction of healthcare initiatives. With advanced medical expertise, they may conduct and oversee technical tests and observations. Proactively identifying and resolving medical challenges, they contribute significantly to elevating the quality and efficiency of medical services and research endeavours.
3	Medical Supervisor	Job holders at this level provide leadership and supervision to the medical staff. Beyond overseeing day-to-day operations and ensuring adherence to healthcare protocols, they actively contribute to the training and development of medical teams. This includes a strong mentoring aspect, where they guide and support junior medical staff in their professional growth and clinical skills. Their role is not only to maintain a high standard of patient care but also to apply medical knowledge to resolve complex operational challenges. Through collaboration with interdisciplinary teams, they play a crucial role in enhancing the overall efficiency and effectiveness of medical services.
4	Medical Director	Job holders at this level provide strategic leadership to the forefront, shaping the medical framework of the research institute. Responsibilities extend beyond day-to-day operations to encompass the development and refinement of guidelines and protocols. Leveraging extensive medical expertise, they ensure the highest standards of patient care and medical research align with the organization's mission. Leading medical teams in vaccination clinics, they foster collaboration with interdisciplinary teams, integrating medical services seamlessly with ongoing research initiatives. As a representative of the medical department, both internally and externally, they play a pivotal role in advancing the not-for-profit institute's healthcare and research objectives, contributing to the broader landscape of medical innovation and excellence.

Level 4: Medical Director

Job Purpose:

Job holders at this level provide strategic leadership to the forefront, shaping the medical framework of the research institute. Responsibilities extend beyond day-to-day operations to encompass the development and refinement of guidelines and protocols. Leveraging extensive medical expertise, they ensure the highest standards of patient care and medical research align with the organization's mission. Leading medical teams in vaccination clinics, they foster collaboration with interdisciplinary teams, integrating medical services seamlessly with ongoing research initiatives. As a representative of the medical department, both internally and externally, they play a pivotal role in advancing the not-for-profit institute's healthcare and research objectives, contributing to the broader landscape of medical innovation and excellence.

Accountabilities:

Description	Key Result Areas
1. Direct and oversee all medical activities in infectious disease research, ensuring the planning, delivery, and evaluation of patient care align with research-based best practices.	<ul style="list-style-type: none"> Effective direction and oversight of medical activities Alignment of patient care with best practices in infectious diseases
2. Provide strategic advice and support to patients, relatives, and the multidisciplinary team, handling complex inquiries and appropriately referring questions to meet information and guidance needs.	<ul style="list-style-type: none"> Effective support to the multidisciplinary team Refer complex inquiries appropriately
3. Lead the development and implementation of comprehensive teaching and training programs, fostering the dissemination of best practices in infectious disease care.	<ul style="list-style-type: none"> Develop effective programmes and training regimes.
4. Foster collaboration within the multidisciplinary team, taking charge of reporting and referring patient information, actively involving colleagues in addressing a diverse range of patient needs.	<ul style="list-style-type: none"> Patient information reported and referred effectively.
5. Spearhead opportunities for the team to advance knowledge and proficiency in infectious disease practice.	<ul style="list-style-type: none"> Opportunities identified for team knowledge advancement.
6. Drive the ongoing development and improvement of best practices in infectious diseases, providing strategic guidance to the organisation.	<ul style="list-style-type: none"> Leadership in ongoing development efforts. Strategic guidance provided to improve best practices.
7. Coordinate and oversee multiple vaccination clinics, ensuring effective implementation of internal processes and alignment with organizational goals.	<ul style="list-style-type: none"> Coordination and oversight of multiple vaccination clinics. Implementation of effective internal processes.

Qualifications & Experience:

- Doctor of Medicine (MD) degree or related field
- Board certification in a relevant speciality such as Infectious Diseases.
- Advanced degree (e.g., Master's or PhD) in a public health, healthcare management or related field.
- 10 – 12 years of relevant experience

Technical Competencies:

- Advanced proficiency in diagnosing and treating complex medical conditions, especially infectious diseases.
- Highly proficient in applying research knowledge into daily healthcare operations.
- Provides direction and guidance to the development of hospital and departmental policies and procedures.
- Advanced data management oversight, ensuring accuracy, confidentiality, and integrity.
- Advanced knowledge and skills in a specific medical subspecialty area
- Utilization of advanced software tools for patient management and medical data recording.
- Advanced expertise in performing various medical procedures (i.e., Biopsy, Surgeries).
- Provides leadership and consultation to medical teams offering expert advice and guidance on patient-care decisions

Behavioural Competencies:

- Strategic leadership: Develops and communicates a strategic vision for the medical department in alignment with the organization's overall mission. Provides visionary leadership to advance the organization's impact in the field of infectious diseases and emerging pathogens.
- Public health advocacy: Advocates for public health policies and practices related to infectious diseases and vaccination. Represents the organization in public health forums, fostering collaborations and partnerships.
- Resource management: Oversees the budgetary and financial aspects of the medical department, ensuring optimal resource allocation for research and patient care. Seeks external funding opportunities to support the organization's medical initiatives.
- Research and innovation: Drives and supports research initiatives related to infectious diseases, contributing to the advancement of medical knowledge. Encourages a culture of innovation and research excellence within the medical department.
- Crisis management: Demonstrates effective crisis management skills in response to emerging infectious disease threats or other medical crises. Coordinates with relevant authorities and organizations to implement swift and effective responses.
- Stakeholder management: Engages with external stakeholders, including government agencies, NGOs, and research institutions, to enhance collaboration and achieve common goals. Builds and maintains relationships with key partners
- Policy development: Develops and implements policies and procedures that align with current medical best practices and ethical standards. Ensures that the organization's medical policies are in compliance with relevant regulations.

Representative Jobs:
<ul style="list-style-type: none">• Head of Vaccination Centre