



Scientific Research

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. The 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. The 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: Research

Sub-Job Family: Scientific Research

Overview: Roles within the Scientific Research sub-job family are vital to our research institute's mission, focused on life science and health research concerning infectious diseases and emerging pathogens. These professionals play a crucial role in conducting scientific investigations, experiments, and studies that contribute to our understanding and response to infectious diseases, ultimately improving global health outcomes.

Operating within strict protocols, ethical standards, and regulatory guidelines, members of the scientific research sub-job family contribute at every level, from entry-level junior research assistants to seasoned senior researchers. Each role is integral to generating scientific knowledge and translating research findings into impactful interventions. As individuals progress within this sub-job family, they bring increasing expertise, strategic vision, and innovation, propelling our research agenda forward and driving public health initiatives on a global scale.

Level	Profile	Purpose
1	Junior Research Assistant	Jobs at this level engage in research procedures, fieldwork, data collection, and analysis under supervision, contributing to ongoing scientific research projects focusing on infectious diseases and emerging pathogens. They assist in generating reports, adhere to established research protocols and ethical guidelines and participate in collaborative research activities to enhance their understanding of scientific research methodologies.
2	Research Associate	Jobs at this level work as a team member to deliver a portfolio of project work. They will perform various technical tasks involved in applied research in various scientific domains, exploring fundamental principles and conducting research to advance knowledge. Jobs at this level may assist in different types of scientific research and perform different technical tasks depending on the research unit the job is placed in.
3	Researcher	Jobs at this level are involved in planning, managing and executing multiple scientific research projects, including field work, and resolving unique problems and complex issues that may arise. They will work independently and apply intensive and diversified knowledge of scientific research in their work.
4	Senior Researcher	Jobs at this level involve managing and executing multiple research projects to deliver scientific assistance and achieve research goals. This role serves as the acknowledged expert within a highly specialized domain and assumes the role of project leader and mentor for diverse projects.
5	Distinguished Senior Researcher	Jobs at this level entail leading and directing scientific research endeavours, overseeing strategic planning, and ensuring the highest standards of quality and compliance. They are tasked with advancing knowledge in their field by tackling complex research challenges, securing funding, and fostering collaboration both internally and externally. With a focus on disseminating findings and advocating for research priorities, these jobholders play a pivotal role in shaping the organization's research agenda and contributing to scientific advancement on a broader scale.
6	Distinguished Senior Researcher of Exceptional Class	Jobs at this level are responsible for developing and communicating a comprehensive research strategy in alignment with organizational goals and emerging trends. This includes fostering strategic partnerships and collaborations with key stakeholders and representing the organisation on national and international platforms.

Level 1: Junior Research Assistant

Job Purpose:

Jobs at this level engage in research procedures, fieldwork, data collection, and analysis under supervision, contributing to ongoing scientific research projects focusing on infectious diseases and emerging pathogens. They assist in generating reports, adhere to established research protocols and ethical guidelines and participate in collaborative research activities to enhance their understanding of scientific research methodologies.

Accountabilities:

Description	Key Result Areas
1. Conduct research activities and fieldwork under supervision, following established protocols and procedures, while ensuring accuracy and integrity of data collection.	<ul style="list-style-type: none"> Accurate and reliable experimental data collected for analysis
2. Assist in data analysis and interpretation, contributing to the understanding of research outcomes and their relevance to the larger study.	<ul style="list-style-type: none"> Contribution to data interpretation leading to insights and scientific conclusions
3. Collaborate with senior researchers to prepare reports, presentations, and manuscripts for publication, adhering to scientific writing standards and guidelines.	<ul style="list-style-type: none"> Assistance in the preparation of high-quality reports and publications
4. Participate in team meetings and discussions, sharing insights and observations, and contributing to the overall research direction and objectives.	<ul style="list-style-type: none"> Active participation in team meetings leading to collaborative decision-making
5. Maintain fieldwork equipment and supplies, ensuring proper functioning and availability for experimental procedures and research activities.	<ul style="list-style-type: none"> Well-maintained fieldwork equipment and adequate supplies for research activities
6. Stay abreast of relevant literature and research developments, continuously expanding knowledge and understanding of infectious diseases and emerging pathogens.	<ul style="list-style-type: none"> Knowledge of current literature and research developments demonstrated through discussions and contributions
7. Adhere to ethical guidelines and regulations governing research involving human subjects, ensuring the protection of participants' rights and welfare.	<ul style="list-style-type: none"> Adherence to ethical guidelines demonstrated through research conduct and participant interactions

Qualifications & Experience:

- Bachelor's degree or Master's degree in a related field
- 0 – 3 years of relevant working experience in Scientific Research

Technical Competencies:

- Proficiency in research techniques and fieldwork procedures relevant to infectious diseases and emerging pathogens research.
- Familiarity with data analysis software and statistical methods for basic data interpretation.
- Ability to effectively communicate research findings and updates within the research team.
- Familiarity with literature review and staying updated with current research trends and developments.
- Familiarity with laboratory safety protocols and procedures.
- Ability to maintain accurate and organized research records and documentation.

Behavioural Competencies:

- Adaptability: Embrace changes in research procedures, methodologies and requirements, demonstrating flexibility and resilience.
- Attention to Detail: Maintain accurate records, pay attention to research details, and ensure adherence to protocols and procedures.
- Communication: Effectively communicate research findings, challenges, and progress to supervisors and team members clearly and concisely.
- Learning Orientation: Display a willingness to learn and improve research skills, seek feedback, and engage in professional development opportunities.

Representative Jobs:

- PhD Student
- Research Engineer