



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 2: Research Associate

Job Purpose:

Jobs at this level work as a team member to deliver a portfolio of project work. They will perform various technical tasks 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 jobholder is placed in.

Accountabilities:

Description	Key Result Areas
1. Execute research activities and protocols, including the execution of research activities, fieldwork, and data collection processes, ensuring adherence to established guidelines and timelines.	<ul style="list-style-type: none"> Effective execution leading to the timely completion of research activities and adherence to protocols
2. Assist in executing, and documenting fieldwork in the assigned research unit, which may involve laboratory work, data collection, and analysis under the supervision of senior team members.	<ul style="list-style-type: none"> Well-executed research experiments
3. Provide support to senior team members in ongoing research projects by performing tasks such as sample preparation, specimen handling, or documentation.	<ul style="list-style-type: none"> Well-executed research experiments
4. Analyze experimental data, interpret results, and contribute to the preparation of scientific reports, manuscripts, and presentations for dissemination and publication.	<ul style="list-style-type: none"> Contribution to scientific reports and publications reflecting accurate data analysis and interpretation
5. Assist in the preparation of publications and communications materials to facilitate the sharing of research findings and insights.	<ul style="list-style-type: none"> Effective publications and communication materials on research findings and insights.
6. Liaise with research team members, collaborators, and stakeholders, facilitating effective communication and collaboration across multiple research projects and initiatives.	<ul style="list-style-type: none"> Effective communication and collaboration demonstrated through feedback and interactions with team members and collaborators
7. Maintain accurate and up-to-date records of research activities, including research protocols, data sets, and regulatory documentation, ensuring compliance with institutional and regulatory requirements.	<ul style="list-style-type: none"> Accurate and well-organized records maintained for regulatory compliance and research integrity

Qualifications & Experience:

- PhD in a related field
- 0 - 3 years of relevant working experience in Scientific Research

Technical Competencies:

- Proficiency in advanced research techniques and fieldwork procedures relevant to infectious diseases research.
- Proficient in data analysis software and statistical methods for comprehensive data interpretation.
- In-depth knowledge of research ethics and regulatory requirements for research activities and fieldwork
- Proficient in literature review skills and ability to critically evaluate research literature.
- Familiarity in maintaining regulatory compliance and documentation for research projects.

Behavioural Competencies:

- Attention to Detail: Able to ensure precision and accuracy in recording and interpreting experimental data, maintaining consistency in methodology, and adhering to established protocols and standards to uphold the integrity of research outcomes.
- Communication Skills: Exhibit excellent communication skills to effectively convey complex technical information to diverse stakeholders involved in the research process, articulating research procedures, data analysis methods, and research findings clearly and succinctly.
- Collaboration: Actively collaborate with team members to accomplish research objectives, share insights, and contribute to problem-solving.
- Time Management: Manage time effectively to meet project deadlines, prioritize tasks, and allocate resources efficiently.
- Stakeholder Engagement: Engage with stakeholders, including research participants, collaborators, and supervisors, to foster positive relationships and promote research objectives.

Representative Jobs:

- Research Associate (With / Without PNSS)
- Post-Doc Science