



## 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 Institut 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	<b>Junior Research Assistant</b>	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	<b>Research Associate</b>	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	<b>Researcher</b>	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	<b>Senior Researcher</b>	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	<b>Distinguished Senior Researcher</b>	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	<b>Distinguished Senior Researcher of Exceptional Class</b>	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 3: Researcher

#### Job Purpose:

Jobs at this level are involved in planning, managing and executing scientific research projects, including fieldwork, 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.

#### Accountabilities:

Description	Key Result Areas
1. Coordinate various aspects of research projects simultaneously, including fieldwork, ensuring adherence to protocol requirements, timelines, and budget constraints.	<ul style="list-style-type: none"> <li>Successful coordination of research projects with adherence to timelines and budget constraints</li> </ul>
2. Coordinate cross-functional teams and external collaborators, fostering effective communication and collaboration to achieve research objectives and milestones.	<ul style="list-style-type: none"> <li>Collaborative efforts with cross-functional teams leading to achievement of research objectives and milestones</li> </ul>
3. Provide mentorship guidance to junior research staff, facilitating their professional development and ensuring the successful execution of research protocols and procedures.	<ul style="list-style-type: none"> <li>Professional development of junior research staff demonstrated through guidance and support</li> </ul>
4. Execute fieldwork in the assigned research unit, including collecting and analysing samples as and when necessary.	<ul style="list-style-type: none"> <li>Execution of fieldwork according to defined project plan</li> <li>Proper handling of samples for analysis</li> </ul>
5. Analyse unique problems and complex issues that may arise in research projects and find applicable solutions	<ul style="list-style-type: none"> <li>Resolving roadblocks encountered in research projects</li> </ul>
6. Conduct inspections over the course of research activities and fieldwork to ensure that they are conducted with sufficient technical rigour and address any issues that may arise	<ul style="list-style-type: none"> <li>Adherence to procedure protocols for research activities</li> <li>Prompt corrective and preventive actions conducted</li> </ul>
7. Monitor and evaluate research data and outcomes, identifying trends, patterns, and areas for further investigation or analysis, and contributing to the interpretation and dissemination of results.	<ul style="list-style-type: none"> <li>Identification of trends and patterns leading to meaningful interpretation and dissemination of research outcomes</li> </ul>
8. Ensure the maintenance of detailed and organised records of experimental procedures and results	<ul style="list-style-type: none"> <li>Well-maintained and organized records</li> </ul>
9. Assist in obtaining grants, managing research budgets and resource allocations, optimizing	<ul style="list-style-type: none"> <li>Optimization of grants research budgets and resources leading to efficient</li> </ul>

**PASTEUR NETWORK**

efficiency and cost-effectiveness in project management and implementation.	project management and implementation
10. Contribute to the development and implementation of research strategies and initiatives, leveraging expertise and insights to advance knowledge and innovation in infectious diseases and emerging pathogens.	<ul style="list-style-type: none"> <li>Contributions to research strategies and initiatives leading to the advancement of scientific research knowledge</li> </ul>

**Qualifications & Experience:**

- PhD in a related field
- 4 – 9 years of relevant working experience in Scientific Research
- Prior experience in managing a team will be preferred

**Technical Competencies:**

- Proficient in project management methodologies and tools for coordinating multiple aspects of research projects.
- Advanced skills in data management and analysis software for complex data interpretation and visualization.
- In-depth understanding of regulatory compliance requirements for research activities and fieldwork
- Familiarity in budget management and resource allocation for research projects.
- Proficiency in coordinating cross-functional teams and external collaborators for research initiatives.
- Ability to conduct risk assessments and develop risk management strategies for research projects.
- Ability to mentor and provide guidance to junior research staff and students.
- Familiarity in grant writing, proposal development, and securing funding for research projects.

**Behavioural Competencies:**

- Quality Focus: Maintain high standards of quality assurance, review data for accuracy and completeness, and identify areas for improvement.
- Regulatory Compliance: Ensure compliance with regulatory guidelines, protocols, and ethical standards throughout the research process.
- Communication and Negotiation: Communicate effectively with internal and external stakeholders, negotiate agreements, and resolve conflicts as needed.
- Team Collaboration: Collaborate with multidisciplinary teams, contribute expertise, and facilitate effective teamwork to achieve research goals.
- Problem-Solving: Identify research-related challenges, propose solutions, and implement improvements to enhance efficiency and effectiveness.

**Representative Jobs:**

- Post-Doc Researcher