



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	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 4: Senior Researcher

Job Purpose:

Jobs at this level involve managing and supervising 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.

Accountabilities:

Description	Key Result Areas
1. Lead and oversee a portfolio of research projects and initiatives, directing research teams and resources to achieve scientific objectives and milestones.	<ul style="list-style-type: none"> • Successful oversight of research projects leading to the achievement of scientific objectives and milestones
2. Develop and implement research protocols, methodologies, integrating interdisciplinary approaches and cutting-edge technologies to address complex research questions.	<ul style="list-style-type: none"> • Development and implementation of innovative research protocols and methodologies
3. Plan, schedule, conduct or coordinate detailed phases of work for scientific research projects while continually interpreting and aligning research program with key objectives	<ul style="list-style-type: none"> • Alignment of research projects with organisational objectives • Workflow optimization to ensure smooth execution of projects
4. Conduct inspections on multiple fieldworks to ensure that they are conducted with sufficient technical rigour and address any issues that may arise	<ul style="list-style-type: none"> • Oversight of activities conducted by the research team • Adherence to procedure protocols for fieldwork
5. Anticipate and solve unprecedented research problems in research projects	<ul style="list-style-type: none"> • Resolving roadblocks encountered in research projects
6. Secure funding and grants to support research activities and fieldwork, including proposal writing, budget development, and grant management, in collaboration with funding agencies and partners.	<ul style="list-style-type: none"> • Successful securing of funding and grants for research activities
7. Provide leadership, technical training and guidance to the scientific research team in assigned research unit	<ul style="list-style-type: none"> • Training and guidance • Staff readiness to undertake research activities

PASTEUR NETWORK

8. Publish research findings in peer-reviewed journals and submit and present technical papers to various scientific forums, contributing to the advancement of knowledge and dissemination of best practices in infectious diseases and public health.	<ul style="list-style-type: none"> • Advancement of research within field of study • Publishing of research methodology and findings
9. Establish collaborations and partnerships with academic institutions, government agencies, and non-profit organizations, promoting interdisciplinary research and knowledge exchange.	<ul style="list-style-type: none"> • Establishment of collaborations and partnerships promoting interdisciplinary research and knowledge exchange
10. Mentor and supervise junior researchers and staff, fostering a culture of excellence, innovation, and collaboration in the research environment.	<ul style="list-style-type: none"> • Development of a culture of excellence and collaboration among junior researchers and staff
11. Conduct rigorous data analysis and interpretation, applying statistical methods and computational tools to derive meaningful insights and conclusions from research data.	<ul style="list-style-type: none"> • Rigorous data analysis and interpretation leading to meaningful insights and conclusions
12. Advocate for evidence-based policies and interventions in infectious disease control and prevention, translating research findings into actionable recommendations for public health practice and policy-making.	<ul style="list-style-type: none"> • Advocacy for evidence-based policies and interventions leading to actionable recommendations for public health practice and policy-making

Qualifications & Experience:

- PhD in a relevant field
- 9 – 12 years of relevant working experience in Scientific Research
- At least 3 years of experience in managing a research unit

Technical Competencies:

- Expertise in designing and implementing research protocols and methodologies for complex research studies.
- Experience in securing competitive grants and funding for large-scale research projects.
- Management skills to guide and inspire research teams towards achieving scientific objectives and milestones.
- Ability to publish research findings in high-impact peer-reviewed journals and scientific forums and strong presentation skills for representing research findings at conferences and meetings.
- Strong collaboration and networking skills for establishing partnerships with academic institutions, government agencies, and industry partners.
- Understanding of research strategy development and implementation to address critical challenges in infectious disease research.
- Understanding of global health policies and initiatives related to infectious disease control and prevention.

Behavioural Competencies:

- Risk Management: Identify potential risks and opportunities in research projects, develop risk mitigation strategies, and proactively manage project risks to minimize impact.
- Grant Writing and Management: Develop grant proposals, secure funding, and manage research grants to support research activities and projects.
- Resource Allocation and Management: Effectively allocate resources, including funding, personnel, and equipment, to support research activities and maximize outcomes.
- Cross-Disciplinary Collaboration: Foster collaboration and synergy among diverse research teams and disciplines, integrating expertise from multiple fields to address complex research questions.
- Knowledge Translation: Translate research findings into tangible outcomes, including policies, interventions, and innovations, to address public health challenges and improve patient outcomes.
- Leadership Skills: Possess strong leadership skills to provide guidance and training to team members.

Representative Jobs:

- Researcher (With / Without PNSS)
- Senior Bioinformatician and Computational Biologist
- Deputy Head of Unit
- Head of Unit