



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 5: Distinguished Senior Researcher

Job Purpose:

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.

Accountabilities:

Description	Key Result Areas
1. Provide strategic leadership and direction for the organization's research programs and initiatives in infectious diseases and emerging pathogens, aligning with institutional goals and priorities.	<ul style="list-style-type: none"> Strategic leadership and direction for research programs aligned with institutional goals and priorities
2. Establish and maintain relationships with key stakeholders, including government agencies, funding bodies, industry partners, and international organizations, to advance research agendas and secure support for initiatives.	<ul style="list-style-type: none"> Establishment and maintenance of relationships with key stakeholders to advance research agendas
3. Lead the development and implementation of research strategies and priorities, leveraging expertise and resources to address critical challenges and gaps in infectious disease research and public health practice.	<ul style="list-style-type: none"> Development and implementation of research strategies addressing critical challenges in infectious disease research and public health practice
4. Establish and enforce rigorous quality control measures across research projects and related activities, ensuring adherence to regulatory standards, ethical guidelines, and best practices	<ul style="list-style-type: none"> Quality assurance to ensure adherence with regulatory standards and ethical guidelines
5. Obtain and manage budgets effectively, tracking expenditures and optimizing resource allocation to maximize research impact.	<ul style="list-style-type: none"> Effective funding management
6. Provide mentorship, guidance, and technical expertise to junior researchers and staff members, fostering a culture of collaboration, professional growth, and excellence within the research team.	<ul style="list-style-type: none"> Team leadership and development
7. Lead efforts to disseminate research findings through publications in peer-reviewed journals, presentations at conferences and symposiums, and engagement with scientific communities.	<ul style="list-style-type: none"> Representation of IPC in key publications and external engagements

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8. Represent the organization in national and international forums, conferences, and expert panels, advocating for policies and investments that promote global health security and resilience.	<ul style="list-style-type: none"> Representation of the organization in national and international forums advocating for policies promoting global health security
9. Drive innovation and knowledge translation in infectious disease research, exploring new methodologies, technologies, and interventions to address emerging threats and opportunities.	<ul style="list-style-type: none"> Innovation and knowledge translation in infectious disease research leading to exploration of new methodologies and technologies

Qualifications & Experience:

- PhD in a related field
- 12 – 15 years of relevant working experience in Scientific Research
- At least 5 years of experience in managing a research unit
- Track record of publications in peer-reviewed journals will be preferred

Technical Competencies:

- Strategic skills to shape the organization's research agenda and strategic direction in infectious diseases research.
- Expertise in fostering a culture of innovation, excellence, and collaboration within the research community.
- Established relationships with key stakeholders, including government agencies, funding bodies, and international organizations.
- Mentorship and coaching skills to develop the next generation of leaders in infectious diseases research.
- Engagement with policymakers, funders, and stakeholders to mobilize resources and support for research priorities and initiatives.
- Expertise in groundbreaking research and publications that contribute to the advancement of knowledge in infectious diseases.
- Commitment to upholding the highest standards of scientific integrity, professionalism, and ethical conduct.

Behavioural Competencies:

- Continuous Learning and Adaptation: Stay abreast of emerging trends, methodologies, and technologies in infectious diseases research and public health, fostering a culture of continuous learning and adaptation within the research community.
- Strategic Decision-Making: Make strategic decisions regarding research priorities, resource allocation, and project direction, considering long-term organizational goals and external trends
- Executive Leadership and Mentorship: Strong leadership skills to inspire and motivate research teams, provide direction, and foster a collaborative and supportive work environment.



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- **Communication Skills:** Excellent written and verbal communication skills to effectively convey research findings, present complex information to diverse audiences, and engage stakeholders.
- **Collaboration and Networking:** Ability to collaborate effectively with interdisciplinary teams, external partners, and stakeholders to leverage expertise and resources, facilitate knowledge exchange, and achieve research objectives.
- **Problem-Solving Orientation:** Proactive approach to identifying research problems, anticipating potential obstacles, and developing solutions.
- **Adaptability and Innovation:** Flexibility and adaptability to navigate evolving research priorities, methodologies, and technologies. Capacity to innovate and think creatively to address research challenges and explore new avenues for discovery.

Representative Jobs:

- Senior Researcher (With / Without PNSS)
- Head of Unit
- Deputy Head of Unit