



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 6: Distinguished Senior Researcher of Exceptional Class

Job Purpose:

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.

Accountabilities:

| Description | Key Result Areas |
|---|---|
| 1. Develop and articulate the research objectives and priorities of assigned research units. | <ul style="list-style-type: none"> Research objectives and priorities for IPC |
| 2. Secure and oversee the funding management for the execution of scientific research projects and fieldwork. | <ul style="list-style-type: none"> Sufficient funding for scientific research projects and fieldwork |
| 3. Cultivate and lead strategic partnerships and collaborations within and beyond IPC to leverage complementary expertise, resources, and infrastructure. | <ul style="list-style-type: none"> Strategic partnerships and collaborations |
| 4. Represent IPC and disseminate research findings and insights at national and international congresses and/or patents | <ul style="list-style-type: none"> External Representation |
| 5. Provide leadership and mentorship to research teams, fostering a culture of excellence, innovation, and collaboration. | <ul style="list-style-type: none"> Effective team leadership |
| 6. Assess and mitigate risks associated with research activities, ensuring compliance with ethical, legal, and regulatory requirements. | <ul style="list-style-type: none"> Risk management |
| 7. Lead efforts to translate research findings into tangible outcomes, innovations, and policy recommendations that address societal needs and achieve IPC's strategic objectives | <ul style="list-style-type: none"> Feasible recommendations based on research insights |
| 8. Lead and ensure the highest quality and scientific rigor of all research activities within the unit, fostering a culture of academic integrity and accountability. | <ul style="list-style-type: none"> Research quality assurance |
| 9. Champion and ensure the consistent adherence to health and safety protocols, ethical guidelines and cyber security policies. | <ul style="list-style-type: none"> Compliance with relevant guidelines and policies |

Qualifications & Experience:

- PhD in a relevant field
- More than 15 years of relevant working experience in Scientific Research
- At least 5 years of experience in managing a team
- Strong track record of publications in peer-reviewed journals

Technical Competencies:

- Proficiency in a wide range of research methodologies, including experimental design, data collection, statistical analysis, and interpretation of results.
- In-depth knowledge and understanding of the subject area or domain of research, including relevant theories, concepts, and literature.
- Strong analytical and problem-solving skills to address complex research questions, analyse data effectively, and draw meaningful conclusions.
- Strong skills in building strategic alliances and fostering collaborations with diverse stakeholders

Behavioural Competencies:

- Visionary Leadership: Strategic vision to anticipate future research trends and shape the direction of research programs to achieve long-term organizational objectives.
- Collaborative Influence: Strong interpersonal skills to build consensus, foster collaboration, and navigate complex stakeholder relationships effectively.
- Adaptability and Resilience: Agility and resilience to navigate ambiguity, uncertainty, and changing priorities in the research landscape.
- Effective Communication and Engagement: Proficiency in communicating complex concepts and research findings in compelling ways to diverse audiences, including policymakers, funders, and the general public.

Representative Jobs:

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