



<b>Job Title:</b>	HIV Theme Leader & Head of Programme, HIV Intervention
<b>Department:</b>	MRC/UVRI & LSHTM Uganda Research Unit
<b>Location:</b>	Uganda
<b>FTE:</b>	1.0 FTE, fixed-term for 5 years
<b>Accountable to:</b>	Unit Director of MRC/UVRI & LSHTM Uganda Research Unit, Professor Pontiano Kaleebu

## GENERAL INFORMATION

### The London School of Hygiene & Tropical Medicine

The London School of Hygiene & Tropical Medicine is a world-leading centre for research and postgraduate education in public and global health. Our mission is to improve health and health equity in the UK and worldwide; working in partnership to achieve excellence in public and global health research, education and translation of knowledge into policy and practice.

Founded in 1899, the School has expanded in recent years at its two main sites on Keppel Street and Tavistock Place. Our staff, students and alumni work in more than 150 countries in government, academia, international agencies and health services. Research income has grown to more than £110 million per year from national and international funding sources including UK government and research councils, the European Union, the Wellcome Trust, Gates Foundation and other philanthropic sources. The School's multidisciplinary expertise includes clinicians, epidemiologists, statisticians, social scientists, molecular biologists and immunologists, and we work with partners worldwide to support the development of teaching and research capacity.

Our education provision has expanded to more than 1,000 London-based Master's and Research students, 3,000 studying postgraduate courses by distance learning, and 1,000 each year on short courses and continuous professional development. Our free online courses (MOOCs) are studied by more than 30,000 participants globally.

The School performs well in various global university league tables. In the US News Best Global Universities Ranking 2017, we are ranked sixth in the world (together with Oxford University) in the fields of social sciences and public health. In the 2016 CWTS Leiden Ranking, the School was ranked fifth in the world for research impact across all disciplines, based on the share of institutions' outputs within the top 1% of papers by citation in all areas of science and independent of size of output.

The School was named University of the Year 2016 by Times Higher Education, in recognition of our response to the Ebola epidemic. The School is a member of the M8 Alliance of Academic Health Centres, Universities and National Academies, the Association of Schools of Public Health in the European Region, and the Consortium of Universities for Global Health.

## UNIT INFORMATION

Established in 1989, the MRC/UVRI Uganda Research Unit is an internationally recognized interdisciplinary centre of excellence for research on HIV infection and priority diseases. It provides critical knowledge on the evolving HIV epidemic and on the evaluation of innovative health care options, treatment and prevention, and has shaped health policy and practice not only in Uganda but in Africa and worldwide.

Through a multidisciplinary approach, intersecting basic science, epidemiological research, social-behavioural research and the conduct of new intervention evaluation studies (vaccines, microbicides and therapies), the Unit has provided evidence on the changing nature of the HIV epidemic, including the pathogenesis of the virus, disease mechanisms, transmission dynamics, prevention practice and the optimisation of care which has had real impact on practice and policy in Uganda and beyond.

In 2014, the Unit engaged in a high level strategic review of future health priorities of the East Africa region. As a consequence, the Unit was strongly supported during its recent review to evolve its research activities within three key priority thematic areas HIV; Endemic, Neglected, Emerging and Re-emerging Infections (ENERI); and Non-Communicable Disease (NCD). The new provision of 5 year support commenced April 2017 and two of the theme leaders are in place.

The Director is now seeking to recruit an exceptional, internationally respected scientist who will provide the strategic vision to lead the HIV theme and within this develop a significant programme of research in the field of HIV intervention.

This is a full time opportunity, although the possibility of a joint appointment with a University or research institution will also be considered provided work at the Unit accounts for at least 0.7 FTE.

## **HIV THEME**

The main Unit campus is situated in Entebbe at the Uganda Virus Research Institute and has dedicated field stations and links to key hospitals in different rural/urban settings. It supports important community cohorts and has excellent clinical and laboratory facilities, plus a newly established bioinformatics center. MRC core funding for the Unit was renewed commencing April 2017 and the Unit attracts substantial additional support from international funding agencies. It has an established staff complement of over 200 scientists, clinicians and senior administrative staff from many parts of the world, and over 180 support staff. It also hosts many visiting researchers and students.

The Unit has an international track record of research on HIV. It has led and contributed to major international multi centre trials evaluating novel prevention and treatment options and conducts social behavioural and basic science studies. It attracts support from a variety of international funders including EDCTP, Wellcome, DFID and IAVI.

The programmes within the HIV theme will undertake research to better understand and thereby effectively respond to the changing nature of the HIV epidemic in Uganda and the region and that are most likely to have direct impact on practice and policy change.

Existing programmes within the HIV theme include basic virological, immunological and epidemiological research as well as a strong cross cutting social science programme. The theme leader will be anticipated to lead prevention and/or care programme of intervention or health systems research to complement these activities.

The portfolio of duties outlined below will vary in accordance with the detailed expectations of the role, which may be varied from time to time, and as agreed at your annual Performance and Development Review (PDR).

## **JOB DESCRIPTION**

### **Main Activities and Responsibilities**

The Unit Director is seeking to recruit an outstanding individual to lead the HIV theme within the Unit. The individual will be expected to provide visionary leadership to the theme as well as leading their own excellent, distinctive programme of interventional or systems research, complementing the basic, epidemiological and social science strengths of the Unit. The theme leader will be expected to work collaboratively with other theme and programme leaders to develop and sustain a creative synergy so as to tackle health priorities of the region.

The Theme Leader will contribute substantially to the Unit's research endeavour, encourage the development of more junior colleagues and will be expected to support scientists conducting research in a broad range of other areas compatible with the mission of the Unit.

### **Key Responsibilities**

#### **STRATEGIC LEADERSHIP OF THE HIV THEMATIC AREA**

1. Lead a distinctive interventional or systems research programme within the HIV theme
2. Foster cohesion and synergies between research activities within the HIV theme and across other themes
3. Maximise the use of Unit resources and infrastructure to promote opportunities for collaborative research within and beyond the Unit
4. Attract external grant funding
5. Communicate and disseminate the Unit strategy, research and outcomes across a broad spectrum of audiences both nationally and internationally
6. Be an active member of the Unit's Senior Management Committee, contributing to the overall strategic decision making processes
7. Provide senior representation of the Unit at stakeholder meetings.

#### **KNOWLEDGE GENERATION**

8. To deliver high quality research & scholarship in your field of study, individually and in collaboration with others, by maintaining a substantial programme of research supported by good<sup>1</sup> research funders, publishing peer-reviewed outputs, undertaking, and supporting colleagues in, generating and securing (where relevant) intellectual property;
9. To oversee and participate in research degree supervision and examination;
10. To demonstrate research leadership and promote and ensure compliance of self and others with good practice in relation to the conduct of research, the ethics policy, and other relevant School policies;
11. To lead on, monitor and advance, the development of early-career researchers;
12. Provide leadership and mentorship to encourage the career development of staff within the theme and Unit

---

<sup>1</sup> Good research funders are: Research Councils; Government Departments; NIHR; National and overseas charities recognised by HEFCE for QR; Overseas research councils or equivalent including NIH; EU; other agencies (eg NGOs, commercial companies) supporting commissioned research that is consistent with School's mission and meets School's cost recovery targets.

## EDUCATION

1. To deliver high quality education and assessment in relation to your specific subject and within the broader area covered by your department and disciplinary field;
2. To contribute to the improvement of the quality of the School's education, by participating in the review and development of new and updated learning and teaching materials or approaches, and/or improving assessment practices, and/or improving aspects of the student experience;
3. To demonstrate educational leadership and management by supporting the Head of Department and Dean of Faculty in academic management activities and collaborating with professional services staff both centrally and in the Faculty office in supporting improvements to administrative processes;

## INTERNAL CONTRIBUTION

1. To demonstrate good internal citizenship by undertaking PDRs and promoting staff development, and by leading on the recruitment, mentoring and support of colleagues as appropriate;
2. To take on senior leadership and managerial responsibilities in a Unit, Faculty, Department or Centre and School committee roles as appointed, and by supporting activities that ensure a vibrant, supportive and productive academic environment;

## EXTERNAL CONTRIBUTION

1. To demonstrate good external citizenship by initiating and building the School's links with appropriate external and international organisations, supporting School fund-raising and development activities and maintaining a strong national and international profile;
2. To promote knowledge translation and enterprise by exploiting academic knowledge beyond academia;

## PROFESSIONAL DEVELOPMENT & TRAINING

1. To keep up-to-date with the latest research/thinking in your academic field and with changes to pedagogic practice within the School and more generally;
2. To undertake and successfully complete the mandatory training required by the School appropriate to the role;

## GENERAL

All academic staff are free within the law to question and test received wisdom, and put forward new ideas and controversial or unpopular opinions, to enable the School to engage in research and promote learning to the highest possible standards.

All staff at LSHTM are also expected to:

1. Act at all times in the School's best interests;
2. Treat School staff, students and visitors with courtesy and respect at all times;
3. Comply fully with School policies, procedures and administrative processes relevant to the role including when acting as Principal Investigator, accepting academic, managerial, financing and ethical responsibility for a project;
4. Uphold and support the School's values (as set out in the School Strategy document);
5. Act as ambassadors for the School when hosting visitors or attending external events;

*The above list of duties is not exclusive or exhaustive and the role holder will be required to undertake such tasks as may reasonably be expected within the scope and grading of the role.*

*Role descriptions should be regularly reviewed to ensure they are an accurate representation of the role.*

[JAN 2017]

## PERSON SPECIFICATION

This form lists the essential and desirable requirements needed by the post holder to be able to perform the job effectively.

Applicants will be shortlisted solely on the extent to which they meet these requirements.

You will be an exceptional, internationally respected scientist in the HIV field with an excellent track record in the delivery of intervention; implementation; or health systems research, ideally within a developing country. This will be evidenced through an excellent research publication track record in international respected journals and influence of health practice and policy.

You will be able to demonstrate that you have led and secured significant international research grant funding.

You will be medically qualified with an MBChB/MBBS/MD and PhD or equivalent; Clinical speciality i.e. MMED or MRCP will be an added advantage. Research experience within the HIV (or closely related) field required.

You will be responsible for the management and planning of the HIV theme. As an inspirational leader you will have the ability to engage your team with a clear vision for delivering the Unit and Theme strategy and be committed to fostering the development of your staff at all levels. You will have a history of attracting significant research funding.

You will be expected to support the Unit Director in planning and implementing the research strategy for the Unit and, in association with other research leaders, ensuring effective leadership and management of the Unit.

You should have experience of developing and implementing an innovative programme of research, and will need to be a highly credible research leader. Direct reports and teams will look for inspirational leadership, so candidates should evidence staff development, creativity and autonomy.

You will possess a broad research portfolio evidencing:

- Proven senior leadership and management skills at a similar level
- A capability to represent the Unit at a senior level and support the Director's vision to external international research collaborators
- Proven ability to secure internationally competitive research funding
- Excellent inter-personal and influencing skills, with an ability to nurture cohesive internal and external partnerships and collaborations across different sites and departments
- Leadership and demonstrable success in training and supervising research and other staff
- Ability to deliver a research programme on time and within budget
- Political sensitivity and cultural awareness, with understanding of the particular challenges of conducting research within developing country settings.

You will be based at the research facility in Entebbe, but will also spend time at the field stations. You will report to the Unit Director and will work jointly with other members of the Unit in the development and delivery of the HIV theme.

As well as the unique personal and professional opportunities this role presents, you will receive a package of overseas allowances.

## **SALARY AND CONDITIONS OF APPOINTMENT**

The post is funded for 5 years. The salary for the post is in the range from £72,207 - £101,192 per annum (inclusive of London Weighting). The post will be subject to the LSHTM terms and conditions of service. Annual leave entitlement is 30 working days per year, pro rata for part time staff. In addition to this there are discretionary "Director's Days". Membership of the Pension Scheme is available.

Applications should be made on-line via our website at <http://jobs.lshtm.ac.uk>. Applications should consist of an up to date CV, supporting statement and publication list. Applications should also include the names and email contacts of 2 referees who can be contacted immediately if shortlisted. Online applications will be accepted by the automated system until 10pm on the closing date. Any queries regarding the application process may be addressed to [jobs@lshtm.ac.uk](mailto:jobs@lshtm.ac.uk). If you would like to discuss this opportunity directly with the Unit Director, Professor Pontiano Kaleebu, please email [Pontiano.kaleebu@mrcuganda.org](mailto:Pontiano.kaleebu@mrcuganda.org). Please quote reference REF MRC-MRC-2018-01

The supporting statement section should set out how your qualifications, experience and training meet each of the selection criteria. Please provide one or more paragraphs addressing each criterion. The supporting statement is an essential part of the selection process and thus a failure to provide this information will mean that the application will not be considered. An answer to any of the criteria such as "Please see attached CV" will not be considered acceptable. Please note that if you are shortlisted and are unable to attend on the interview date it may not be possible to offer you an alternative date.

Shortlisting: w/c 9 April 2018

Interviews (at the Unit): mid – late May 2018

Candidates will be given at least 3 weeks' notice of interview, due to the requirement to travel.

Date compiled: February 2018