

## RESEARCH FELLOW OR ASSISTANT PROFESSOR



<b>Job Title:</b>	Research Fellow or Assistant Professor - EBOVAC Clinical Trial Coordinator
<b>Department:</b>	Clinical Research Department
<b>Faculty:</b>	Infectious and Tropical Diseases
<b>Location:</b>	Kambia district, Sierra Leone
<b>FTE:</b>	1.0 FTE
<b>Grade:</b>	Research Fellow Grade 6 or Assistant Professor Grade 7
<b>Accountable to:</b>	Head of Department through Principal Investigator (PI), Deborah Watson-Jones. Line manager will be Dr David Ishola, EBOVAC Trial Manager.
<b>Job Summary:</b>	<p>Coordination of the first study of a prime boost vaccine for prevention of Ebola virus infection in Sierra Leone. This study is part of the EBOVAC1 project and is a collaboration between the London School of Hygiene &amp; Tropical Medicine (LSHTM), Janssen Vaccines &amp; Prevention B.V., the University of Oxford, INSERM, the College of Medicine and Allied Health Sciences of Sierra Leone (COMAHS) and other collaborating research partners in Africa. This study is also part of the EBOVAC3 project which supports an essential part of remaining clinical and manufacturing activities required for licensure in the European Union (EU) and the United States (US) of a candidate heterologous 2-dose prophylactic vaccination regimen against Ebola virus disease (EVD) that is under development at Janssen Vaccines. EBOVAC3 is a phase 2 study to evaluate the safety, reactogenicity, and immunogenicity of a heterologous 2-dose vaccination regimen using Ad26.ZEBOV and MVA-BN®-Filo in infants aged 4 to &lt;12 months in Guinea and Sierra Leone.</p> <p>The postholder will be required to provide: coordination of the trial study activities in Sierra Leone; supervision and guidance to the trial team; coordination of the collection of data and samples in close working relationship with the collaborators and Janssen; monitoring of recruitment and follow-up; assisting in preparation of progress reports; monitoring of trial procedures including adverse event reporting; contributing to teaching/lecturing at LSHTM and helping to prepare scientific reports and presentations.</p>

### 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 £180 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.

Our diverse research talents, skills and experience, underpin our position as a leader in public and global health. These range from the molecular to the global, the theoretical to the applied, the analytical to the political. Our staff are conducting research in more than 100 countries.

We have 3,300 staff based all around the world with core hubs in London and at the MRC Units in The Gambia and Uganda, which joined LSHTM in February 2018. Our outstanding, diverse and committed staff make an impact where it is most needed - deploying research in real time in response to crises, developing innovative programmes for major health threats, or training the next generations of public and global health leaders and researchers.

Working in partnership is central to achieving our mission. Our strategic collaborations in the UK and across high-, middle- and low-income countries deliver health and socioeconomic benefits across the world, especially in the most disadvantaged communities.

LSHTM is also a member of the M8 Alliance of Academic Health Centers, Universities and National Academies, the Association of Schools of Public Health in the European Region, and the Consortium of Universities for Global Health.

We deliver research-led educational programmes to future health leaders, managers and researchers across the world. We have more than 1,200 face-to-face Master's and Doctoral students, 3,000 studying by distance learning, and 1,000 each year on short courses and continuous professional development. Our free online courses are studied by more than 70,000 participants globally.

LSHTM performs strongly in various global university league tables. In the 2019 CWTS Leiden Ranking LSHTM is ranked the UK's top university for the proportion of academic research with women listed as authors, first in Europe for publishing open access research, and first in Europe and eighth in the world for research impact in sciences (for the proportion of its total publications ranking in the top 10% of most cited research).

In the US News Best Global Universities Ranking 2019, we ranked ninth in the UK overall and 13th in the world in the fields of social sciences and public health. We ranked 27th for medicine in the 2019 QS World University Rankings.

In 2017, the inaugural Center for World University Rankings by Subject placed LSHTM first in the world for tropical medicine research, second for parasitology and seventh for infectious diseases, public, environment and occupational health, and social sciences and biomedical.

LSHTM was named University of the Year 2016 by Times Higher Education and awarded a Queen's Anniversary Prize for Higher and Further Education in 2017 in recognition of our response to the 2014 Ebola epidemic in West Africa. LSHTM does not appear in the Times Higher Education World University Rankings as universities are excluded if they do not teach undergraduates.

We seek to foster and sustain a creative and supportive working environment based upon an ethos of respect and rigorous scientific enquiry. We embrace and value the diversity of our staff and student population and seek to promote equality as an essential element in contribution to improving health worldwide.

LSHTM is one of around 20 specialist institutions that receive institution specific funding from the Office for Students (OfS). This funding recognises the additional costs that LSHTM incurs because of its unique range of teaching, specialist facilities, and the scale of its contributions to national and

international agencies.

## **FACULTY INFORMATION**

### **Faculty of Infectious and Tropical Diseases**

The Faculty of Infectious and Tropical Diseases encompasses all of the laboratory-based research in the School as well as that on the clinical and epidemiological aspects of infectious and tropical diseases. It is headed by Alison Grant, who is **Professor of International Health**. The range of disciplines represented in the faculty is very broad and inter-disciplinary research is a feature of much of our activity. The spectrum of diseases studied is wide and there are major research groups with a focus on malaria, tuberculosis, HIV/AIDS and other sexually transmitted diseases, vaccine development and evaluation, and vector biology and disease control. The Faculty is organised into three large research departments comprising: Clinical Research, Disease Control, and Infection Biology. There is close interaction between scientists in different research teams. The Faculty has strong overseas links, which provide a basis for field studies and international collaborations in developed and developing countries. The teaching programme includes MSc courses, taught in-house and by distance learning, which are modular in structure, a variety of short-courses and an active doctoral programme (PhD and DrPH). For further information on the Faculty see: <http://www.lshtm.ac.uk/itd/index.html>.

#### ***Department of Clinical Research (Head: Professor Philippe Mayaud)***

The Department of Clinical Research addresses infectious diseases of major public health importance in developing countries. Activities include trials of new therapies, vaccines and educational interventions; the development of new diagnostic tests; studies to elucidate the immunological and molecular correlates of pathogenesis and protective immunity, and to identify genetic polymorphisms conferring protection or susceptibility to infectious diseases; health services research which aims to identify the most efficient and cost-effective way to deliver health care; and health policy analysis. In addition to our many overseas collaborations, we have close links with the Hospital for Tropical Diseases, in purpose-built accommodation on the main UCL Hospital campus, five minutes walk from the School. The Wellcome Trust Bloomsbury Centre for Global Health Research is based in the Department, and supports Clinical Fellows at all levels, most of whom are based overseas.

The Department's main research interests include HIV and related infections; in particular, the interaction between HIV infection and tuberculosis, and other sexually transmitted diseases; malaria; trachoma; leprosy; diagnostic tests for resource limited settings; eye health; disability; and travel medicine.

#### ***Department of Disease Control (Head: Professor James Logan)***

The Department of Disease Control is a multidisciplinary, cross-cutting department, operating in a global context and committed to excellence in research, innovation, learning and engagement. We have an outstanding reputation for internationally competitive research and teaching excellence, with demonstrable impact in the control of diseases, worldwide. Our diverse scientific staff comprises entomologists, epidemiologists, mathematical modellers, geographers, public health engineers, hygiene specialists, social scientists, engineers, statisticians and clinical scientists. We also have a strong team of project administrators, coordinators, managers, and communication specialists, who provide expert support to our research programmes in the UK and overseas. We are a highly collaborative Department, with extensive partnerships and collaborations with researchers from many countries and organisations around the world, as well as internally, with multiple School Departments. Our work cuts across several School Centres such as the Vaccine Centre, the Malaria Centre, Centre for Evaluation and the MARCH Centre.

Our staff play influential roles as consultants and key advisors to organisations including the WHO, CDC, Malaria Consortium, Public Health England, Department of Health, DFID, Bill and Melinda Gates Foundation, the Royal Society, Research Councils, Academy of Medical Sciences, the World

Bank, Governments and private sector manufacturers and innovators, amongst many others. Our range of expertise provides us with an impressive set of tools for addressing the control of diseases that are insect-borne, water-borne or associated with poor hygiene – mostly in low- and middle-income countries. Much of our research is directed at current health policy issues and addressing gaps between policy and practice.

### ***Department of Infection Biology (Head: Professor Chris Drakeley)***

The Department of Infection Biology brings together pathogen molecular biology and immunology and infection research across the School. The Department benefits from state of the art facilities and strong collaborations, many of which are with partners in disease endemic countries.

We study the molecular biology and genetics of pathogens and interaction with their hosts, to improve understanding and control of infectious diseases and to understand the complex and dynamic ways by which pathogens modulate virulence and interact with the human host. Such a holistic approach will vastly increase the scope for the rationale of design of long-term intervention strategies to reduce the burden of infectious disease. In recent years such a mission has been significantly enhanced by the availability of whole genome sequences. The Department is involved in several pathogen genome projects, and post genome studies which facilitate understanding of complex parasites. The interpretation and exploitation of this basic information is the platform for numerous new avenues of research on pathogenesis, epidemiology and the evolution of virulence.

Our research in immunology and infection centres on analysis of the host response to infection at the molecular, cellular and population levels. The goals are to develop a greater understanding of basic mechanisms of immunological protection versus pathology, and to apply this knowledge to the development of immunological interventions and the identification of correlates of immune status. Our work involves application of state of the art cellular and molecular approaches to the in vitro analysis of pathogen-host cell interactions, to in vivo studies in models, and to the study of immunity at the population level in disease endemic areas. We also conduct translational research for the development and evaluation of diagnostic approaches to identify disease foci and monitor drug resistance

## **Teaching**

The School offers 19 one-year full-time taught programmes leading to the Master of Science (MSc) degree of the University of London and the Diploma of the London School of Hygiene and Tropical Medicine (DLSHTM). The Faculty of Infectious and Tropical Diseases runs or contributes substantially to nine of these MSc programmes. In addition, the Faculty is responsible for the three-month Professional Diploma in Tropical Medicine and Hygiene, the Professional Diploma in Tropical Nursing and offers a range of specialist short courses lasting usually one or two weeks. The School offers a further six MSc programmes by Distance Learning, with the Faculty responsible for the MSc Infectious Diseases.

## **Research Training**

The School offers two doctoral training programmes. The MPhil/PhD degrees are designed for those who wish to go on to a full time research career. The DrPH is directed towards those who expect their careers to be more in the practice of public health.

## **EBOVAC and PREVAC Projects**

The Ebola vaccine projects – EBOVAC1, EBOVAC2 and EBOVAC3 – are a series of trials and associated projects which aim to assess a novel prime-boost preventive vaccine regimen against Ebola Virus Disease (EVD). In a prime-boost vaccine regimen, individuals are first given a dose to prime the immune system, and then a boost dose which is intended to enhance the immune

response and increase the duration of the response. The vaccine has been developed by Janssen Vaccines and Prevention B.V. and the trial is funded by the Innovative Medicines Initiative (IMI, a partnership between the EU and the European pharmaceutical industry).

Between them the EBOVAC1 and EBOVAC2 projects will assess – through several clinical trials conducted in phases in Europe and Africa – the safety, tolerability and immunogenicity of the vaccine regimen in response to the urgent public health need raised by the Ebola epidemic. The EBOVAC3 study supports an essential part of remaining clinical and manufacturing activities required for licensure in the European Union (EU) and the United States (US) of a candidate heterologous 2-dose prophylactic vaccination regimen against Ebola virus disease (EVD) that is under development at Janssen Vaccines. EBOVAC3 is a phase 2 study to evaluate the safety, reactogenicity, and immunogenicity of a heterologous 2-dose vaccination regimen using Ad26.ZEBOV and MVA-BN®-Filo in infants aged 4 to <12 months in Guinea and Sierra Leone.

The post holder will work closely with the PI, the trial manager, the EBOVAC Operations Manager, the EBOVAC/PREVAC finance manager and the EBOVAC/PREVAC management team in London to operationalise the Phase II study with in-country partners, GOAL Sierra Leone and the College of Medicine and Allied Health Sciences (COMAHS), University of Sierra Leone.

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

## JOB DESCRIPTION

### Main Activities and Responsibilities

#### KNOWLEDGE GENERATION

##### Research Fellow

1. To undertake high quality research & scholarship, including contributing to drafting major grant proposals and/or leading on drafting small grant proposals;
2. To contribute to peer-reviewed publications, including as lead author;
3. To make a contribution to research degree student supervision, as appropriate to qualifications and experience;
4. To manage small grants or elements of larger grants, ensuring compliance with good practice in relation to the conduct of research, the ethics policy and other relevant School policies;
5. Responsible for communication between LSHTM, the local trial team, the College of Medicine & Allied Health Sciences (COMAHS) and the other partners involved in the Ebola Vaccine trial, such as Janssen, and the Ministry of Health of Sierra Leone.

##### Assistant Professor

1. To deliver high quality research & scholarship in your field of study, individually and in collaboration with others, by applying for external grants/fellowships from good<sup>1</sup> research funders, and publishing peer-reviewed outputs as lead and co-author;
2. To contribute to research degree student supervision;
3. To manage research grants and promote and ensure compliance with good practice in relation to the conduct of research, the ethics policy, and other relevant School policies;
4. To support the development of early-career researchers;
5. Responsible for communication between LSHTM, the local trial team, the College of Medicine & Allied Health Sciences (COMAHS) and the other partners involved in the Ebola Vaccine trial, such as Janssen, and the Ministry of Health of Sierra Leone.

<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

6. Assisting to ensure that all necessary research and ethics clearances have been obtained for the Ebola Vaccine trial, and that all necessary reports are submitted to relevant research and ethics authorities as required.
7. Drafting, editing and reviewing case report forms, standard operating procedures, and other relevant study documentation and maintaining Study Master Files in Sierra Leone.
8. Participating in the writing up of the Ebola Vaccine trial findings in reports and publications, and contributing to other relevant journal publications.

6. Assisting to ensure that all necessary research and ethics clearances have been obtained for the Ebola Vaccine trial, and that all necessary reports are submitted to relevant research and ethics authorities as required.
7. Drafting, editing and reviewing case report forms, standard operating procedures, and other relevant study documentation and maintaining Study Master Files in Sierra Leone.
8. Participating in the writing up of the Ebola Vaccine trial findings in reports and publications, and contributing to other relevant journal publications.

## EDUCATION

### Research Fellow

1. To contribute to the delivery of high quality, research-informed teaching 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 development of new and updated learning and teaching materials or approaches;

### Assistant Professor

1. To deliver high quality, research-informed teaching and assessment in relation to your specific subject and within the broader area covered by your department/disciplinary field;
2. To contribute to the improvement of the quality of the School's education, by participating in the 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 support educational leadership and management by active participation in selected aspects of the curriculum, as appropriate, and by collaborating with professional services staff, centrally and in the Faculty, in carrying out relevant administrative processes;

## INTERNAL CONTRIBUTION

### Research Fellow

1. To undertake activities that support the Department, Faculty or the School;
2. To participate in the School's PDR process;
3. Recruiting, training and supervising field team staff (and other sites as required) in order to ensure that the trial is conducted to protocol, GCP and international trial standards.
4. Keeping in close contact with LSHTM outside Sierra Leone, and consulting with them on

### Assistant Professor

1. To undertake activities that support the Department, Faculty or School, including Committee membership;
2. To participate in own PDR and undertake those of others;
3. Recruiting, training and supervising field team staff (and other sites as required) in order to ensure that the trial is conducted to protocol, GCP and international trial standards.

<p>strategic issues or issues that might have any safety or major financial implications for the project. This will include, but not be limited to, preparation of a weekly written report of study progress to be shared with the Ebola Vaccine trial.</p> <ol style="list-style-type: none"> <li>Contributing to the School's postgraduate teaching programme, as feasible.</li> <li>Contributing to the academic life of the Clinical Research Department and the Faculty of Infectious and Tropical Diseases and the School.</li> <li>Undertaking other duties as may be required by the EBOVAC Principal Investigator (PI), the PI in Sierra Leone, the trial manager, the EBOVAC coordinator and the Clinical Research Department Head.</li> </ol>	<ol style="list-style-type: none"> <li>Keeping in close contact with LSHTM outside Sierra Leone, and consulting with them on strategic issues or issues that might have any safety or major financial implications for the project. This will include, but not be limited to, preparation of a weekly written report of study progress to be shared with the Ebola Vaccine trial.</li> <li>Contributing to the School's postgraduate teaching programme, as feasible.</li> <li>Contributing to the academic life of the Clinical Research Department and the Faculty of Infectious and Tropical Diseases and the School.</li> <li>Undertaking other duties as may be required by the EBOVAC Principal Investigator (PI), the PI in Sierra Leone, the trial manager, the EBOVAC coordinator and the Clinical Research Department Head.</li> <li>Taking a leading role in identifying knowledge gaps and develop proposals to fund research projects to address these areas.</li> <li>Supervision of postgraduate students, if appropriate.</li> <li>Taking responsibility for and co-ordinate additional relevant collaborative projects within the School, wider academia and public health bodies, both nationally and internationally, if feasible.</li> </ol>
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## EXTERNAL CONTRIBUTION

### Research Fellow

- To demonstrate good external citizenship by contributing to learned society/conference events, journal and grant reviews etc;
- Liaising with laboratory staff and other institutions in order to ensure that laboratory testing is performed within the trial schedule deadlines and that samples are shipped to external laboratories for ongoing analysis.

### Assistant Professor

- To demonstrate good external citizenship by contributing to the external academic community;
- To promote knowledge translation and enterprise by participating in networks and activities that disseminate research-based knowledge beyond academia;
- Liaising with laboratory staff and other institutions in order to ensure that laboratory testing is performed within the trial schedule deadlines and that samples are shipped to external laboratories for ongoing analysis.

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|---|---|
| 3. Organising and participating in meetings and discussions with LSHTM, COMAHS, Janssen, trial monitors and other stakeholders to discuss research progress, findings and any other aspects of the study. | 4. Organising and participating in meetings and discussions with LSHTM, COMAHS, Janssen, trial monitors and other stakeholders to discuss research progress, findings and any other aspects of the study. |
| 4. Participating in the data management, (data submission, data cleaning, etc) of the Ebola Vaccine trial, as required by the Janssen and LSHTM statistician.   | 5. Participating in the data management, (data submission, data cleaning, etc) of the Ebola Vaccine trial, as required by the Janssen and LSHTM statistician.   |
| 5. Preparing reports for the Ebola Vaccine trial governance bodies (e.g. Clinical Steering Committee, Steering Committee, Data and Safety Monitoring Board).  | 6. Preparing reports for the Ebola Vaccine trial governance bodies (e.g. Clinical Steering Committee, Steering Committee, Data and Safety Monitoring Board).  |
| 6. Assisting in preparing reports for the funding agency (IMI) as required and contributing to the preparation of scientific papers resulting from this study.  | 7. Assisting in preparing reports for the funding agency (IMI) as required and contributing to the preparation of scientific papers resulting from this study.  |
| 7. Travel to EBOVAC1 progress and coordination meetings as required, including meetings in other parts of Africa or Europe.   | 8. Travel to EBOVAC1 progress and coordination meetings as required, including meetings in other parts of Africa or Europe.   |
| 8. Contributing to the development of clinical trials skills among collaborators within LSHTM, and COMAHS, as appropriate   | 9. Contributing to the development of clinical trials skills among collaborators within LSHTM, and COMAHS, as appropriate   |

## PROFESSIONAL DEVELOPMENT & TRAINING

### Research Fellow

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. Where the length and nature of the position permits, to apply for and, if accepted, undertake a doctoral degree (if not already acquired);
3. To undertake and successfully complete the mandatory training required by the School appropriate to the role;

### Assistant Professor

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.*

*[FEB 2020]*

## 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.

### ESSENTIAL CRITERIA:

#### Research Fellow

1. A postgraduate degree in ideally a doctoral degree, in epidemiology, public health or a closely-related field.
2. Relevant experience working as a clinical trials coordinator or epidemiologist, or research coordinator, with experience of being based in sub-Saharan Africa.
3. Contributions to written output, preferably peer-reviewed, as expected by the subject area/discipline in terms of types and volume of outputs.
4. Proven ability to work independently, as well as collaboratively as part of a research team, and proven ability to meet research deadlines.
5. Evidence of excellent interpersonal skills, including the ability to communicate effectively both orally and in writing
6. Evidence of good organizational skills, including effective time management
7. Evidence of having practical experience in the management of research teams.
8. Evidence of having practical experience of leading or coordinating GCP compliant studies including familiarity of study monitoring visits.
9. Evidence of having practical experience of managing epidemiological data.
10. Evidence of having worked effectively both independently and as a member of a multidisciplinary scientific team.
11. Evidence of having worked effectively in a multicultural environment.
12. Willingness to be based in Kambia District in Sierra Leone with occasional work travel to collaborating institutions in Freetown, to other trial sites and for trial meetings and

#### Assistant Professor

1. A doctoral degree in epidemiology, public health or a closely-related field.
2. Expertise in working as a clinical trials coordinator or epidemiologist, or research coordinator, with experience of being based in sub-Saharan Africa.
3. Contributions as lead and co-author in peer-reviewed outputs, as expected by the subject area/discipline in terms of types and volume of output; significant contributions to at least four outputs within the most recent 5 years which are at least internationally excellent<sup>2</sup>
4. Proven ability to work independently, as well as collaboratively as part of a research team, and to meet research deadlines
5. Evidence of excellent interpersonal skills, including ability to communicate effectively both orally and in writing
6. Evidence of good organizational skills, including effective time management
7. Evidence of having practical experience in the management of research teams.
8. Evidence of having practical experience of leading or coordinating GCP compliant studies including familiarity of study monitoring visits.
9. Evidence of having practical experience of managing epidemiological data.
10. Evidence of having worked effectively both independently and as a member of a multidisciplinary scientific team.
11. Evidence of having worked effectively in a multicultural environment.
12. Willingness to be based in Kambia District in Sierra Leone with occasional work travel to collaborating institutions in Freetown, to other

<sup>2</sup> i.e. of a quality that would be rated highly in assessments of research quality such as those done by UK government, and in peer review processes used by funders

conferences for trips usually lasting 2-7 days.

trial sites and for trial meetings and conferences for trips usually lasting 2-7 days.

13. A PhD or DrPH in epidemiology or public health or equivalent experience demonstrated through publications.
14. Teaching experience at university level.
15. A good publication record commensurate with previous research experience

## DESIRABLE CRITERIA

### Research Fellow

1. Some experience of contributing to research grant applications.
2. Some experience of teaching and assessment.
3. Some experience of supervising and supporting junior researchers and/or research degree students, and non-academic staff
4. Experience working in on early phase clinical trials.
5. Experience of working on vaccine-related research studies.
6. Experience of working in sub-Saharan Africa, and ideally in West Africa.

### Assistant Professor

1. Experience of generating research income such as fellowships, and/or small project grants, and/or supporting grant applications of others.
2. Some experience of supervising and supporting junior researchers and/or research degree students, and non-academic staff.
3. Some experience of undertaking teaching and assessment
4. A teaching qualification
5. Experience working in on early phase clinical trials.
6. Experience of working on vaccine-related research studies.
7. Experience of working in sub-Saharan Africa, and ideally in West Africa.

E-Essential: Requirement without which the job could not be done

D-Desirable: Requirements that would enable the candidate to perform the job well

## **SALARY AND CONDITIONS OF APPOINTMENT**

This full-time post will be based in Kambia district, Sierra Leone. The post is funded by the Innovative Medicines Initiative (IMI), a joint undertaking between the European Union and the pharmaceutical industry association EFPIA until December 2021 and is available immediately. The appointment will be made on LSHTM's Academic Pathway salary scale Grade 6, £40,011-£45,437 per annum for the Research Fellow post and Grade 7, £46,704-£53,465 per annum for the Assistant Professor post, depending on qualifications and experience. 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 online via our website at <http://jobs.lshtm.ac.uk>. 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 of the closing date. Any queries regarding the application process may be addressed to [jobs@lshtm.ac.uk](mailto:jobs@lshtm.ac.uk). Please quote reference ITD-CRD-2021-01.

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.

## **ASYLUM AND IMMIGRATION STATEMENT**

*This post is based overseas and candidates will be required to email a copy of their passport (and visa if applicable) to HR prior to their interview and if appointed will be asked to send a notarised copy of their passport prior to their start date.*

*Applicants will be required to have the right to work in the country in which the post is based (or be eligible to apply for a suitable work visa).*

Date amended: AUG 2020

## Academic Expectations: Research Fellow

Examples of expected types of activities are listed; the selection of activities will vary from year to year and not all activities in each category would necessarily be done in any one year. The statement in each shaded heading summarises the general expectations for contributions in each category. Given the nature of employment as a Research Fellow, it is expected that most activity will focus on knowledge generation, but some activity in other areas is required and will support career progression.

### **Knowledge generation: Independent contributions and a clear trajectory towards excellence as an academic researcher**

#### *Research and scholarship*

- Undertaking research
- Working with PIs to draft grant proposals and/or leading writing of small grants, work packages or sections of larger proposals or personal fellowship applications
- Contributing to peer-reviewed outputs, including as first author, as expected by the subject area/discipline in terms of types of output
- Poster/oral presentations at relevant conferences, translation of research findings into educational materials
- Social media contributions such as twitter, blogs, web-based media or webinars

#### *Doctoral degree supervision*

- For RFs with Doctorate, some contribution to doctoral degree supervision is encouraged (e.g. specialist skills training; ad hoc advice; advisory committees). RFs without a Doctorate may also advise in areas of specialist knowledge<sup>3</sup>

#### *Research management, leadership and support*

- Effective management of own time and activities
- Management of small research grants or elements of larger grants, including management of data collection and relationships with research collaborators, support to grants management

#### *Professional development*

- Courses and other professional development activities, referenced to RDF
- Where the length, nature and funding source of the position permit, to apply for and, if accepted, undertake a doctoral degree (if not already acquired)

### **Education: Basic competence in teaching and assessment**

#### *Teaching and assessment*

- Research-informed teaching and assessment contributions (e.g. contributions to modules, MSc project supervision)

#### *Educational development and innovation*

- Contributing to the development of new educational materials, learning opportunities or assessments approaches

#### *Education leadership and management*

- None expected

#### *Professional development*

- Participation in professional development activities referenced to UKPSF (e.g. HEA, PGCILT, preparation for doctoral degree supervision, shadowing more experienced colleagues)

<sup>3</sup> Such RFs are expected to be registered for a doctorate

<b>Internal contribution: Contributions to School functioning and development</b>
<p><i>Internal citizenship</i></p> <ul style="list-style-type: none"> <li>• Contributing to at least one Department, Faculty, School, or Centre event or special interest group in any one year;</li> <li>• Supporting external School collaborations/partnerships (beyond own research or education role) where relevant</li> </ul> <p><i>School leadership and management roles</i></p> <ul style="list-style-type: none"> <li>• None expected but credit can be given if undertaken</li> </ul>
<b>External contribution: Contribution beyond the School</b>
<p><i>External citizenship</i></p> <ul style="list-style-type: none"> <li>• Contributing to learned society/conference events, journal and grant reviews etc <i>Knowledge translation and enterprise: not expected but options include:</i></li> <li>• Collecting evidence of research impact for impact case studies (e.g. policy records, correspondence with policy makers, media highlights)</li> <li>• Engaging with policy/practice/industry/NGO communities and the general public</li> <li>• Supporting MOOCs/OERs or other (e.g. educational) outreach</li> </ul>

## Academic Expectations: Assistant Professor

Examples of expected types of activities are listed; the selection of activities will vary from year to year and not all activities in each category would necessarily be done in any one year. The statement in each shaded heading summarises the general expectations for contributions in each category.

**Knowledge generation:** *Independent researcher with excellent contributions, supporting less experienced researchers and with growing leadership skills*

### *Research and scholarship*

- Undertaking research individually and as part of a team
- Applying for external grants and/or fellowships primarily from 'good'<sup>4</sup> research funders; contributing to work packages or elements within a large proposal
- For those on without duration contracts, salary recovery from research grants (whether as direct costs or directly allocated costs) and consultancy, on a rolling 3 year average, of not less than around 40% of salary (for those with substantial teaching or managerial responsibilities), and up to around 80% of salary for those spending the majority of their time on research; fellowship holders will usually recover 100% of their FTE<sup>5</sup>; these salary recovery expectations will be applied flexibly, allowing for individual circumstances and the balance of activities
- Contributing to financial sustainability of research group including exploring opportunities for industry funding for laboratory research
- Contributing as lead and co-author in peer-reviewed outputs, as expected by the subject area/discipline in terms of types and volume of output; significant contributions to at least four outputs within the most recent 3 years which are at least internationally excellent<sup>6</sup>
- Engaging in other research dissemination including competitively selected oral and poster presentations at leading conferences, invited seminars and talks, and social media contributions such as twitter, blogs, webinars

### *Doctoral degree supervision*

- Contributing to doctoral degree supervision<sup>6</sup> of at least one student, working within supervision team(s), supporting timely completions and peer-reviewed outputs
- Contributing to summative assessment processes (e.g. upgrade assessments, pre- and post-viva support for students)

### *Research management, leadership and support*

- Management of entire research process or significant parts of it, including line and team management, grants management, management of research partner relationships
- Supporting career development of research team members (eg informal mentoring, reviewing draft papers, advising on specific issues e.g. statistical issues, methodology)

### *Professional development referenced to RDF*

- Courses and other development activities, including mid-level management and leadership development

<sup>4</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

<sup>5</sup> Exceptions include, for example, where staff hold prestigious fellowships which do not pay salary (eg Wellcome)

<sup>6</sup> i.e. of a quality that would be rated highly in assessments of research quality such as those done by UK government, and in peer review processes used by funders

<sup>6</sup> Students registered external to the School can be included (subject to agreement of DDDC/FDDD) where these fulfil capacity-building aims, support important research collaborations, or are a result of a recent move to the School.

**Education:** Undertaking teaching and assessment, and developing as a researchinformed educator within higher education

*Teaching and assessment*

- Research-informed teaching, supervision and assessment
- Contributions to personal tutoring and/or development of less experienced educators (e.g. as peer-observer for PGCILT; as mentor; through leading staff development activities)
- Participation in programme committees and/or exam boards

*Educational development and innovation*

- Contributions to research-informed educational developments and innovations
- Activities aimed at improving some aspect(s) of the student experience, or quality of education programme(s).

*Education leadership and management*

- Leadership and/or management of selected aspects of the curriculum (e.g. as module organiser/deputy, or responsibility for another aspect of the student experience)
- Supporting others to provide an excellent student experience and solve significant problems
- Contributions to Education Task & Finish Group, periodic reviews, or similar

*Professional development referenced to UKPSF*

- Activities which lead to PGCILT or equivalent and Fellow of HEA or equivalent; thereafter continuing professional development.
- Activities that support professional development as an educator (e.g. training/educational studies, work-shadowing, use of feedback from students/colleagues)

**Internal contribution:** Contributions to School functioning and development

*Internal citizenship*

- Engagement in any one year of at least one of: Senate or Senate subcommittee, Ethics Committees, MRC Unit, Faculty and Departmental committees; MRC Unit Department, Faculty, School, Centre events or special interest groups; support to external collaborations/partnerships (beyond own research or education role); involvement in mentoring scheme

*School leadership and management roles*

- Not expected

**External contribution:** Contribution beyond the School

*External citizenship*

- Membership of society/conference committees
- Journal, book and/or grant reviews
- Invited presentations

*Knowledge translation and enterprise: options include:*

- Exploiting research-based knowledge beyond academia, e.g. through IP exploitation, consultancies
- Participation in and development of external networks for the School's benefit, such as identifying sources of funding, contributing to student recruitment, securing student placements, marketing the institution, facilitating outreach work, or building relationships for future activities
- Collecting evidence of research impact for impact case studies
- Supporting public engagement including MOOCs/OERs or other educational outreach