

ASSISTANT PROFESSOR OR ASSOCIATE PROFESSOR



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| Job Title: | Assistant Professor or Associate Professor – Human Epigenetic Epidemiologist |
| Department: | Nutrition and Planetary Health |
| Faculty: | MRC Unit The Gambia |
| Location: | MRC Unit The Gambia |
| FTE: | 1.0 |
| Grade: | 7 or 8 |
| Accountable to: | Theme Leader for Nutrition & Planetary Health |
| Job Summary: | An epigenetic epidemiologist is needed to conduct field and analytical research into epigenetic/genetic factors affecting health in Africans. They will inherit an active portfolio of successful research and existing grants and lead a small team to execute these and develop future related studies. |

General Information

The London School of Hygiene & Tropical Medicine (LSHTM) is renowned for its research, postgraduate studies and continuing 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.

We embrace and value the diversity of our staff and student population and seek to promote equity, diversity and inclusion as essential elements in contribution to improving health worldwide. We believe that when people feel respected and included, they can be more creative, successful, and happier at work. While we have more work to do, we are committed to building an inclusive workplace, a community that everyone feels a part of, which is safe, respectful, supportive and enables all to reach their full potential.

To discover more about LSHTM please click [here](#).

Our Values

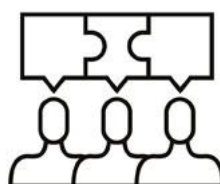
Our values establish how we aspire to achieve our mission both now and in the future - demonstrating what it means to work and study at LSHTM. To find out more please click [here](#).



**Act with
integrity**



**Embrace
difference**



**Work
together**



**Create
impact**

Faculty Information

MRC Unit The Gambia

Established in 1947, the Medical Research Council The Gambia at London School of Hygiene and Tropical Medicine has an international reputation for ground-breaking research into some of the leading causes of morbidity and mortality in the tropics. Achievements include a large trial showing the efficacy of *Haemophilus influenzae* type B vaccine in The Gambia and the subsequent near elimination of the disease, pioneering studies of the impact of insecticide treated bed nets as a preventive measure against malaria leading up to their worldwide use, studies demonstrating the impact of conjugate pneumococcal vaccines on pneumonia and child mortality and the demonstration of a dramatic reduction in the carriage of Hepatitis B in The Gambia due to the effects of vaccination.

To reflect changes in national and global health priorities and new international funding opportunities a new research portfolio has been organized under three themes: Disease Control & Elimination; Vaccines & Immunity and Nutrition & Planetary Health. These themes have been selected to target health needs of developing countries, to reinforce sub-regional and international collaborations and to address current priorities of the Millennium Global Health Goals.

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The portfolio of duties outlined below will vary in accordance with the academic expectations of the role, 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

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 good¹ research funders, publishing peer-reviewed outputs as lead and co-author and evaluating teaching practice;
2. To contribute to doctoral 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 LSHTM policies;
4. To support the development of early-career researchers;

Associate Professor

1. To deliver high quality research & scholarship in your field of study, individually and in collaboration with others, by developing and maintaining a research grant portfolio from good² research funders, publishing peer-reviewed outputs and generating and securing (where relevant) intellectual property, and evaluating teaching practice;
2. To participate in doctoral student supervision and examination;
3. To lead and manage research teams and promote and ensure compliance of self and others with good practice in relation to the conduct of research, the ethics policy, inclusivity and other relevant LSHTM policies;
4. To support the development of early-career researchers;

Education

Assistant Professor

1. To deliver high quality, inclusive, research-informed teaching and assessment in relation to your specific subject and within the broader area covered by your

Associate Professor

1. To deliver high quality, inclusive education and assessment in relation to your specific

¹ 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 LSHTM's mission and meets LSHTM's cost recovery targets

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- department/disciplinary field;
2. To contribute to the improvement of the quality and inclusivity of LSHTM'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;

- subject and within the broader area covered by your department and disciplinary field;
2. To contribute to the improvement of the quality and inclusivity of LSHTM's education, by participating in the development and review 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 Faculty and Programme or curriculum leadership roles, as appropriate, and by collaborating with professional services staff both centrally and in the Faculty office in carrying out relevant administrative processes;

Internal Contribution

Assistant Professor

1. To undertake activities that support the Department, Faculty, MRC Unit or LSHTM, including Committee membership;
2. To reflect LSHTM's EDI goals in your work and behaviour;
3. To participate in own PDR and undertake those of others;

Associate Professor

1. To demonstrate good internal citizenship by undertaking PDRs and promoting staff development, and by participating in the recruitment, mentoring and support of more junior colleagues as appropriate;
2. To participate in the activities of LSHTM committees and undertake a leadership or administrative role at LSHTM/Faculty/Department/MRC Unit level, as appropriate;
3. To proactively demonstrate LSHTM's EDI goals in your work and behaviour;

External Contribution

Assistant Professor

1. To demonstrate good external citizenship by contributing to the external academic community;
2. To promote knowledge translation and enterprise by participating in networks and activities that disseminate research-based knowledge beyond academia;

Associate Professor

1. To demonstrate good external citizenship by linking with and supporting appropriate external organisations;
2. To promote knowledge translation and enterprise by exploiting academic knowledge beyond academia;

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Professional Development and Training

Assistant Professor

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

Associate Professor

1. To keep up-to-date with the latest research/thinking in your academic field and with changes to pedagogic practice within LSHTM and more generally;
2. To undertake and successfully complete the mandatory training required by LSHTM 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 LSHTM 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 LSHTM's best interests;
2. Treat staff, students and visitors with courtesy and respect at all times;
3. Comply fully with LSHTM's 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 LSHTM's values (as set out in the LSHTM Strategy);
5. Act as ambassadors for LSHTM when hosting visitors or attending external events;

Academic Expectations

All academic roles have a statement of academic expectations attached to each level. Please ensure that these have been read and understood. The academic expectations can be found [here](#).

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.

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:

Assistant Professor

1. A doctoral degree in a relevant topic.
2. Expertise in epigenetic/genetic epidemiology
3. Experience analysing genome-scale epigenetic and genetic data generated on sequencing and/or array-based platforms
4. Advanced coding skills for analysis and visualisation of genome-scale genomic data (R, python, bash scripting)
5. Expertise in statistics for bioinformatics or a related strongly quantitative discipline
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 excellent³.
4. Proven ability to work independently, as well as collaboratively as part of a research team, and to meet research deadlines.
5. An understanding of the strategies for improving equity and inclusion in research and/or learning and teaching.
6. Evidence of excellent interpersonal skills, including ability to communicate

Associate Professor

1. A doctoral degree in in a relevant topic.
2. Expertise in epigenetic/genetic epidemiology
3. Experience analysing genome-scale epigenetic and genetic data generated on sequencing and/or array-based platforms
4. Advanced coding skills for analysis and visualisation of genome-scale genomic data (R, python, bash scripting)
5. Expertise in statistics for bioinformatics or a related strongly quantitative discipline
6. A consistent and significant track record of attracting research grant income, including salary recovery, from major research funders (PI, co-PI or leadership within a large proposal such as work-package lead).
7. A track record of contributions as lead and co-author to 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 that are at least internationally excellent⁴.
8. Proven ability to work independently, as well as collaboratively as part of a research team, including experience of supervising and supporting junior researchers and non-academic staff and

³ 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

⁴ 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

effectively both orally and in writing.

7. Evidence of good organizational skills, including effective time management.

proven ability to meet research deadlines.

9. An understanding of the strategies for improving equity and inclusion in research and/or learning and teaching.
10. Some experience of doctoral degree supervision.
11. Proven ability to build collaborative research relationships with external researchers and/or institutions, or industry (where relevant).
12. Evidence of ability to deliver high quality research-informed teaching.
13. Evidence of excellent interpersonal skills, including the ability to communicate effectively both orally and in writing.

Desirable Criteria

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. Demonstrable evidence of promoting inclusion in research and/or learning and teaching
5. A teaching qualification.

6. A passion for human (epi)genetic epidemiology and its application in a global health setting using genomic data from diverse human populations
7. Knowledge and/or experience in nutritional epigenetics
8. Knowledge of and/or informed interest in third-generation, long-read sequencing

Associate Professor

1. Teaching qualification (or Fellow/ Senior Fellow of HEA).
2. Experience of building and leading a research team.
3. Experience of innovation in teaching delivery and assessment and/or senior teaching management such as Programme Director, Exam Board member, Periodic Review panel member.
4. Demonstrable evidence of improving equity and inclusion in research and/or learning and teaching.
5. Experience of engagement with national and/or international research and/or policy advisory bodies.

6. A passion for human (epi)genetic epidemiology and its application in a global health setting using genomic data from diverse human populations
7. Knowledge and/or experience in nutritional epigenetics
8. Knowledge of and/or informed interest in third-generation, long-read sequencing

technologies (e.g. Oxford Nanopore)

9. Knowledge and/or experience of using machine learning techniques for the interrogation of 'omics data (e.g. polygenic risk scores)
10. Advanced data management skills
11. Experience with high performance computing infrastructure

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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

The post is full-time, 35 hours per week, 1.0 FTE and fixed term until 31 March 2027. The post is funded by the MRCG Core Funding and is available immediately.

The salary is on the Academic Pathway salary scale Grade 7 for Assistant Professor in the range £50,048 - £57,103 or Grade 8 for Associate Professor in the range £60,221 - £69,118 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 "Wellbeing Days". Membership of the Pension Scheme is available.

The post is based in The Gambia. Free-furnished residential accommodation is provided with a package of overseas allowances. The MRCG Fajara campus offers a very child-friendly environment and a range of schools is available.

LSHTM has a Hybrid Working Framework, which alongside agreed service requirements, enables teams to work more flexibly (if the role allows), promoting a greater wellbeing and work/life balance.

Application Process

Applications should be made on-line 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 appointed. Online applications will be accepted by the automated system until 10pm of the closing date. We regret that late applications cannot be accepted. Any queries regarding the application process may be addressed to jobs@lshtm.ac.uk.

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", "Yes" or "No" will not be considered acceptable and will not be scored.

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: May 2023