

ASSOCIATE PROFESSOR

Job Title:	Associate Professor
Department:	Infectious Disease Epidemiology and International Health
Faculty:	Epidemiology and Population Health
Location:	Harar, Eastern Ethiopia
FTE:	0.5, 17.5 hours
Grade:	G8
Accountable to:	Professor Anthony Scott and Dean of Faculty through the Head of Department
Job Summary:	<p>The postholder will be the on-site research program liaison between LSHTM and Haramaya University in Ethiopia, for the Hararghe Health Research Partnership (HHR). HHR is a collaborative research partnership between Haramaya University and LSHTM, formalized through an MOU. A broad programme of research has been developed between the two universities, based on the initial investment of the Bill & Melinda Gates Foundation-funded Child Health and Mortality Prevention Surveillance (CHAMPS) project. This includes streams of work in clinical research, microbiology, pathology, vaccinology, nutrition, demographic surveillance and social science. The postholder will work as the co-Principal Investigator for the CHAMPS project and associated Assessing the Role of Micronutrients project (ARM-CHAMPS). They will be responsible for supporting scientific and strategic advancement of the research grants and the wider HHR program. They will also be responsible for overseeing on-site management and development across all HHR sites (Harar, Haramaya, Kersa, Water). The post holder will sit on the HHR management committee and will be a senior academic staff member whose responsibilities impact on all staff in HHR, which currently employs 60 staff and part-funds a further 100 staff. The role involves extensive collaboration with local, national and international partners and international funders. The ideal postholder will have considerable personal motivation and ambition as well as experience working in Ethiopia, and within international research networks in infectious disease epidemiology.</p>

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 find out more please visit our [Introducing LSHTM page](#).

Our Values

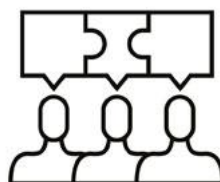
Our values establish how we aspire to achieve our mission both now and in the future - demonstrating what it means to work and study at LSHTM. Please visit our [LSHTM Values page](#) for further information.



**Act with
integrity**



**Embrace
difference**



**Work
together**



**Create
impact**

Faculty Information

The Faculty of Epidemiology & Population Health (EPH) houses a large number of epidemiologists, demographers, statisticians and nutritionists working on issues of major public health importance in the UK and globally. EPH has approximately 400 staff members organised into four research departments.

Department of Infectious Disease Epidemiology

Department of Medical Statistics

Department of Non-communicable Disease Epidemiology

Department of Population Health

The Faculty has a teaching programme consisting of ten MSc courses: Epidemiology, Demography and Health, Medical Statistics, Public Health for Development (run jointly with the Faculties of Infectious & Tropical Diseases and Public Health & Policy), Nutrition for Global Health, Reproductive & Sexual Health Research, Veterinary Epidemiology (run jointly with the Royal Veterinary College), Global Mental Health (run jointly with Kings College London - Institute of Psychiatry) and the Distance Learning courses in Epidemiology, Clinical Trials and Demography in Health. The Faculty also has approximately 120 research students studying for an MPhil, PhD or DrPH degree. The Dean of Faculty is Professor Elizabeth Allen.

Hararghe Health Research Partnership

Haramaya University (HU) and London School of Hygiene & Tropical Medicine (LSHTM) developed an MOU in 2016 to establish a collaborative research partnership to deliver the Bill & Melinda Gates Foundation-funded Child Health and Mortality Prevention Surveillance (CHAMPS) programme (champshealth.org) in Ethiopia. The partnership built on the strengths of HU's demographic surveillance sites in Harar, Haramaya and Kersa, and its relationship with Hiwot Fana Hospital. LSHTM provided world class expertise in public and international health across a range of disciplines. The partnership has expanded to include other collaborative research projects, with other funders (such as Wellcome Trust). To reflect its geographical base, focus on health research, and the relationship between Haramaya University and the London School of Hygiene & Tropical Medicine, the collaborative research programme is known as the Hararghe Health Research partnership (HHR).

CHAMPS

The CHAMPS Network (www.champshealth.org) has a global vision to provide accurate, timely and reliable data on the causes of death and sickness for children under five from locations with high mortality and morbidity. CHAMPS currently operates in eight sites – six in sub-Saharan Africa and one each in India and Bangladesh. Emory University in Atlanta, USA, coordinates the CHAMPS Network, with funding from the Bill & Melinda Gates Foundation.

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The portfolio of duties outlined below will vary in accordance with the academic expectations of the role and any additional role to which you are formally appointed, 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

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 good¹ research funders, publishing peer-reviewed outputs, 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;
5. To provide on-site research direction in the areas of health and demographic surveillance systems (HDSS), cause of death studies, maternal health, pregnancy surveillance and epidemiology;
6. To promote good research practice and ensure compliance of self and others with relevant LSHTM, Haramaya University, Ethiopian and international policies, including conduct of clinical and laboratory research, ethics and data management and sharing;
7. To contribute to the development of capacity for scientific research and research management at HHR through oversight of the LSHTM-HU joint PhD programme;
8. To support the strategy for development and implementation of research at the HHR site with the LSHTM PI;
9. To identify opportunities for funding and lead grant proposals.

Education

1. To deliver high quality, inclusive 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 and inclusivity of LSHTM's education, by participating in the development and review of new and updated

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

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;
4. To foster collaboration between Haramaya University and the School by supporting teaching programmes at the College of Health Sciences at Haramaya University;
5. To support the LSHTM capacity development research degree students based at Haramaya University and co-supervise 2-3 students.

Internal Contribution

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;
4. To strengthen cohesion and support of different LSHTM projects located in Ethiopia and contribute to the LSHTM Ethiopia interest group;
5. To oversee the effective management of the HHR sites (Harar, Haramaya, Kersa, Water), including oversight of staff wellbeing, safety, security, and management and operational priorities;
6. To assist the HHR scientific team in identifying and developing research opportunities and drive the academic life of the research group.

External Contribution

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;
3. To motivate and encourage the Ethiopian staff (~160) working within HHR to ensure efficient laboratory, field and clinical activities, whilst promoting professional development for all research, technical and administrative staff.

Professional Development and Training

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 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 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. For further information please refer to the [Academic Expectations page](#).

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:

1. A doctoral degree in a relevant topic.
2. Expertise in conducting epidemiological or clinical research in infectious diseases and/or maternal/child health with evidence of contributions to research grant applications, large scale research coordination, analysis, publication and communication to policymakers or other evidence of strong academic capability.
3. 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).
4. 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 excellent².
5. 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 proven ability to meet research deadlines.
6. An understanding of the strategies for improving equity and inclusion in research and/or learning and teaching.
7. Some experience of doctoral degree supervision.
8. Proven ability to build collaborative research relationships with external researchers and/or institutions, or industry (where relevant).
9. Evidence of ability to deliver high quality research-informed teaching.
10. Evidence of excellent interpersonal skills, including the ability to communicate effectively both orally and in writing.
11. A strong understanding of health and demographic surveillance systems (HDSS), cause of death studies, maternal health, pregnancy surveillance and epidemiology.
12. Experience of managing sites within a multi-site network project, such as CHAMPS or similar network-based projects.
13. Experience of working with the Bill & Melinda Gates Foundation or other US funders, demonstrating the ability to liaise and negotiate.

² 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

14. Experience of working in Ethiopia.
15. Working knowledge of Amharic and/or Afaan Oromo.

Desirable Criteria

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.

Salary and Conditions of Appointment

The post is fixed term until 30 June 2024 and part-time 0.5 FTE, 17.5 hours per week with likelihood of extension subject to grant funding renewal. The post is funded by the Bill & Melinda Gates Foundation and is available immediately. The salary will be on the Academic scale, Grade 8 scale in the range £62,028 - £71,192 per annum pro rata (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.

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 [jobs website](#). 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: Sept 2023