

ASSISTANT PROFESSOR

Job Title:	Assistant Professor
Department:	Vaccines and Immunity Theme
Faculty:	MRCG at LSHTM
Location:	Fajara, The Gambia
FTE:	1 FTE
Grade:	G7
Accountable to:	Vaccines and Immunity Theme Leader
Job Summary:	The post-holder will oversee, support, and manage a laboratory team conducting immunology and serological assays. This will include leading the development, documentation and implementation of robust immunological assays to be conducted, predominantly to address exploratory objectives, with the clinical vaccine trial programme. They will also contribute to the development of future immunological research within the theme – providing input into and leading future grant applications

General Information

The London School of Hygiene & Tropical Medicine (LSHTM) is one of the world's leading public health universities.

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.

Staff and students are committed to helping create a more healthy, sustainable and equitable world for everyone, because we believe our shared future depends on our shared health.

We embrace and value the diversity of our staff and student population and seek to promote equity, diversity and inclusion as essential elements to improve 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

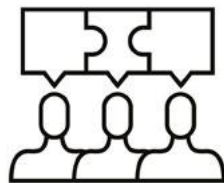
Our values establish how we aspire to achieve our mission both now and in the future - demonstrating what it means to work and study at LSHTM. Please visit our [LSHTM Values page](#) for further information.



**Act with
integrity**



**Embrace
difference**



**Work
together**



**Create
impact**

Faculty Information

Established in 1947, the Medical Research Council in The Gambia has an international reputation for ground-breaking research into some of the leading causes of morbidity and mortality in the tropics. The overall goal of the Unit is to improve the health of people in developing countries by aiming for excellence in research, healthcare and training. The research programme of the Unit spans basic scientific research (immunology, microbiology, virology and molecular biology), clinical studies, large epidemiological studies and intervention trials, and translational research. The field and laboratory-based work draws on excellent research and clinical facilities and attracts international funding. The Unit has about 150 scientists, clinicians and senior administrative staff from many parts of the world, as well as hosting visiting researchers, and over 400 support staff. There are also field stations – Basse, Keneba and Walikunda - each in a different ecological setting, providing varied research opportunities.

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

The Infant Immunology and Vaccine Trials Programme is part of the Vaccines and Immunity Theme. The objective of the programme is to improve understanding of immune responses to vaccination and infection in early life in order to guide vaccine development and vaccine scheduling with a focus on low- and middle-income countries. The programme undertakes clinical vaccine trials, including maternal and neonatal vaccine trials and aims to use the samples obtained in such trials to explore underlying mechanisms through a combination of cellular immunology (using flow cytometry, ELISpot and Fluorospot assays, whole blood stimulation and Luminex-based assays) and more recently transcriptomic and other 'omic' approaches. Observational studies related to bacterial carriage and vaccine trials in other age groups are also undertaken.

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

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;
5. To lead the development and/or transfer of cellular and/or molecular and/or serological immunology assays for use with vaccine trials and other research programmes within the vaccines and immunity theme.
6. To contribute to the immunological aspects of future research proposals including, when appropriate, serving as an applicant or co-applicant.

Education

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 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;
4. To contribute to immunology and related teaching at MRC Unit The Gambia and, when applicable, elsewhere in the sub-region.

Internal Contribution

1. To undertake activities that support the Department, Faculty or MRC Unit or

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

- 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;

External Contribution

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;

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:

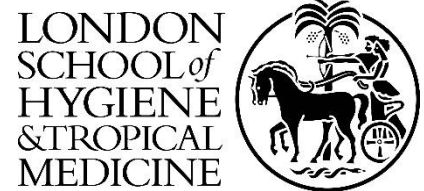
1. A doctoral degree in a relevant topic
2. Significant post-doctoral immunology experience, ideally in vaccine or closely related immunology.
3. Contributions as lead and co-author in peer-reviewed outputs, as expected by the subject area/discipline in terms of types and volume of output; significant contributions to at least four outputs within the most recent 5 years which are at least internationally excellent²
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 effectively both orally and in writing
7. Evidence of good organizational skills, including effective time management
8. Strong team management skills

Desirable criteria:

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. Experience of working in ICH-GCP trials and in developing and validating immunology and/or serology assays for use in such trials.
7. Experience working closely with field/clinical teams to ensure smooth trial conduct.
8. Experience of writing standard operating procedures, laboratory manuals and other controlled documents for clinical trials and other related studies.
9. Experience working with internal/external clinical trial monitors and auditors/regulatory inspectors

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

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Salary and Conditions of Appointment

The post is full time and fixed term for two years. The post is funded by MRC Unit The Gambia and is available for an immediate start . The salary will be on the Academic scale, Grade 7 scale in the range £51,299 - £58,723 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.

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: Jan 2024