Job Title: Associate Professor
Department: Viral Pathogens Theme, Vaccine Research Theme, The NCD Theme
Faculty: MRC/UVRI and LSHTM Uganda Research Unit
Location: Uganda
FTE: 1.0 FTE
Grade: G8
Accountable to: Respective Theme Head

Job Summary: The candidate is expected to:
- Take ownership of their research projects, design and perform studies with rigour.
- Contribute to scientific leadership of the Unit and Theme
- Work collaboratively with other scientists within, and across, Themes.
- Participate in training and mentoring research staff, as well as undergraduate and graduate students as appropriate.
- Be highly organized, with excellent communication skills, and maintain a strong work ethic.

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.
Faculty Information

LSHTM’s MRC-funded Unit in Uganda is an internationally recognized centre of excellence for research and training established in 1988, following a request from the Uganda Government to the United Kingdom (UK) Government to support the response to the emerging HIV crisis. Its mission is to conduct high-quality research that adds knowledge and leads to improved control of infectious and non-communicable diseases (NCDs) in Uganda, Africa and globally, through translation of scientific findings into policy and practice, and rigorous research capacity building.

The Unit employs about 60 researchers to deliver research projects of the highest quality, ranging from basic science and epidemiology, to rigorous clinical trials for the prevention and management of diseases of public health importance in Africa. This research is conducted at three research Unit campuses, in Entebbe, on site with Uganda Virus Research Institute (UVRI), in Masaka and Kyamulibwa, as well as in field locations and at collaborating sites.

Since 2017, the Unit has trained 58 Master’s and 44 PhD students from Uganda, other African countries and the UK. The Unit’s research and capacity building success are supported through high-impact collaborations with partners in the Uganda, the region, the UK and other countries globally.

The Unit joined LSHTM on the 1st February 2018 creating a new partnership boosting research capacity and access to cutting-edge resources to address current and emerging health issues in Africa and globally.
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 good 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 establish an internationally competitive discovery science research group within the Theme;

6. To package learnings and results for multi-country use and for wider policy and programme uptake;

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 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

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;

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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
3. To proactively demonstrate LSHTM’s EDI goals in your work and behaviour;

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;

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 any relevant research area within the Units three research themes and experience in conducting research in Low- and Middle-Income Countries.
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 excellent\(^2\).
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.

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.

\(^2\) 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
Salary and Conditions of Appointment

The post is full time 35 hours per week, 1.0 FTE and fixed-term until 31 January 2026 with a potential for extension upon attraction of funding. The successful candidates will be supported to apply for major grants with a view to extending their contracts beyond this period. The post is funded by the MRC/UVRI and LSHTM Uganda Research Unit and is available from January 2024.

The salary will be on the Academic Pathway salary scale Grade 8 in the range £62,028 to £71,192 per annum. The post is based at the MRC/UVRI and LSHTM Uganda Research Unit, a faculty of the London School of Hygiene & Tropical Medicine.

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. For displaced staff, benefits include accommodation, flights, and relocation support.

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: March 2024