

RESEARCH FELLOW



Job Title:	Clinical Research Fellow
Department:	Infectious Disease Epidemiology & International Health
Faculty:	Epidemiology and Population Health
Location:	Harar, Ethiopia
FTE:	1.0
Grade:	Clinical Research Fellow
Accountable to:	Professor Anthony Scott/ Lola Madrid
Job Summary:	The post-holder will support the on-site lead of Hararghe Health Research Partnership (HHR), a collaboration between LSHTM and Haramaya University in Ethiopia since 2016, and will work and reside principally in Harar, Ethiopia. The post-holder will be responsible for working on the CHAMPS (the causes of child death) study, working closely with other project staff (clinical, project administration, investigators, PhD students, and social science staff). They will supervise other ongoing research projects in HHR including clinical surveillance of childhood illness and the investigation of life-threatening illnesses and child deaths. The post-holder will also support the site in developing and executing studies in maternal immunization readiness and the estimation of the burden of RSV and Group B Strep diseases. The role involves collaboration with local, national, and international partners, generating new research ideas and funding, supervising students and contributing to the career development of young Ethiopian scientists. The ideal post-holder will have considerable personal motivation and ambition as well as experience working in clinical research and/or epidemiology focused on childhood severe illnesses and causes of death in resource-poor settings. The role is ideally suited to a clinically qualified individual who will receive mentorship from senior colleagues.

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

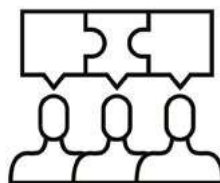
Our values establish how we aspire to achieve our mission both now and in the future - demonstrating what it means to work and study at LSHTM. Please visit our [LSHTM Values page](#) for further information.



**Act with
integrity**



**Embrace
difference**



**Work
together**



**Create
impact**

Faculty Information

The Faculty of Epidemiology & Population Health (EPH) houses a large group of epidemiologists, demographers, statisticians and nutritionists working on major issues of importance to public health provision in the UK and globally. EPH employs approximately 560 people in five research departments.

Department of Infectious Disease Epidemiology & Dynamics
Department of Infectious Disease Epidemiology & International Health
Department of Medical Statistics, which includes the Clinical Trials Unit
Department of Non-communicable Disease Epidemiology
Department of Population Health

The Faculty has a postgraduate teaching programme including eleven intensive MSc courses: Epidemiology, Demography and Health, Medical Statistics, Health Data Science, Public Health for Development (jointly with Faculties of Infectious & Tropical Diseases and Public Health & Policy), Nutrition for Global Health, Global Mental Health (jointly with Kings College London, Institute of Psychiatry), Reproductive & Sexual Health Research, Sexual & Reproductive Health Policy and Practice (online), Veterinary Epidemiology (run jointly with the Royal Veterinary College) and Climate Change and Planetary Health. There are also three distance Learning MSc courses: 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.

Department Information

The Department of Infectious Disease Epidemiology and International Health conducts research on the epidemiology and control of infectious diseases, and other topics relevant for global public health. Work is carried out in low-, middle- and high-income countries, including in the United Kingdom, in close collaboration with country partners and global stakeholders.

The Department has research groups working on maternal, perinatal and child health; adolescent health; infectious diseases including HIV, tuberculosis, malaria and Neglected Tropical Diseases; vaccines; and humanitarian crises. Most staff have a disciplinary training in epidemiology or medical statistics, and a background in one or more of biology, medicine, mathematics, or social science.

The Department works closely with the Department of Infectious Disease Epidemiology & Dynamics.

The Department Heads are Professor Oona Campbell and Professor Sian Floyd.

Hararge 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). 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. An international-standard molecular, microbiology and pathology laboratory has been developed to support this work. CHAMPS has a 15-20-year funding horizon, during which time HHR is envisioned to develop into a successful and sustainable research site investigating locally-relevant health issues in a high disease burden, high mortality setting.

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 seven sites – six in sub-Saharan Africa and one each in Bangladesh and two new more are under contract approvals (Nigeria and Pakistan). Emory University in Atlanta, USA, coordinates the CHAMPS Network, with funding from the Bill & Melinda Gates Foundation.

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 undertake high quality research & scholarship, including contributing to drafting major grant proposals and/or leading on drafting small grant proposals, and evaluating teaching practice;
2. To contribute to peer-reviewed publications and other outputs, including as lead author;
3. To make a contribution to doctoral 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 LSHTM policies.
5. To supervise and perform research activities required for the CHAMPS project and other ongoing studies under the umbrella of HHR required by the site directors of HHR.
6. To contribute on the site preparation for new studies, including protocol and study document submission to regulatory bodies, development of standard operating procedures and staff recruitment among other main task to prepare the site for the implementation of new studies.
7. 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;
8. To support site directors and senior investigators of HHR to build an enduring relationship with the programme in Harar, generating more research ideas and identifying opportunities for funding
9. To contribute to the training agenda of HHR
10. Assist in the supervision of clinical staff at HHR and Haramaya University

Education

1. To contribute to the delivery of high quality, inclusive, 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 LSHTM's education, by participating in the development of new and updated learning and teaching materials or approaches.
3. To foster collaboration between Haramaya University and the School by supporting teaching programmes at the College of Health Sciences at Haramaya University

Internal Contribution

1. To undertake activities that support the Department, Faculty, MRC Unit or LSHTM;
2. To reflect LSHTM's EDI goals in your work and behaviour;
3. To participate in LSHTM's PDR process.
4. To support the development of early-career scientists in Harar (for non-clinical applicants) and of clinical staff (for clinical applicants);
5. To identify research and managerial difficulties of the research projects under her/his supervision and work with tenacity, creativity, pragmatism and determination to overcome them;
6. To support the site directors of HHR with the development and implementation of guidelines and policies related to research and site management in HHR;
7. To assist the HHR scientific team in identifying and developing research opportunities and drive the academic life of the research group.
8. To establish good and efficient communications within the team under his/her supervision and with the line managers.

External Contribution

1. To demonstrate good external citizenship by contributing to learned society/conference events, journal and grant reviews etc;
2. To collaborate with the site directors, to motivate and encourage the Ethiopian staff (~150) working within HHR to ensure efficient research activities, whilst promoting professional development for the staff;
3. To provide reports and other updates to inform funders and other stakeholders about the progress of the CHAMPS project and other projects under his/her supervision

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. 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 LSHTM as appropriate to the role.
4. To undertake clinical tasks as required within the portfolio of research studies, for example writing clinical guidelines; making clinical assessments of patients recruited to studies and making recommendations on their clinical management,

and training research staff in relevant clinical activities such as specimen collection;

5. To keep up-to-date with clinical practice as relevant to the clinical duties;
6. Clinical duties may be adapted, according to the clinical specialization of the successful candidate (e.g. neonatology, paediatrics, infectious diseases, public health, general practice).

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 postgraduate degree, ideally a doctoral degree, in a relevant topic.
2. Relevant experience in epidemiological or clinical research in maternal and child health
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. Fully qualified as a medical doctor and eligible to be registered to practice in Ethiopia
8. Post-graduate medical qualification (e.g. MRCP, MRCPCH or equivalent)
9. Relevant clinical experience in clinical paediatrics and/or maternal health
10. Experience of research development within one of the key areas (maternal immunization, RSV disease burden, GBS disease burden estimation)

Desirable Criteria

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. Previous experience of working in a remote setting in a low-income country, ideally within Ethiopia.

Salary and Conditions of Appointment

The post is fixed term until 31 December 2024 and full-time, 1.0 FTE, with likelihood of extension subject to grant funding renewal. The post is funded by the Bill & Melinda Gates Foundation and is available from 08 May 2024. For an appropriately qualified clinical appointee, the appointment will be on an appropriate point on the salary scale for clinical academic staff below consultant level in the range £38,619 - £65,955 per annum plus an additional £2,162 of London allowance per annum.

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