

ASSOCIATE PROFESSOR

LONDON
SCHOOL of
HYGIENE
& TROPICAL
MEDICINE



Job Title:	Associate Professor
Department:	MRC/UVRI&LSHTM Research Unit
Faculty:	Bioinformatics
Location:	Entebbe, Uganda
FTE:	1.0
Grade:	G8
Accountable to:	Unit Director
Job Summary:	The post-holder will lead, coordinate and support bioinformatics activities at the Unit, and contribute to national and regional leadership in the area. S/he will support the Unit's high-performance computing facility – Uganda Medical Informatics Centre (UMIC) project. The postholder will be embedded within research projects in the Unit and develop bioinformatics pipelines for the routine processing and analysis of sequence data. Unit research provides enormous opportunities for phylogenetic analysis, viral discovery, and other virology studies as well as a strong human genetics group and increasing interest in immuno-informatics. S/he will be expected to contribute to new research proposals, as well as publications. The post also includes responsibility to develop human capacity in bioinformatics, by contributing towards training of early- and mid-career researchers.

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

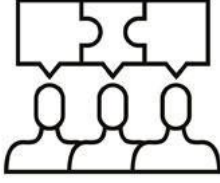
Our values establish how we aspire to achieve our mission both now and, in the future, - demonstrating what it means to work and study at LSHTM. Please visit our [LSHTM Values page](#) for further information.



**Act with
integrity**



**Embrace
difference**



**Work
together**



**Create
impact**

Faculty Information

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 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 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. Provide strong scientific and technical bioinformatics expertise that involves analyses, interpretation and making genetic inferences of sequencing data to support virological studies including phylogenetic analyses.
6. Provide scientific and technical expertise to lead research activities related to the identification and biological characterization of emerging and re-emerging infections (mainly virus infections) that are endemic or contribute to outbreaks in Uganda.
7. Provide some expertise in pathogen sequencing.
8. Prepare data reports and presentation of key findings (internally and externally)

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.

4. To provide bioinformatics training in-house and to external users and stakeholders
5. Train, mentor and supervise scientific and technical staff to contribute to human capacity development in the Unit and across campus. Be a leader in bioinformatics capacity building.
6. Apply for and support grant applications.
7. Assist in reviewing research protocols when requested.
8. Participate in planning and budgeting meetings for UMIC
9. Contribute to the long-term aims and scientific direction of the Unit through membership of senior management forums within the Unit.

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 behavior;
4. Facilitate scientific collaboration internally within the Unit, LSHTM and across the UVRI campus in the areas of bioinformatics

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

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. Continuation of No1 especially with the University of Glasgow, Centre for Virus Research, Wellcome Trust Sanger, Kilifi/WT/KEMRI, and the Gambia Unit.

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.
6. Any other duty commensurate with the grade of post.

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. PhD degree and substantial post-doctoral experience in pathogen bioinformatics.
2. Evidence of continuous professional development including internal or external training and development programmes.
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.

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

12. Proven understanding and experience in the fields of genomics, data processing, high-throughput data analysis, and genomic databases.
13. Experience with managing and processing next-generation sequencing data.
14. Excellent programming skills, e.g., Python, Spades, RAxML, excellence in Unix/Linux operating system
16. A track record of attracting internationally competitive research support.
17. Good publication record in international peer-reviewed journals
18. Commitment to working in, and supporting, a multidisciplinary unit and fostering collaboration and partnership.

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 31 March 2026 and full-time 35 hours per week, 1.0 FTE. The post is funded by the MRC/UVRI&LSHTM Research Unit and is available from 01 April 2024. 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.

Visa and Right to Work in Uganda

This post is based in Uganda 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 Uganda (or be eligible to apply for a suitable work visa). The work permit application process will be supported by the Unit in Uganda.