

# ASSOCIATE PROFESSOR OR PROFESSOR



<b>Job Title:</b>	<b>Professor / Associate Professor positions (Clinical or non-Clinical)</b>
<b>Department:</b>	CRD/DCD/DIB
<b>Faculty:</b>	Infectious and Tropical Diseases (ITD)
<b>Location:</b>	LSHTM, Keppel Street, London
<b>FTE:</b>	1.0 FTE (Although applicants who wish to work less than full-time, to a minimum of 0.6 FTE, are welcome to apply.)
<b>Salary:</b>	<p>- Associate Professor: LSHTM Grade 8 in the range £62,028 - £71,192 per annum pro rata (inclusive of London Weighting).</p> <p>- Professor: Professor Band C in the range £71,332 - £76,550 per annum pro rata (inclusive of London Weighting).</p> <p>- Consultant Clinical Academic salary scale for staff holding an NHS consultant contract in the range £99,532 to £131,964 per annum, plus London Weighting of £2,162 per annum.</p>
<b>Accountable to:</b>	Senior academic in the department of appointment (to be confirmed once area of specialism is confirmed)
<b>Job Summary:</b>	<p>The Faculty wishes to make up to two new appointments as Professor and/or Associate Professor. We are seeking applications from diverse backgrounds who will develop a portfolio of research that directly aligns with the with Faculty's strategy and who will help advance <a href="#">LSHTM's vision and values</a>.</p> <p>We are especially interested in applications from those with expertise in one or more of the following:</p> <ul style="list-style-type: none"> <li>• clinical research relevant to low- and middle-income countries, particularly with skills in transdisciplinary research;</li> <li>• immunology of infectious diseases;</li> <li>• medical entomology, focusing on transmission, surveillance and/or control of vector borne diseases.</li> </ul> <p>Applicants will have the vision, motivation, experience and networks to build on and complement the key existing strengths within the Faculty. They will be expected to build on our success in leading world class, innovative and impactful research on diseases affecting the most vulnerable populations; in developing strong equitable partnerships; and in contributing to excellence in innovative education and training of future leaders in science and global health.</p>

## 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

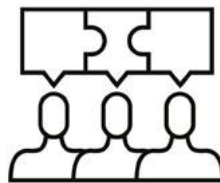
Our values establish how we aspire to achieve our mission both now and in the future - demonstrating what it means to work and study at LSHTM. Please visit our [LSHTM Values page](#) for further information.



**Act with  
integrity**



**Embrace  
difference**



**Work  
together**



**Create  
impact**

# Faculty Information

## Faculty of Infectious and Tropical Diseases

The vision of the Faculty of Infectious and Tropical Diseases is to deliver outstanding contributions to reduce the evolving disease burden related to infections and global health inequity. The range of disciplines represented is broad, including all laboratory-based research at LSHTM's London campus, and encompassing a "bench to boardroom" portfolio with research approaches from fundamental biology through clinical research to impact on policy and practice. It is headed by Alison Grant, who is Professor of International Health. The spectrum of diseases studied is wide; our main research interests include vector-borne diseases especially malaria; respiratory diseases including tuberculosis and bacterial pneumonia; enteric infections; HIV and other sexually transmitted infections; neglected tropical diseases including trachoma, leishmaniasis, schistosomiasis and trypanosomiasis; vaccine development and evaluation; and the prevention of blindness. The Faculty is organised into three research departments comprising: Clinical Research, Disease Control, and Infection Biology. Interdisciplinary research is a major strength, and we encourage collaboration between scientists in different research areas. The Faculty has close links with colleagues and collaborators in more than 100 countries. Our teaching programme includes MSc courses which are module in structure, both intensive taught in London and by distance learning; a variety of short courses and an [active doctoral programme](#) (PhD and DrPH). For further information on the Faculty see [here](#).

### ***Department of Clinical Research (Head: Professor Dave Moore)***

The Department of Clinical Research addresses infectious disease with a focus on those impacting on the most underserved communities globally, and is home to the International Centre of Eye Health. Activities include clinical and community based trials of new therapies, vaccines, diagnostics and educational interventions; research focused on the development and implementation of diagnostic tests; studies to elucidate the immunological and molecular correlates of pathogenesis and protective immunity, and to identify genetic polymorphisms conferring protection or susceptibility to infectious diseases; health services research which aims to identify the most efficient and cost-effective way to deliver health care; and health policy analysis. The Department's main research interests include emerging infectious diseases; HIV and multimorbidity; tuberculosis; malaria; sexually transmitted diseases; schistosomiasis, leprosy and other neglected tropical diseases; diagnostic tests for resource limited settings; eye health; global child health; and travel medicine.

Many of our staff are based overseas and as a department we have an extensive network of overseas collaborators. Within the UK we have close links with the Hospital for Tropical Diseases, in purpose-built accommodation on the main UCL Hospital campus, five minutes' walk from the School, as well as other NHS and other academic institutions. The Wellcome Trust Bloomsbury Centre for Global Health Research is based in the Department, and supports Clinical Fellows at all levels, most of whom are based overseas.

### ***Department of Disease Control (Head: Professor Mary Cameron)***

The Department of Disease Control is a multidisciplinary, cross-cutting department, operating in a global context and committed to excellence in research, innovation, learning and engagement. We have an outstanding reputation for internationally competitive research and teaching excellence, with demonstrable impact in the control of diseases, worldwide. Our diverse scientific staff comprises entomologists, epidemiologists, mathematical modellers, geographers, public health engineers, hygiene specialists, social scientists, engineers, statisticians and clinical scientists. We also have a strong team of project administrators, coordinators, managers, and communication specialists, who provide expert support to our research programmes in the UK and overseas. We are a highly collaborative Department, with extensive partnerships and

collaborations with researchers from many countries and organisations around the world, as well as internally, with multiple School Departments. Our work cuts across several School Centres such as the Vaccine Centre, the Malaria Centre, Centre for Evaluation and the MARCH Centre.

Our staff play influential roles as consultants and key advisors to organisations including the WHO, CDC, Malaria Consortium, Public Health England, Department of Health, DFID, Bill and Melinda Gates Foundation, the Royal Society, Research Councils, Academy of Medical Sciences, the World Bank, Governments and private sector manufacturers and innovators, amongst many others. Our range of expertise provides us with an impressive set of tools for addressing the control of diseases that are insect-borne, water-borne or associated with poor hygiene – mostly in low- and middle-income countries. Much of our research is directed at current health policy issues and addressing gaps between policy and practice.

### ***Department of Infection Biology (Head: Professor Martin Hibberd)***

The Department of Infection Biology brings together pathogen molecular biology and immunology and infection research across the School. The Department benefits from state of the art facilities and strong collaborations, many of which are with partners in disease endemic countries.

We study the molecular biology and genetics of pathogens and interaction with their hosts, to improve understanding and control of infectious diseases and to understand the complex and dynamic ways by which pathogens modulate virulence and interact with the human host. Such a holistic approach will vastly increase the scope for the rationale of design of long-term intervention strategies to reduce the burden of infectious disease. In recent years such a mission has been significantly enhanced by the availability of whole genome sequences. The Department is involved in several pathogen genome projects, and post genome studies which facilitate understanding of complex parasites. The interpretation and exploitation of this basic information is the platform for numerous new avenues of research on pathogenesis, epidemiology and the evolution of virulence.

Our research in immunology and infection centres on analysis of the host response to infection at the molecular, cellular and population levels. The goals are to develop a greater understanding of basic mechanisms of immunological protection versus pathology, and to apply this knowledge to the development of immunological interventions and the identification of correlates of immune status. Our work involves application of state of the art cellular and molecular approaches to the in vitro analysis of pathogen-host cell interactions, to in vivo studies in models, and to the study of immunity at the population level in disease endemic areas. We also conduct translational research for the development and evaluation of diagnostic approaches to identify disease foci and monitor drug resistance.

## **Teaching**

LSHTM offers 20 one year full-time taught programmes leading to the Master of Science (MSc) degree of the University of London and the Diploma of the London School of Hygiene and Tropical Medicine (DLSHTM). The Faculty of Infectious and Tropical Diseases runs or contributes substantially to nine of these MSc programmes. In addition, the Faculty is responsible for the three-month Professional Diploma in Tropical Medicine and Hygiene and the Professional Diploma in Tropical Nursing. The Faculty also offers a range of specialist short courses lasting usually one or two weeks. LSHTM offers a further six MSc programmes by Distance Learning, with the Faculty responsible for the MSc Infectious Diseases.

## Research Training

The School offers two doctoral training programmes. The MPhil/PhD degrees are designed for those who wish to go on to a full time research career. The DrPH is directed towards those who expect their careers to be more in the practice of public health.

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).

Overseas travel maybe required depending on the specific area of research of the applicant.

## Job Description

### Main Activities and Responsibilities

### Knowledge Generation

#### Associate Professor

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<sup>1</sup> research funders, publishing peer-reviewed outputs and 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;

#### Professor

1. To deliver high quality research & scholarship in your field of study, individually and in collaboration with others, by maintaining a substantial programme of research supported by good research funders, publishing peer-reviewed outputs, undertaking, and supporting colleagues in, generating and securing (where relevant) intellectual property and evaluating teaching practice;
2. To oversee and participate in doctoral student supervision and examination;
3. To demonstrate research leadership 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 lead on, monitor and advance, the development of early-career researchers;

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<sup>1</sup> 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.

5. To demonstrate leadership in promoting equality, inclusion and diversity both within and beyond their own research group.

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## Education

### Associate Professor

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 create an inclusive learning environment embracing diverse teaching methodologies , ensuring that curriculum content reflects diverse perspectives and prioritizing equality, diversity, and inclusion in decision-making processes.

### Professor

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2. To contribute to the improvement of the quality and inclusivity of LSHTM's education, by participating in the review and 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 demonstrate educational leadership and management by taking responsibility for a specific element of the faculty's education portfolio;
4. To create an inclusive learning environment embracing diverse teaching methodologies , ensuring that curriculum content reflects diverse perspectives and prioritizing equality, diversity, and inclusion in decision-making processes.

## Internal Contribution

### Associate Professor

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

### Professor

1. To demonstrate good internal citizenship by undertaking PDRs and promoting staff development, and by leading on the recruitment, mentoring and support of colleagues as appropriate;
2. To take on senior leadership and managerial responsibilities in a Faculty, Department, MRC Unit or Centre and LSHTM committee roles as appointed, and by supporting

LSHTM/Faculty/Department/MRC Unit level, as appropriate;	activities that ensure a vibrant, supportive and productive academic environment;
3. To proactively demonstrate LSHTM's EDI goals in your work and behaviour;	3. To proactively demonstrate LSHTM's EDI goals in your work and behaviour;
4. To promote LSHTM's values and strategic vision including equitable partnerships and environmental sustainability.	4. To promote LSHTM's values and strategic vision including equitable partnerships and environmental sustainability.

## External Contribution

### Associate Professor

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 collaborate with diverse stakeholders; to advocate for EDI initiatives and ensure that diverse perspectives are integrated into knowledge dissemination activities and decision-making processes.

### Professor

1. To demonstrate good external citizenship by initiating and building LSHTM's links with appropriate external and international organisations, supporting LSHTM fund-raising and development activities and maintaining a strong national and international profile;
2. To promote knowledge translation and enterprise by exploiting academic knowledge beyond academia;
3. To collaborate with diverse stakeholders; to advocate for EDI initiatives and ensure that diverse perspectives are integrated into knowledge dissemination activities and decision-making processes.

## Professional Development and Training

### Associate Professor

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;
3. To bring in new knowledge and innovative skills related to diversity, equality, and inclusion and ensure they are disseminated

### Professor

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## 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:

Associate Professor	Professor
<ol style="list-style-type: none"> <li>1. A doctoral degree in a relevant topic.</li> <li>2. Evidence of internationally recognised research leadership in one or more of the following areas: <ul style="list-style-type: none"> <li>• Clinical research relevant to low- and middle-income countries, particularly with skills in transdisciplinary research.</li> <li>• Immunology of infectious diseases.</li> <li>• Medical entomology, focusing on transmission, surveillance and/or control of vector borne diseases.</li> </ul> </li> <li>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).</li> <li>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<sup>2</sup>.</li> </ol>	<ol style="list-style-type: none"> <li>1. A doctoral degree in a relevant topic.</li> <li>2. Evidence of internationally recognised research leadership in one or more of the following areas: <ul style="list-style-type: none"> <li>• Clinical research relevant to low- and middle-income countries, particularly with skills in transdisciplinary research.</li> <li>• Immunology of infectious diseases.</li> <li>• Medical entomology, focusing on transmission, surveillance and/or control of vector borne diseases.</li> </ul> </li> <li>3. Proven ability to obtain research funding from major funders, including salary recovery, and manage a significant portfolio of research projects.</li> <li>4. Excellent track record of publishing as lead, senior 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 internationally excellent and/or world leading<sup>3</sup>; supporting members of own research team to also meet their expectations for outputs.</li> </ol>

<sup>2</sup> 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.

<sup>3</sup> 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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| <ol style="list-style-type: none"> <li>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.</li> <li>6. An understanding of the strategies for improving equity and inclusion in research and/or learning and teaching.</li> <li>7. Some experience of doctoral degree supervision.</li> <li>8. Proven ability to build collaborative research relationships with external researchers and/or institutions, or industry (where relevant).</li> <li>9. Evidence of ability to deliver high quality research-informed teaching.</li> <li>10. Evidence of excellent interpersonal skills, including the ability to communicate effectively both orally and in writing.</li> <li>11. Evidence of sustained leadership in promoting equality, diversity and inclusion within their workplace.</li> <li>12. Demonstrate how their leadership in research will help advance the strategic priorities of the Faculty/School.</li> </ol> | <ol style="list-style-type: none"> <li>5. Clear vision of a future research agenda.</li> <li>6. An understanding of the strategies for improving equity and inclusion in research and/or learning and teaching.</li> <li>7. Experience of leading and managing research teams.</li> <li>8. Evidence of ability to deliver high quality research-informed teaching at post-graduate level and supervise doctoral students to successful completion.</li> <li>9. Substantial evidence of recognition within external research community.</li> <li>10. Evidence of excellent interpersonal skills including the ability to communicate effectively both orally and writing.</li> <li>11. Evidence of sustained leadership in promoting equality, diversity and inclusion within their workplace.</li> <li>12. Demonstrate how their leadership in research will help advance the strategic priorities of the Faculty/School.</li> </ol> |
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## Desirable Criteria

### Associate Professor

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

### Professor

1. Evidence of ability to forge productive, long-term collaborative research relationships.
2. Experience of innovation in teaching delivery and assessment.
3. Experience of senior teaching management such as Programme Director, and/or Exam Board member, Periodic Review panel member etc.
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.

learning and teaching

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**Please note:** For prospective applicants who are already established clinical academics, or who wish to be one, a more detailed job description outlining the specific clinical requirements and aspects of the job will need to be agreed before their employment commences. The general additional essential criteria for clinical academics are as follows:

1. Must be qualified as a medical doctor (with a medical degree from a UK institution, or one that is recognised in the UK);
2. Have current, full GMC registration with licence to practice.
3. Entry on the GMC GP Register or Specialist Register in public health or other relevant specialty or eligibility for entry within 6 months of the date of an Advisory Appointment Committee.
4. Membership of the relevant Royal College (UK) or equivalent qualification.

E-Essential: Requirement without which the job could not be done

D-Desirable: Requirements that would enable the candidate to perform the job well

## Salary and Conditions of Appointment

The post is fixed-term for five years and full/part-time. The post is funded by the Faculty of Infections and Tropical Diseases and is available from 1<sup>st</sup> September 2024. The salary will be either on:

- LSHTM Grade 8 for an Associate Professor appointment in the range £62,028 - £71,192 per annum pro rata (inclusive of London Weighting); or for a Professorial appointment, Professor Band C in the range £71,332 - £76,550 per annum pro rata (inclusive of London Weighting), depending on experience; or
- the Consultant Clinical Academic salary scale for staff holding an NHS consultant contract in the range £99,532 to £131,964 per annum, plus London Weighting of £2,162 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](mailto: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

LSHTM will comply with current UKVI legislation, which requires all employees to provide documentary evidence of their legal right to work in this country prior to commencing employment. 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 bring the original documents in to be copied and verified before their start date.

Applications from candidates who require sponsorship to work in the UK will be considered alongside other applications. Applicants who do not currently have the right to work in the

UK will have to satisfy UK Visas & Immigration regulations before they can be appointed. Further information about Sponsorship and eligibility to work in the UK, can be found on the [government immigration rules page](#).

Date amended: Jun 2024