

ASSISTANT PROFESSOR

Job Title:	Assistant Professor
Department:	Viral Pathogens Theme
Faculty:	MRC/UVRI and LSHTM Uganda Research Unit
Location:	Uganda
FTE:	1.0 FTE
Grade:	G7
Accountable to:	Theme Head
Job Summary:	<p>The candidate is expected to:</p> <ul style="list-style-type: none">• Take ownership of their research projects, design and perform studies with rigour.• Contribute to scientific leadership of the 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. <p>Be highly organized, with excellent communication skills, and maintain a strong work ethic.</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

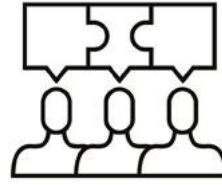
Our values establish how we aspire to achieve our mission both now and in the future - demonstrating what it means to work and study at LSHTM. Please visit our [LSHTM Values page](#) for further information.



**Act with
integrity**



**Embrace
difference**



**Work
together**



**Create
impact**

Faculty Information

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, 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 engage in reflective practice and critical enquiry and mentor others; evaluate innovative approaches to teaching and learning; seek, analyse and act on student feedback; and design, analyse and write up evaluations;
2. As appropriate, to:
 - a. deliver high quality research and scholarship in your field of study, individually and in collaboration with others;
 - b. contribute to doctoral student supervision;
 - c. apply for funding to support knowledge generation and implement and manage grants in accordance with relevant School policies;
3. To support the development of early-career educators and researchers;
4. 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;
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, research-rooted 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 the School's education, e.g. by participating in the development of new and updated learning and teaching materials or approaches, improving assessment practices, 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

improving aspects of the student experience;

3. To take on an educational management or leadership role working with professional services staff in carrying out relevant administrative processes.

Internal Contribution

1. To support LSHTM's aims of achieving excellence in learning and teaching, contributing to teaching and learning initiatives, undertaking champion roles, sharing best practice with colleagues, working with the Centre for Excellence in Learning and Teaching, and mentoring others in relation to learning and teaching.
2. To participate in School committees and networks, especially those relating to Education;
3. As appropriate, to carry out Performance and Development Reviews (PDRs), provide guidance and support to improve capability, encourage staff development, and participate in the recruitment, mentoring and support of more junior colleagues;
4. To reflect LSHTM's values and Equity, Diversity and Inclusion (EDI) goals in your work and behaviour, including supporting initiatives to address the disadvantages experienced by minoritized groups;

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, preferably in the field related to Oncogenic viruses in any area including epidemiology, interventions, virology and immunology and in the field related to One Health, bringing together human, animal, and environmental health.
2. Expertise in any relevant research area within the Viral Pathogens Theme and experience in conducting research in Low- and Middle-Income Countries.
3. Experience of attracting research grant income as PI or co-PI and supporting grant applications of others,
4. 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, 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. Some experience of supervising and supporting junior researchers and/or research degree students, and non-academic staff.
2. A teaching qualification (or Fellow/ Senior Fellow of HEA).
3. Experience of building and leading a research team.
4. 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

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LONDON
SCHOOL of
HYGIENE
& TROPICAL
MEDICINE



Salary and Conditions of Appointment

The post is fixed term until 30 September 2026 and full-time 35 hours per week, 1.0 FTE. The post is funded by the MRC/UVRI and LSHTM Uganda Research Unit and is available from November 2024. The salary will be on the Academic scale, Grade 7 scale in the range £51,299 - £58,723 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.

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: August 2024