

ASSOCIATE PROFESSOR

Job Title:	Associate Professor in Clinical Vaccinology/Vaccinology
Department:	Vaccines and Immunity Theme
Faculty:	MRCG at LSHTM
Location:	Fajara
FTE:	1.0 FTE
Grade:	G8
Accountable to:	Vaccines and Immunity Theme Leader
Job Summary:	The post-holder will take an independent senior leadership/ coordination role in one or more clinical vaccine trials or other areas of clinical vaccinology/epidemiology research ongoing or planned in the Vaccines and Immunity Theme. Significant experience across diverse aspects of clinical vaccinology including in team leadership, working with external agencies and ensuring complex projects are coordinated and delivered according to ICH-GCP is vital. Strong quantitative and/or qualitative research methodology skills would be an advantage. The post-holder will also be encouraged to develop their own academic research interests of relevance to the population of West or sub-Saharan Africa and in line with the broader goals of the Vaccines and Immunity Theme and MRC Unit.

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

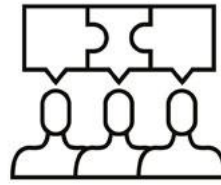
Our values establish how we aspire to achieve our mission both now and in the future - demonstrating what it means to work and study at LSHTM. Please visit our [LSHTM Values page](#) for further information.



**Act with
integrity**



**Embrace
difference**



**Work
together**



**Create
impact**

Faculty Information

Established in 1947, MRC Unit The Gambia (MRCG) at the London School of Hygiene and Tropical Medicine is a leading research centre in sub-Saharan Africa. Research is carried out by three major Research Themes (Disease Control & Elimination; Vaccines & Immunity; and Nutrition & Planetary Health) that benefit from the core-supported strategic platforms and of the research services. Disease Control & Elimination investigates the interactions between hosts, pathogens and vectors; and evaluates interventions aimed at interrupting transmission and/or reducing the burden of diseases.

Research is multidisciplinary and include a large epidemiological component complemented by social sciences and combined with strong laboratory and genomics support. Vaccines & Immunity studies the ontogeny of immunity as a baseline to inform the design of vaccines and maximise their impact. It hosts a portfolio of Phase 1-4 clinical trials of existing and novel vaccines and employs cutting-edge system biology methods to understand host responses to infection and vaccination. The Theme is also working on tuberculosis by examining host/pathogen interactions in adults and children. Nutrition & Planetary Health aims to understand the pathophysiology of diet-disease interactions in order to accelerate the development of more effective next-generation community and clinical interventions, and to build a major new program in planetary health. Two Cross-Cutting Programs, i.e., Maternal & Neonatal Health and West Africa, involve all Themes, often in synergy, and underpin the Unit's commitment to carry out research to decrease the current high burden of maternal and neonatal mortality in sub-Saharan Africa and the Unit's vocation as a Regional Centre of Excellence for Research and Training.

The Unit, receives an MRC core investment grant every 5 years, following the review of past activities and future plans. In addition, all research activities are supported by external grants from a variety of sources. The Unit has a turnover of in excess of £22m per annum and employs about 1400 staff.

The main campus is in Fajara on the coast and comprises laboratories, a hospital, offices, workshops etc. There are field stations upcountry in Basse, Keneba and Walikunda, each in a different ecological setting, providing varied research opportunities.

The Vaccines and Immunity Theme hosts a diverse range of projects including basic laboratory immunology, serology, microbiology and genomics, through early- and late phase vaccine trials, epidemiological, data, and social science research. We have an increasingly diverse programme of research covering pathogens and diseases of public health importance both globally and in West Africa including those with epidemic potential. We are also leading several clinical trial capacity-strengthening initiatives across West- and sub-Saharan African. Establishing new funded research collaborations in the sub-region and beyond is an important goal while continuing to build on and diversify our existing strengths locally. We have significant research funding from a

diverse set of competitive international funding agencies. The post-holder will lead and support existing and future funded clinical vaccinology research while also being encouraged to develop their own research interests. This may include further developing existing areas of research strength within the theme, where there is clear potential to do so, or introducing new research areas that align with our strategic goals and when clear funding opportunities exist. Irrespective of relative career stage, a convincing track-record is vital.

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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. To independently lead the delivery of several clinical trials or other vaccinology-related research programmes from conception to publication

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 contribute to clinical vaccinology, clinical trials or other related teaching at MRC Unit The Gambia and, when applicable, elsewhere in the sub-region or at LSHTM.

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

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 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. Post-doctoral vaccinology experience, ideally including clinical vaccine trials and/or the coordination of other complex vaccine or related field trials. Other areas of expertise may be considered, and both depth and diversity of skills would be an advantage.
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.
11. Strong team management skills
12. Excellent high-level professional and technical academic writing skills
13. Understanding of the practical application of ICH-GCP
14. Experience of writing and reviewing protocols, SOPs and other documents required for trial or research conduct
15. Willingness to travel

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

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.
6. Experience working closely with data management including to support eCRF and database development
7. Experience of working closely with laboratory teams to ensure consistent endpoint delivery
8. Experience working with internal/external clinical trial monitors and auditors/regulatory inspectors.
9. Vaccine development and/or policy related experience.
10. Strong quantitative and/or qualitative research methodology skills.
11. A medical degree
12. Higher medical qualification including academic college memberships or fellowships

Salary and Conditions of Appointment

The post is fixed term until 31 March 2027 and full time 35 hours per week, 1.0 FTE. The post is funded by the MRCG and is available immediately. 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.

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: November 2024