

# ASSISTANT PROFESSOR

<b>Job Title:</b>	<b>Assistant Professor / Africa Oculomics Research Programme team leader.</b>
<b>Department:</b>	1) Non-Communicable Disease Theme 2) Clinical Research Department (International Centre for Eye Health)
<b>Faculty:</b>	MRC/UVRI and LSHTM Uganda Research Unit
<b>Location:</b>	Uganda
<b>FTE:</b>	0.4
<b>Grade:</b>	G7
<b>Accountable to:</b>	Prof Moffat Nyirenda and Prof Matthew Burton
<b>Job Summary:</b>	<p>This <b>Assistant Professor</b> post will be based in the MRC/UVRI and LSHTM Uganda Research Unit, with very close project connections with the International Centre for Eye Health at LSHTM, Makerere University and UCL Institute of Ophthalmology.</p> <p>The <b>Africa Oculomics Research Programme</b> is an eight-year project funded by the Wellcome Trust.</p> <p>Our vision is to unlock the potential of Oculomics to better understand, predict, diagnose and manage systemic and ocular disease, to improve health outcomes and equity for African populations. Oculomics is the emerging field of study into relationships between the eyes and systemic health and disease. It is being transformed by advances in high-resolution ocular imaging coupled with recent advances in artificial intelligence (AI), particularly deep learning. We will conduct ocular phenotyping and imaging studies, repeated five years apart, nested within an existing general population cohort in Uganda. In parallel we will collect clinical, laboratory and image phenotyping data for systemic health states (cardiovascular, neurological, renal, liver, musculoskeletal, mental health), alongside genotyping data. We will use these data to develop, tune and validate AI foundation models to analyse images from this African population for multiple systemic disease and ocular diagnostic tasks. We will investigate cross-sectional and longitudinal relationships between ocular biomarkers and major health conditions, to determine their diagnostic, prognostic and predictive potential. Finally, we will conduct prospective studies to investigate the utility of oculomics supported diagnostics in general health care settings, assessing the suitability and performance of AI-assisted diagnosis, when paired with novel low-cost imaging equipment.</p> <p>The main responsibilities include (but not limited to), working closely with colleagues, are:</p> <ul style="list-style-type: none"> <li>● Make substantial contributions to the development of the scientific plan for this Programme.</li> <li>● Develop the full protocols and standard operating procedures, including the detailed analysis plan. Coordinate the ethics application process.</li> </ul>

	<ul style="list-style-type: none"> <li>• Manage the development and pilot testing of the field processes and data collection tools.</li> <li>• Conduct regular supervisory visits to the General Population Cohort (GPC) study site in Kalungu District, to oversee training, recruitment, data collection, project management and supervise PhD students.</li> <li>• Support the regular reporting to the funders and annual reporting to the ethics committees.</li> <li>• Make substantial contributions to the reporting of the research as a member of the core writing team and the dissemination of results.</li> <li>• Work closely with the project administrators and PIs to support budget reviews and forecasting.</li> </ul>
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## 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

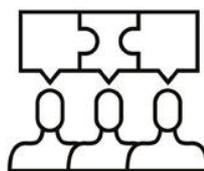
Our values establish how we aspire to achieve our mission both now and in the future - demonstrating what it means to work and study at LSHTM. Please visit our [LSHTM Values page](#) for further information.



**Act with  
integrity**



**Embrace  
difference**



**Work  
together**



**Create  
impact**

## Faculty Information

### ***MRC/UVRI & LSHTM Uganda Research Unit***

The MRC/UVRI & LSHTM Uganda Research Unit is an internationally recognized centre of excellence for research and training. The Unit was established in 1988 to improve the understanding and control of the HIV epidemic in Uganda and globally, following a request from the Uganda Government to the United Kingdom (UK) Government. After wide consultations, and in response to the changing public health landscape, Unit work has broadened beyond HIV to include other infections, neglected, endemic, emerging and re-emerging infections and non-communicable diseases (NCDs).

The Unit is one of two (2) UKRI/MRC Units outside the UK, the other one in the Gambia. With strong affiliation to the Uganda Virus Research Institute (UVRI), the Unit enjoys vital representation at government level, which facilitates translation of research findings.

In 2018, the Unit was transferred to LSHTM, a major UK global health institution. This new partnership is boosting research capacity into some of the current and emerging health issues in Africa and globally.

The director is Professor Moffat Nyirenda

### ***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 José Bengoechea, who is Professor in Microbiology and Infectious Diseases. 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 diseases of major public health importance in developing countries. Activities include trials of new therapies, vaccines and educational interventions; the development of new 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. In addition to our many overseas

collaborations, 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. 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.

The Department's main research interests include HIV and related infections; in particular, the interaction between HIV infection and tuberculosis, and other sexually transmitted diseases; malaria; trachoma; leprosy; diagnostic tests for resource limited settings; eye health; disability; and travel medicine.

## **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 International Centre for Eye Health (Director: Prof. Matthew Burton)***

The [International Centre for Eye Health](#) (ICEH) is a research and education group based at the London School of Hygiene & Tropical Medicine.

***Our Vision:*** Improving Eye Health Worldwide

***Our Mission:*** To improve vision and eye health worldwide; working in partnership to achieve excellence in research, education, capacity development and translation of knowledge into policy and practice.

***Our Strategic Approach:*** To be a world-leading academic centre and collaborative network for global eye health that delivers:

- Research – that translates impactfully into policy and practice
- Education and Knowledge Sharing – that equips and informs eye health leaders and personnel
- Capacity Development – that strengthens and motivates the workforce and transforms the eye health system

***Our Values:***

- Excellent and innovative in our work
- Respectful, encouraging and inclusive in our relationships
- Collaborative in our approach
- Clarity and openness in our communications

ICEH has trained clinicians and health care professionals from many countries, particularly in Asia and Africa. Through its [MSc in Public Health for Eye Care](#) and PhD programmes, ICEH has been instrumental in training many of the leaders in eye health in low- and middle-income countries across the world today. In 2006 ICEH / the London School of Hygiene & Tropical Medicine was awarded a Queen's Anniversary Prize for Higher and Further Education for "Reducing blindness worldwide". Over the last five years the ICEH has coordinated the [Commonwealth Eye Health Consortium](#) and is the lead organisation for the [Lancet Commission on Global Eye Health](#). The team, in partnership with colleagues in many different countries, typically produce more than 100 peer-reviewed research publications per year.

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 deliver high quality research & scholarship in your field of study, individually and in collaboration with others, by applying for external grants/fellowships from good<sup>1</sup> research funders, publishing peer-reviewed outputs as lead and co-author; and evaluating teaching practice;
2. To contribute to doctoral student supervision;
3. To manage research grants and promote and ensure compliance with good practice in relation to the conduct of research, the ethics policy, and other relevant LSHTM policies;
4. To support the development of early-career researchers;
5. Contribute to the conceptual and scientific development of the Africa Oculomics Research Programme.
6. Lead the programme Field Team within the GPC, MRC Uganda, through the line management of the team clinicians.
7. Contribute to field staff team recruitment, and oversee the training of the field team.
8. Conduct regular visits for project management and supervision to the GPC study area in Kalungu District, Uganda.
9. Play a central part in the development of the full protocols and standard operating procedures, including the detailed analysis plan. Coordinate the ethics application process.
10. Manage the development and pilot testing of the field processes and data collection tools.
11. Oversee the delivery of the research project in the field with excellent adherence to the protocol to ensure high quality data.
12. Participate in the analysis, interpretation, write up and dissemination of research findings. Anticipating leading the development of multiple publications.
13. Anticipate being the primary and secondary supervisor of multiple PhD students during the course of the Programme.
14. Contribute to the design, delivery and reporting of the Kawempe Hospital cohort study on oculomics during pregnancy.
15. Contribute to the design, supervision, delivery and reporting of the oculomics utility study work package.

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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

16. Key coordination role linking the senior investigators at LSHTM, MRC, Makerere and elsewhere with the programme, ensuring that their scientific inputs effectively feed into the programme in a timely manner.
17. Support the regular reporting to the funders and annual reporting to the ethics committees
18. Work closely with the project administrators and PIs to support budget reviews and forecasting

## Education

1. To deliver high quality, inclusive, research-informed 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 LSHTM's education, by participating in the 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 support educational leadership and management by active participation in selected aspects of the curriculum, as appropriate, and by collaborating with professional services staff, centrally and in the Faculty, in carrying out relevant administrative processes;
4. Contribute to organizing and teaching the ICEH/LSHTM Short Course in Global Eye Health each year.
5. Contribute to teaching on the MSc in Public Health for Eye Care at ICEH/LSHTM.

## Internal Contribution

1. To undertake activities that support the Department, Faculty or MRC Unit or LSHTM, including Committee membership;
2. To reflect LSHTM's EDI goals in your work and behaviour;
3. To participate in own PDR and undertake those of others;

## External Contribution

1. To demonstrate good external citizenship by contributing to the external academic community;
2. To promote knowledge translation and enterprise by participating in networks and activities that disseminate research-based knowledge beyond academia;
3. Active participation in senior leadership roles in ophthalmology / eye health in Uganda and the wider Africa Region.

## 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. Expertise in ophthalmology and epidemiology
3. Contributions as lead 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 at least internationally excellent<sup>2</sup>
4. Proven ability to work independently, as well as collaboratively as part of a research team, and to meet research deadlines
5. An understanding of the strategies for improving equity and inclusion in research and or learning and teaching
6. Evidence of excellent interpersonal skills, including ability to communicate effectively both orally and in writing
7. Evidence of good organizational skills, including effective time management

### Desirable criteria:

1. Experience of generating research income such as fellowships, and/or small project grants, and/or supporting grant applications of others
2. Some experience of supervising and supporting junior researchers and/or research degree students, and non-academic staff
3. Some experience of undertaking teaching and assessment
4. Demonstrable evidence of promoting inclusion in research and or learning and teaching
5. A teaching qualification

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<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

## Salary and Conditions of Appointment

The post is fixed term until 31 March 2028 and part-time, 14 hours per week, 0.4 FTE. The post is funded by the Wellcome Trust and is available immediately. The salary will be on the LSHTM scale, Grade 7 in the range £53,317 - £61,034 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](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

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: February 2026