

<b>Job title</b>	Clinical Microbiologist
<b>Division</b>	Medical Sciences
<b>Department</b>	Centre for Tropical Medicine and Global Health
<b>Location</b>	National Hospital for Tropical Diseases, 78 Giai Phong Street, Hanoi, Vietnam
<b>Grade and salary</b>	Grade E82 £77,913 to £105,042 per annum
<b>Hours</b>	Full time
<b>Contract type</b>	Fixed-term until 30 <sup>th</sup> September 2020 in the first instance
<b>Reporting to</b>	Hanoi Director
<b>Vacancy reference</b>	140393

## The role

We are seeking an experienced, self-motivated, clinical microbiologist (with or without specialist infectious diseases training), with an interest in antimicrobial resistance (AMR). The successful candidate will have a strong research track record and proven experience in both the diagnostic laboratory and clinical aspects of infectious diseases.

The focus of the postholder will be to help develop OUCRU-Hanoi's, and their own, AMR research programme and to contribute to ongoing hospital- and community-based projects. The post holder will also be expected to participate in our diagnostic laboratory capacity building programme.

## Scientific Background of the role

Vietnam is one of the worst hit countries by the antimicrobial resistance crisis with resistance levels higher than most countries in the region, particularly in hospital acquired infections. Diagnostic microbiology capacity is underused and treating physicians often do not use laboratory results to inform their antibiotic choices.

It will be essential for the postholder to develop laboratory and/or clinical research projects that address relevant questions for the scientific and public health communities in Vietnam, both at the hospital and community level, in collaboration with the major national public health institutes in Vietnam and OUCRU senior scientists. Likewise, participation as investigator in ongoing or to



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be implemented clinical and laboratory studies where our hosting institutions are either the leading or a participating site in a multicentre study is expected.

This includes a Wellcome funded project looking at ways to improve AMR surveillance data quality by making surveillance more pro-active and clinically oriented and including diagnostic stewardship.

The postholder will also be expected to work closely with the OUCRU-Hanoi laboratory team and the diagnostic laboratory of our main host – the National Hospital for Tropical Diseases – to support and improve classical and molecular diagnostics of endemic and emerging pathogens.

In addition to research questions centred on antimicrobial resistance in Vietnam, the successful candidate will have opportunities to establish collaborations at various levels within the University of Oxford, the Oxford Tropical Network (also known as the Centre for Tropical Medicine and Global Health), and their collaborators. Currently, the Oxford Tropical Network has a strong research presence in clinical trials, microbiology, molecular biology, pharmacology, genomics, field epidemiology, mathematical modelling, and health economics, in the various research units located in Vietnam, Thailand, Laos, Kenya, Indonesia, Nepal, Cambodia, Myanmar, and China.

OUCRU-Hanoi has a very strong network of key stakeholders based in Ministries, national institutes, and leading hospitals plus a range of foreign development partners that you will be able to readily access and engage with to form consortia, develop research proposals, apply for funding and influence policy.

The post will be based in OUCRU-Hanoi at the National Hospital for Tropical Diseases, close to other national institutes and the Ministry of Health.

## Responsibilities

The post holder will report to the Director of OUCRU-Hanoi and will be responsible for:

- Contributing to ongoing projects on antimicrobial resistance with a team of various national and international stakeholders
- Develop their own research programme related to AMR
- Producing original scientific publications
- Obtaining research funding to contribute to the research of the unit, assist personal research plans and career development
- Presenting research findings through talks at (inter)national conferences and publications in the (inter)national scientific literature
- Supervising and mentoring of MSc, PhD students and other researchers
- Participating in meetings, team briefing sessions, as required
- Participating in and supporting public and policy engagement programmes and widening access activities of OUCRU-VN and its partners

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Other duties commensurate with the grade as required by the Director of OUCRU-Hanoi.

## Selection criteria

### Essential

- A medical degree and certificate of specialist training in Clinical Microbiology
- Experience developing, implementing and delivering laboratory-based or clinical research studies
- Excellent communication skills with the ability to engage with both senior and junior staff
- A proven ability to work collaboratively
- Proven leadership, negotiation and diplomacy skills
- Experience supervising MSc and PhD students to completion
- Experience writing grants or evidence of successful grant application as lead applicant
- A strong publication record
- Proven ability to work well under pressure, be self-motivated and to work collaboratively across disciplines

### Desirable

- Experience of managing and motivating research assistants and post-docs
- Experience of working with policy makers and other stakeholders
- Experience of working in low- and middle-income countries, e.g. in Asia or Africa

## About the University of Oxford

Welcome to the University of Oxford. We aim to lead the world in research and education for the benefit of society both in the UK and globally. Oxford's researchers engage with academic, commercial and cultural partners across the world to stimulate high-quality research and enable innovation through a broad range of social, policy and economic impacts.

We believe our strengths lie both in empowering individuals and teams to address fundamental questions of global significance, while providing all our staff with a welcoming and inclusive workplace that enables everyone to develop and do their best work. Recognising that diversity is our strength, vital for innovation and creativity, we aspire to build a truly diverse community which values and respects every individual's unique contribution.

While we have long traditions of scholarship, we are also forward-looking, creative and cutting-edge. Oxford is one of Europe's most entrepreneurial universities. Income from external research contracts in 2016/17 exceeded £564m and we rank first in the UK for university spin-outs, with more than 130 companies created to date. We are also recognised as leaders in support for social enterprise.



## Centre for Tropical Medicine and Global Health

Join us and you will find a unique, democratic and international community, a great range of staff benefits and access to a vibrant array of cultural activities in the beautiful city of Oxford.

For more information please visit [www.ox.ac.uk/about/organisation](http://www.ox.ac.uk/about/organisation)

## Medical Sciences

The Medical Sciences Division is an internationally recognized centre of excellence for biomedical and clinical research and teaching. We are the largest academic division in the University of Oxford

World-leading programmes, housed in state-of-the-art facilities, cover the full range of scientific endeavour from the molecule to the population. With our NHS partners we also foster the highest possible standards in patient care.

For more information please visit: [www.medsci.ox.ac.uk](http://www.medsci.ox.ac.uk)

## Nuffield Department of Clinical Medicine (NDM)

The Nuffield Department of Clinical Medicine (NDM) is one of the largest departments of the University of Oxford and is part of the Medical Sciences Division, with responsibility for a significant part of the teaching of clinical students within the Medical School. The Department also has a substantial research programme which requires high quality administrative management.

NDM has significant financial turnover and complexity, resulting from its diverse research portfolio, its geographical spread and its close links with NHS funding and strategic teams involved in the development and delivery of increasingly integrated clinical research platforms.

For more information please visit: <http://www.ndm.ox.ac.uk/home>

*.....fostering your career in science.*

The University of Oxford is a member of the [Athena SWAN Charter](#) and holds an institutional Bronze Athena SWAN award. The Nuffield Department of Medicine holds a Silver Athena SWAN award in recognition of its efforts to introduce organisational and cultural practices that promote gender equality in SET and create a better working environment for both men and women.

For more information please visit: [www.ndm.ox.ac.uk/working-for-ndm/aboutndmatheneswan/](http://www.ndm.ox.ac.uk/working-for-ndm/aboutndmatheneswan/)

## Tropical Medicine and Global Health



## Centre for Tropical Medicine and Global Health

The Centre for Tropical Medicine and Global Health is a world leading Centre within the Nuffield Department of Clinical Medicine, University of Oxford, comprised of research groups who are permanently based in Africa and Asia as well as across two sites in Oxford. Our research ranges from clinical studies to behavioral sciences, with capacity building integral to all of our activities.

Our research is conducted at three Wellcome Trust Major Overseas Programmes in Kenya, Thailand and Viet Nam as well as a growing Centre in Oxford. The Centre for Tropical Medicine and Global Health also brings together a number of sister groups in Laos, Tanzania, Indonesia, the Democratic Republic of Congo, Myanmar, Cambodia and Nepal, as well as multiple collaborators around the world.

Tackling infectious diseases, which kill many millions of people every year, is one of the greatest challenges of the 21st century. We are researching solutions to the increasingly urgent problems these diseases cause.

The Centre's annual turnover is in excess of £48m per annum with over 100 externally funded research grants and donations.

For more information please visit: <http://www.tropicalmedicine.ox.ac.uk/home>

## How to apply

Before submitting an application, you may find it helpful to read the 'Tips on applying for a job at the University of Oxford' document, at <https://www.ox.ac.uk/about/jobs/professionalandmanagement/> <https://www.ox.ac.uk/about/jobs/research/>

If you would like to apply, click on the **Apply Now** button on the 'Job Details' page and follow the on-screen instructions to register as a new user or log-in if you have applied previously. Please provide details of two referees and indicate whether we can contact them now.

You will also be asked to upload a CV and a supporting statement. The supporting statement must explain how you meet each of the selection criteria for the post using examples of your skills and experience. This may include experience gained in employment, education, or during career breaks (such as time out to care for dependants).

Your application will be judged solely on the basis of how you demonstrate that you meet the selection criteria stated in the job description.

Please upload all documents **as PDF files** with your name and the document type in the filename.

All applications must be received by **midday** on the closing date stated in the online advertisement.





### Information for priority candidates

*A priority candidate is a University employee who is seeking redeployment because they have been advised that they are at risk of redundancy, or on grounds of ill-health/disability. Priority candidates are issued with a redeployment letter by their employing departments.*

*If you are a priority candidate, please ensure that you attach your redeployment letter to your application (or email it to the contact address on the advert if the application form used for the vacancy does not allow attachments)*

Should you experience any difficulties using the online application system, please email [recruitment.support@admin.ox.ac.uk](mailto:recruitment.support@admin.ox.ac.uk). Further help and support is available from [www.ox.ac.uk/about the university/jobs/support/](http://www.ox.ac.uk/about_the_university/jobs/support/). To return to the online application at any stage, please go to: [www.recruit.ox.ac.uk](http://www.recruit.ox.ac.uk).

Please note that you will be notified of the progress of your application by automatic emails from our e-recruitment system. **Please check your spam/junk mail** regularly to ensure that you receive all emails.

## Important information for candidates

### Pre-employment screening

Please note that the appointment of the successful candidate will be subject to standard pre-employment screening, as applicable to the post. This will include right-to-work, proof of identity and references. We advise all applicants to read the candidate notes on the University's pre-employment screening procedures, found at:

[www.ox.ac.uk/about/jobs/preemploymentscreening/](http://www.ox.ac.uk/about/jobs/preemploymentscreening/).

### Data Privacy

Please note that any personal data submitted to the University as part of the job application process will be processed in accordance with the GDPR and related UK data protection legislation. For further information, please see the University's Privacy Notice for Job Applicants at: [www.admin.ox.ac.uk/councilsec/compliance/gdpr/privacynotices/job/](http://www.admin.ox.ac.uk/councilsec/compliance/gdpr/privacynotices/job/). The University's Policy on Data Protection is available at: [www.admin.ox.ac.uk/councilsec/compliance/gdpr/universitypolicyondataprotection/](http://www.admin.ox.ac.uk/councilsec/compliance/gdpr/universitypolicyondataprotection/).

### The University's policy on retirement

The University operates an Employer Justified Retirement Age (EJRA) for all academic posts and some academic-related posts. From 1 October 2017, the University has adopted an EJRA



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of 30 September before the 69<sup>th</sup> birthday for all academic and academic-related staff in posts at **grade 8 and above**. The justification for this is explained at: [www.admin.ox.ac.uk/personnel/end/retirement/acrelretire8+/](http://www.admin.ox.ac.uk/personnel/end/retirement/acrelretire8+/).

For **existing** employees, any employment beyond the retirement age is subject to approval through the procedures: [www.admin.ox.ac.uk/personnel/end/retirement/acrelretire8+/](http://www.admin.ox.ac.uk/personnel/end/retirement/acrelretire8+/).

From 1 October 2017, there is no normal or fixed age at which staff in posts at **grades 1–7** have to retire. Staff at these grades may elect to retire in accordance with the rules of the applicable pension scheme, as may be amended from time to time.

### Equality of Opportunity

Entry into employment with the University and progression within employment will be determined only by personal merit and the application of criteria which are related to the duties of each particular post and the relevant salary structure. In all cases, ability to perform the job will be the primary consideration. No applicant or member of staff shall be discriminated against because of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.



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## Benefits of working at the University

### University Club and sports facilities

The University Club provides social, sporting and hospitality facilities. It incorporates a bar, café and sporting facilities, including a gym. Staff can also use the University Sports Centre on Iffley Road at discounted rates, including a fitness centre, powerlifting room, and swimming pool.

See: [www.club.ox.ac.uk](http://www.club.ox.ac.uk) and [www.sport.ox.ac.uk/oxford-university-sports-facilities](http://www.sport.ox.ac.uk/oxford-university-sports-facilities).

### Information for international staff (or those relocating from another part of the UK)

If you are relocating to Oxfordshire from overseas, or elsewhere in the UK, the University's International Staff website includes practical information related to moving to and settling in Oxford such as advice on immigration, relocation, accommodation, or registering with a doctor.

See: [www.internationalstaffwelcome.admin.ox.ac.uk/](http://www.internationalstaffwelcome.admin.ox.ac.uk/)

### The University of Oxford Newcomers' Club

The University of Oxford Newcomers' Club is an organisation run by volunteers that aims to assist the partners of new staff to settle into Oxford and to provide them with an opportunity to meet people in the area. See [www.newcomers.ox.ac.uk/](http://www.newcomers.ox.ac.uk/)

### Childcare

The University has excellent childcare services with five University nurseries, as well as University-supported places at many other private nurseries.

For full details including how to apply and the costs, see [www.admin.ox.ac.uk/childcare](http://www.admin.ox.ac.uk/childcare).

### Family-friendly benefits

The University subscribes to My Family Care ([www.admin.ox.ac.uk/personnel/staffinfo/benefits/family/mfc/](http://www.admin.ox.ac.uk/personnel/staffinfo/benefits/family/mfc/)) and staff are eligible to register for emergency back-up childcare and adultcare services, a 'speak to an expert' phone line and a wide range of guides and webinars through a website called the Work + Family space.

### Disabled staff

We are committed to supporting members of staff with disabilities or long-term health conditions. Please visit [www.admin.ox.ac.uk/eop/disab/staff](http://www.admin.ox.ac.uk/eop/disab/staff) for further details including information about how to make contact, in confidence, with the University's Staff Disability Advisor.

### Staff networks

The University has a number of staff networks including the Oxford Research Staff Society, BME staff network, LGBT+ staff network and a disabled staff network. You can find more information at [www.admin.ox.ac.uk/eop/inpractice/networks/](http://www.admin.ox.ac.uk/eop/inpractice/networks/)

### Other benefits





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Staff can enjoy a range of other benefits such as free visitor access to the University's colleges and the Botanic Gardens as well as a range of discounts.

See [www.admin.ox.ac.uk/personnel/staffinfo/benefits](http://www.admin.ox.ac.uk/personnel/staffinfo/benefits)

