

Director, Oxford University Clinical Research Unit (OUCRU)

Reference: 7807

Closing date: xxxxxxxxxx





Welcome from The Nuffield Department of Medicine Head of Department

Thank you for your interest in the post of Director of the Oxford University Clinical Research Unit (OUCRU) programme.

The OUCRU programme is a longstanding international partnership between the Nuffield Department of Medicine at the University of Oxford, the Wellcome Trust and a number of host

institutions in Southeast Asia and South Asia. It is headquartered in Ho Chi Minh City in Viet Nam with units in Hanoi, Kathmandu (Nepal) and Jakarta (Indonesia). Since its formation in 1991, the programme has driven world class research into the prevention and treatment of human infectious diseases, improving the lives of people in Southeast Asia, South Asia and globally. The role of Director is pivotal to providing high quality scientific and strategic leadership for this vibrant and exciting programme.

As a senior member of the Nuffield Department of Medicine (NDM) you will be part of a global community of researchers undertaking high quality, world leading research into a wide range of diseases affecting human health. As a department we have over 3,500 research and support staff and a research portfolio over £1bn. Our annual turnover is circa. £240m and we have 19 institutes, centres and units. OUCRU is one of three Wellcome funded Major International Programmes (MIPs) supported through the Nuffield Department of Medicine. The other units are in partnership with countries in Southeast Asia and Africa and have their main centres in Thailand (MORU) and Kenya (KWTRP).

Approximately 2/3rd of NDM staff are based outside the UK and the Department has current grant agreements with over 135 countries. The MIPs, which form part of the Centre for Tropical Medicine and Global Health (CTMGH), are a major component of this international work. Other examples include the Pandemic Sciences Institute's work in Africa responding to Ebola and Marburg, the Jenner Institute's development of the R21/Matrix-M™ malaria vaccine, and the Chinese Academy of Medical Sciences (CAMS) Oxford Institute.

We are looking for an exceptional individual who shares the values of the Department and wants to strive to maintain the world leading position of the OUCRU programme. We strongly encourage applications from our host countries and wider region.

Prof. Richard Cornall
Nuffield Professor of Medicine

“

You will be part of a global community of researchers undertaking high quality, world leading research





Introduction

The Oxford University Clinical Research Unit (OUCRU) is an integral part of the University of Oxford. Within the organisational structure of the University, it forms a major part of the Centre of Tropical Medicine and Global Health, which is housed within both the Nuffield Department of Medicine and the Medical Sciences Division. The programme is one of five Wellcome Major International Programmes (MIPs) and receives much of its funding from Wellcome, through both a core grant and independently secured fellowships and research grants. Further general information about the programme itself can be found at <https://www.oucru.org/>. We actively encourage applicants from the MIP country or region.

About the Oxford University Clinical Research Unit

OUCRU was established in 1991 in Ho Chi Minh city, Viet Nam. It was founded and is still headquartered within the Ho Chi Minh City Hospital for Tropical Diseases (HTD). HTD is a tertiary referral hospital for infectious diseases for southern Viet Nam, under the direction of the Health Service of Ho Chi Minh City. With Wellcome's continuous support (through a core grant, currently covering October 2022 to 2029),

OUCRU now has around 600 staff working across research units in Ho Chi Minh City and Hanoi in Viet Nam, Jakarta in Indonesia, and Kathmandu in Nepal.

OUCRU's vision is to have local, regional and global impact on health by leading a locally driven research programme on infectious diseases in Southeast and South Asia. The evolution of OUCRU's research has been guided by the principle that it must address problems of direct relevance to its host institutions and countries. Much of OUCRU's success and resilience has been founded on close links between clinical and laboratory research. Its research units are either hosted by or situated within large hospitals – HTD in Ho Chi Minh City, the National Hospital for Tropical Diseases (NHTD) in Hanoi and at Cipto Mangkusumo Hospital in Jakarta. Our researchers and laboratories are surrounded by the wards and their patients and healthcare workers, stimulating clinically driven research questions and enabling high-impact translational science.

The work covers clinical research and aspects of immunology, host and pathogen genetics, molecular biology, virology, mathematical modelling, bioinformatics, biostatistics, machine learning, and epidemiology, as they relate to infectious diseases. The research is supported by an extensive Clinical Trials Unit and Data



Management Centre. The primary areas of research interest include emerging infectious diseases, drug resistant infections, tuberculosis, dengue, malaria, enteric fever, zoonotic infections, and the critical care of life-threatening infections.

The programme is international, with staff currently from 13 different countries, although the majority (>90%) are Vietnamese, Nepali and Indonesian. The programme includes an extensive academic training programme (supporting Masters and PhD students). At any one time, there are around 30 PhD students across the programme, the majority with the University of Oxford.

OUCRU promotes better understanding and communication of science and health issues in the social, cultural and historical context of communities. The OUCRU public and community engagement team aims to bring local communities together with scientists by involving them in research and by improving understanding of the public's motivations and perceptions. Initiatives such as science theatre productions and media writing generate dialogue and help to develop an appreciation of value and need for scientific research.

About the University of Oxford

The University of Oxford aims 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.

Whilst the University has a long tradition of scholarship, it is also forward-looking, creative and cutting-edge. Oxford is one of Europe's most entrepreneurial universities and it ranks first in the UK for university spinouts. It is also recognised as a leader in the support for social enterprise. Join us and you will find a unique, democratic and international community and a great range of staff benefits. For more information, please visit www.ox.ac.uk/about/organisation

About the Nuffield Department of Medicine

The Nuffield Department of Medicine (NDM) aims to improve healthcare internationally through its research and teaching. Over the last fifty years, it has pioneered the use of genetics, structural and cellular biology to understand susceptibility to human disease. At the same time, it has a clinical interface at the core of its success. NDM is the largest department in the University of Oxford and the largest department of medicine in Europe by research income.

The department is organised around a series of strong and identifiably unique institutes, centres and units. It aims to encourage the very best

interactions and the exchange of ideas between its staff and it supports teaching to encourage the very best students to join academic research.

The department's activity is run directly through the University, but also through a series of subsidiary companies and other legal vehicles, tailored to the activity and the countries within which it operates.

Across these vehicles and partnerships, the department has over 3,000 staff and students working solely on, or supporting, its research and teaching; and 1,000 of these staff are based in Oxford. The NDM holds collaborative grants with ~40 other departments or centres in the University of Oxford.

NDM is recognised for its diverse impacts in the field of healthcare. These range from the discovery of the mechanism of hypoxic gene regulation (Sir Peter Ratcliffe, Nobel Prize 2019) to the worldwide introduction of artemisinin and combination therapy for malaria (Sir Nick White and others). The underlying strength of the department, and its ability to bring together disciplines, has been evident through its contributions to the pandemic response, including: the International Severe Acute Respiratory and Emerging Infection Consortium (ISARIC) and its overseas activity, The Infectious Diseases Data Observatory (IDDO) and The Global Health Network, the work of the Wellcome-funded Major International Africa-Asia Programmes, the

Oxford-AZ vaccine, elucidating the structural biology of variants and neutralising antibodies, the UK Office of National Statistics study, the UK Serology Surveillance platform, the standard testing of commercial assays for the Government, Mobile Apps, Randomised Evaluation of Covid-19 Therapy (RECOVERY) trial leading to the worldwide use of dexamethasone, the NHS cohort studies, and the Combination of Avodart and Tamsulosin (CombAT) study. This activity has certainly saved more than 10m lives during the pandemic.

The major strategic plans of NDM are built around, (1) establishing a step-change in the translation of clinical pathology and the study of human disease in all clinical specialities; (2) accelerating the discovery of new medicines; and (3) addressing the burden of worldwide infectious disease, including emerging threats.

NDM has a strong commitment to careers and equality of opportunity and treatment. The Department holds an Athena SWAN Silver award in recognition of the commitment made to promote gender equality through our organisational and cultural practices and its efforts to improve the working environment for both men and women.

For more information, please see the NDM pages of Equality, Diversity and Inclusion. For more information on NDM please visit:

<https://www.ndm.ox.ac.uk>





About the 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, comprising research groups who are permanently based in Africa and Asia as well as across two sites in Oxford. Its research ranges from clinical studies to behavioural sciences, with capacity building integral to all of our activities.

Its research is conducted at three Wellcome Programmes in Kenya, Thailand and Viet Nam as well as a growing NDM Centre for Global Health Research in Oxford. The Centre for Tropical Medicine and Global Health also brings together a number of sister groups in Laos, Cambodia, Myanmar, Indonesia, Nepal, Uganda and the Democratic Republic of Congo, 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. For more information please visit:

<https://www.tropicalmedicine.ox.ac.uk/>

About Wellcome

Wellcome is a global charitable foundation established in 1936. Through their work they support science to solve the urgent health issues facing everyone.

Wellcome funds curiosity-driven research, and is taking on three of the biggest health challenges facing humanity – climate change, infectious disease and mental health. Wellcome believes that discovery research is at the heart of this and prioritises research that has the potential to build and shape fields of enquiry, or open new ones, whether through a significant shift in understanding, or through the development of accessible new research tools, technologies, methodologies, and enabling platforms. With a £37.8 billion investment portfolio, Wellcome gives researchers the time and resources they need to make breakthroughs.

The charity also works with policy makers, runs advocacy campaigns, and forms partnerships with other organisations to ensure everyone, everywhere benefits from advances in health science. For more information please visit: <https://wellcome.org/>



About the Job

Responsibilities

The Director of OUCRU will take overall responsibility for all aspects of the programme including developing and leading its academic vision and strategy and managing a complex grouping of national and international research and research support staff in multiple locations across three countries.

The Director has responsibility for:

Strategic leadership

- Develop and execute a long-term strategy aimed at ensuring the programme maintains its global leadership in its areas of focus and has a national and international impact.
- Providing the intellectual leadership of the programme's academic community and guidance, advice, direction and mentorship for all colleagues.
- Lead the development of an inclusive, nurturing and high-performance organisational culture in which all colleagues and students have the opportunity to thrive and progress their careers.
- Ensuring financial sustainability of the programme including leading the 7-year Wellcome core grant and encourage and facilitate all grant applications made through the programme, ensuring appropriate alignment with the programme's strategy.
- Lead complex discussions and negotiations to influence scholars, sponsors, and stakeholders, including international and national agencies, business and industry leaders and government leaders and policy-makers, to translate research into actionable policy and public health interventions.
- Ensuring a clear and high impact external relations plan, including communications; and effective engagement and support of all stakeholders, communities and the public.
- Serving as the University of Oxford's lead contact with key partners, including the Hospital for Tropical Diseases (HTD) and National Hospital of Tropical Diseases (NHTD) in Viet Nam, the Faculty of Medicine in the University of Indonesia, and the other major stakeholders and partners of OUCRU, including Wellcome.
- Ensure the health and safety of all staff and visitors at the programme.
- Ensuring compliance with the conditions laid out in the Wellcome core award.

Research leadership

- Ensuring that the programme continues to focus on issues of direct relevance to its host institutions and countries.
- Securing and managing appropriate financial and human resources to maximise the highest international quality research and impactful output of the programme.
- Regularly disseminating research findings through presentations at high-profile conferences, publications, and articles in prestigious journals.
- Supervising and co-supervising students conducting research on topics relevant to the programme's mission, fostering next-generation research capacity in infectious diseases.
- Encouraging and facilitating seminars, workshops and meetings to advance the programmes work and profile.
- Ensuring high quality research projects initiated by the programme have significant impact and influence in the programme's research areas at the national and international level.
- Strengthen multidisciplinary research collaboration across OUCRU sites and international partnerships.
- Further building and developing a strong research culture with equity, diversity and inclusivity at its heart.

Management and Governance

- Ensuring that financial, operational and governance arrangements are able to deliver cutting-edge research, and are compliant with national and international legal, ethical and other relevant standards.
- Working with the Chief Operating Officer and Chief Financial Officer to ensure that financially sustainable business plans are embedded in the programme's operations and able to deliver the highest quality of research output.
- Fulfilling the Director's responsibilities as set out in all relevant partnership agreements
- Leading the overall management of all activities of OUCRU, its academic and operations functions, including people, finance and estates.
- Ensuring that the programme operates to the highest standards of financial and research governance and delivers positive outcomes to funder and other audits.
- Managing, and developing members of the senior management team and maintaining an organisational succession plan to ensure sustainability.
- Responsibility for risk policy and appetite statement, and for ensuring effective risk management controls and compliance with regulatory frameworks are in place.

Selection criteria

Essential

- Respected authority in their subject with a considerable international reputation and ability to sustain a research programme, including the ability to attract and manage research funding.
- A DPhil/PhD or equivalent higher degree, with a significant publication record.
- Depth of knowledge in a field relevant to the research environment, with a proven ability to develop innovation and gain new understanding in this field.
- Substantial experience in a senior research leadership position, with the ability to develop multicultural, multidisciplinary and professional teams, and manage financial and budgetary controls.
- Ability to operate with credibility and authority across a range of academic disciplines, with a proven ability to command the respect of colleagues at a national and international level and develop and sustain international research collaborations.
- Demonstrable ability to deliver strategy and long-term planning, respond to a complex and changing environment and apply sound judgement.
- Significant experience of developing research strategies and managing large-scale research projects.
- Excellent reputation in teaching, mentorship and academic supervision.
- Outstanding interpersonal, influencing, negotiating and relationship-building skills.

Desirable

- Successful record of leadership in an international environment in low- and middle-income countries.
- Demonstrable and extensive experience working in SE Asia is highly desirable
- Experienced clinician or healthcare professional.
- Experience in leading research, training and capacity building at an institutional level.
- Fluent in one or more languages of the countries within which the programme operates

How to apply

Applications are made through our e-recruitment system, and you will find all the information you need about how to apply on our Jobs website <https://www.jobs.ox.ac.uk/how-to-apply>.

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.

As part of your application, you will be asked to provide details of two referees and indicate whether we can contact them now. You will 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 dependents). Your application will be judged solely on how well 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. Please note, using a long file name may prevent you from uploading your documents.

http://www.ox.ac.uk/about_the_university/jobs/research/

All applications must be received by midday UK time on the closing date stated in the online advertisement

Important information

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:

<https://compliance.admin.ox.ac.uk/job-applicant-privacy-policy>.

The University's Policy on Data Protection is available at: <https://compliance.admin.ox.ac.uk/data-protection-policy>.

Policy on retirement

The University operates an Employer Justified Retirement Age (EJRA) for very senior research posts at grade RSIV/D35 and clinical equivalents E62 and E82, which with effect from 1 October 2023 will be 30 September before the 70th birthday. The justification for this is explained at: <https://hr.admin.ox.ac.uk/the-ejra>

For existing employees on these grades, any employment beyond the retirement age is subject to approval through the procedures: <https://hr.admin.ox.ac.uk/the-ejra>

There is no normal or fixed age at which staff in posts at other grades 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.





Nuffield Department of Medicine

Henry Wellcome Building for Genomic Medicine,
Roosevelt Drive, Oxford, OX3 7BN, United Kingdom
Tel: +44 (0)1865 287500
www.ndm.ox.ac.uk