



JOB DESCRIPTION

Position	Deputy Director – Science and Research
Department	Research Division
Location	Negotiable
Reports to	Director
Supervises	Research unit heads and staff

Scope of Position

Papua New Guinea Institute of Medical Research (PNGIMR) was established under an Act of Parliament in 1968 for the public purpose of conducting research to improve the health of Papua New Guineans. The Institute has an annual budget of K20 million. A total of 350 employees are based in sites across the country. PNGIMR headquarters and core administrative departments are in Goroka. The Institute's mission is to be a centre of excellence in public health and medical research and its strategic direction is guided by the 2021-2025 Corporate Plan.

PNGIMR research has resulted in many positive health outcomes in PNG and globally. Researchers work closely with the PNG health sector, including the National Department of Health, Provincial Health Authorities and clinicians in hospitals and the community. Longstanding collaborations and networks exist between PNGIMR and international researchers from Australia, North America, United Kingdom and Europe. The Institute publishes on average 60 articles each year in peer-reviewed publications

Research activities are laboratory and field based and include science discovery, clinical trials of safety, acceptability, efficacy and effectiveness, population-based surveys, qualitative studies, and implementation research. The work is organised around four units, each headed by a senior researcher. The staff include researchers with PhDs and others undertaking post-graduate studies.

The Deputy Director Science is responsible for providing strategic and operational leadership to ensure that PNGIMR continues to produce high-quality research that addresses the country's health challenges and develops the national health research workforce.

Position Requirements:

Research leadership within the institute

1. Foster a strong workplace culture that values productivity, creativity, accountability and respectful relationships.
2. Oversee the systems and practices to develop the research capacity of staff and non-staff members at all levels and to ensure a robust pipeline for the future workforce.

3. Provide leadership related to the procurement, maintenance, use and management of research assets such as buildings, laboratories and equipment to ensure they meet current and future needs.
4. Pursue a personal research program in an area of relevance to PNGIMR, including attracting funding, publishing and mentoring junior scientists.

Research Management

5. With the Deputy Director CASS, develop and implement administrative procedures and support services that meet the needs of the Research Division for accountability and timeliness.
6. Oversee the compliance of PNGIMR research with institutional and international standards in the conduct of research, including but not limited to ethics and data access.
7. With the HR Manager, assist with the recruitment and appraisal of staff in the Research Division.
8. With the Finance Manager, ensure appropriate financial management of research grants, including budgeting and timely and accurate reporting.

Strategic Leadership

9. Advise the Director and PNGIMR Council on the research landscape, opportunities, research strategies and approaches.
10. Develop and maintain partnerships within the PNG health sector and with international researchers and research funding bodies to maximise the influence and impact of institute's research.
11. Give input into PNGIMR policies with a view of enhancing the quality and relevance of research.
12. Communicate the strengths and benefits of PNGIMR's research program and impact within the institute, in PNG and globally.

Expected outcomes

The Deputy Director Science is expected to lead the Research Division to achieve the outcomes specified in the 2021-2025 PNGIMR Corporate Plan. Goals include increasing and diversifying revenue, strengthening core research areas by investing in the people, equipment and facilities, conducting innovative research programs in implementation science, health surveillance and implementation science, increasing PNGIMR's relevance through policy advice and science communication, and developing and maintaining respectful partnerships for mutual benefit.

Benefits

Contract salary with allowances, 25% annual gratuity, medical, life and travel insurance cover. Motor vehicle and housing is provided. Clinical allowances will be paid if eligible.

Qualifications and Essential Requirements

1. PhD or equivalent in a field relevant to PNGIMR
2. Track record of publishing in peer-reviewed journals and attracting competitive research grants
3. Experience in effectively managing research teams and complex research projects
4. Extensive professional networks within the PNG health sector and with international health researchers
5. Demonstrated success in developing junior researchers