

**NOTES**

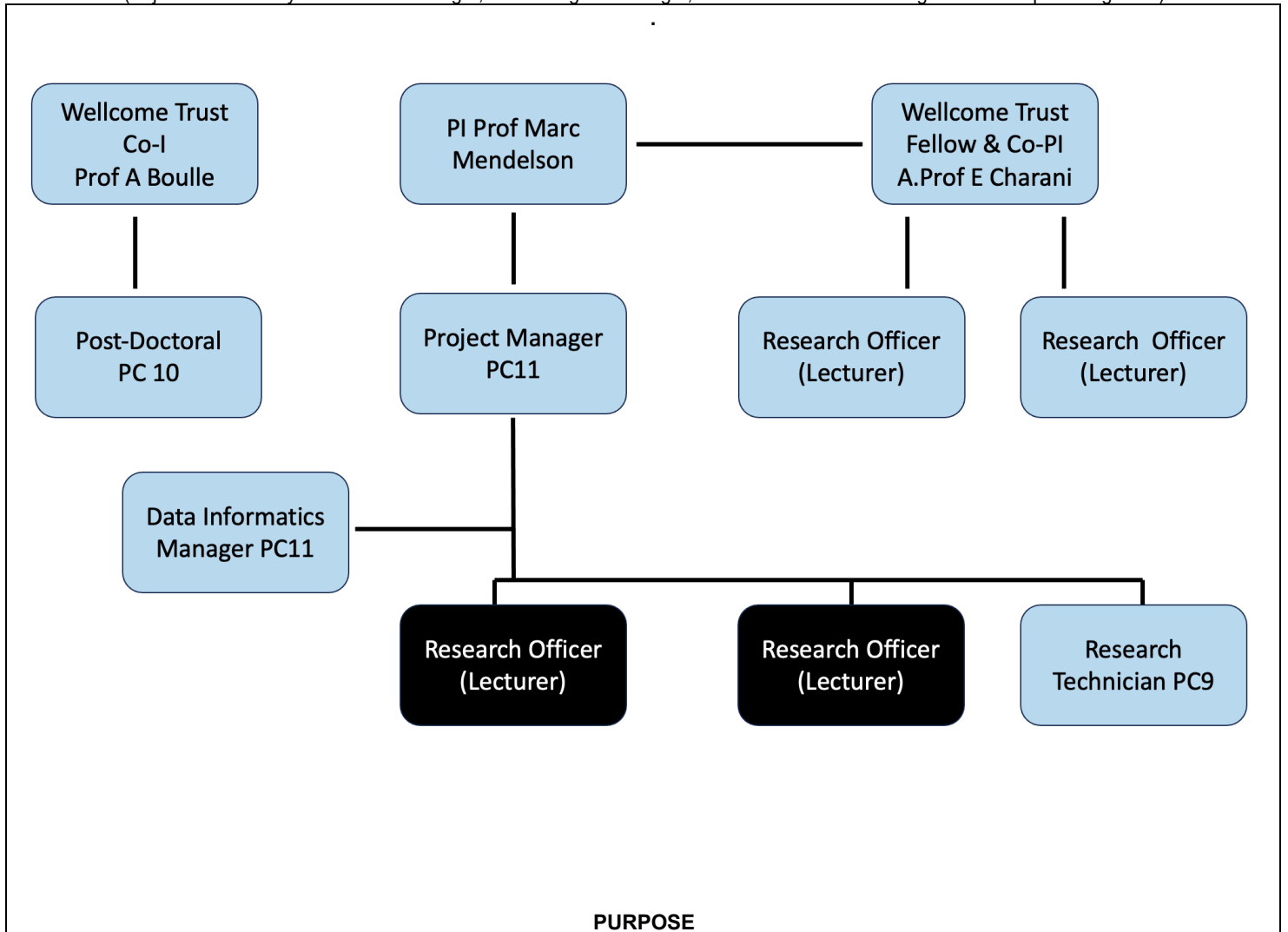
- Forms must be downloaded from the UCT website: <http://forms.uct.ac.za/forms.htm>
- This form serves as a template for the writing of position descriptions.
- A copy of this form is kept by the line manager and the position holder.

**POSITION DETAILS**

Position title	Research Officer/Lecturer: CAMO-Net South Africa		
Job title (HR Business Partner to provide)	Research Officer		
Position grade (if known)	Lecturer	Date last graded (if known)	December 2022
Academic faculty / PASS department	Faculty of Health Sciences		
Academic department / PASS unit	Department of Medicine		
Division / section	Division of Infectious Diseases and HIV Medicine		
Date of compilation	December2023		

**ORGANOGRAM**

(Adjust as necessary. Include line manager, line manager's manager, all subordinates and colleagues. Include position grades)



**PURPOSE**

The Centres for Antimicrobial Optimisation Network (CAMO-Net) is a global collaborative research network focused on antimicrobial optimisation for use in humans, underpinned by the values of equity, local leadership, co-production of activities, knowledge mobilisation, mutual cross-regional learning, training, capacity and capabilities strengthening, and output sharing. Its vision is a world where the appropriate, evidence based use of antimicrobials is commonplace, supported by equitable availability and accessibility. CAMO-Net's mission is to complement and enhance the existing ecosystem of global programmes designed to alleviate the global burden and impact of antimicrobial resistance (AMR) and poorly treated infections by creating and nurturing a sustainable and equitable ecosystem for global research to optimise the use of antimicrobials in humans. This will be achieved through producing contextually relevant tools, technologies, guidelines, and practices that can be readily implemented with the support of governments and policymakers.

**In the South Africa CAMO-Net we will specifically:**

To achieve social impact and manage the threat of AMR we need to investigate the intersection of science, communication, advocacy, and engagement. Across systems and cultures, resource and power inequities manifest according to gender, socioeconomic status, race, ethnicity, and class influencing infection related health-seeking and health-providing behaviours, which shape antimicrobial stewardship interventions.

We will investigate the influence of social determinants on how people seek, experience, and provide healthcare for (bacterial) infection prevention and control (IPC) and antibiotic use in Southern Africa. Applying innovative mixed methods research we will:

- i) Apply intersectional inquiry, broadening the understanding social constructs as predictors of IPC- and AMR-related behaviours to design, implement, and measure effects of interventions accounting for these factors.
- ii) Develop context-specific communication strategies informing an optimal framework for AMR language, facilitating civil society advocacy and engagement to create a 'face' for AMR, that is universally understood, leading to behaviour change.
- iii) Integrate datasets for enhanced AMR and antibiotic use surveillance informing patient management, risk reduction and targeted interventions, supporting quality improvement, facilitating early detection of outbreaks and new patterns of disease.

**Purpose of the Post**

**This is a three year fixed term post.**

The research assistant postholder will contribute across the studies and deliver to the predefined objectives of the projects. Research skills are desirable. The successful applicant will play a key role in this grant at University of Cape Town, Groote Schuur Hospital and other sites in SA.

The post-holder will report to Professor Marc Mendelson, Dr Esmita Charani, the research project manager and alongside the wider team and the infection prevention and control and antibiotic stewardship teams.

Specifically the aims of the role are as follows:

To deliver to the CAMO-Net project research objectives through data collection using both qualitative and quantitative methods across the different projects.

To take responsibility for own evidence based practice and implement and add to the body of research that is delivered by the team.

**CONTENT**

	<b>Key performance areas</b>	<b>% of time spent</b>	<b>Inputs</b> (Responsibilities / activities / processes/ methods used)	<b>Outputs</b> (Expected results)
1	<b>Main Responsibilities</b>	70	<p>To deliver to the objectives and research specifications in the grant the identified tasks of this post-holder will be:</p> <p>To work with the research team and clinical staff on the project and other collaborators as appropriate to carry out research across the projects within scope of work.</p> <p>To work collaboratively with local pharmacy, medical/surgical staff, the multidisciplinary stewardship team and hospital management to ensure implementation of agreed research across projects and to deliver the identified objectives.</p> <p>To conduct qualitative studies including: ethnography, face-to-face interviews, documentary analysis.</p> <p>To assist in quantitative studies especially analysing antibiotic consumption data both in hospital settings and also in community household surveys on access to and use of antibiotics. To recruit and consent study participants (including healthcare professionals and management staff, and patients and carers).</p> <p>To conduct ethnographic observational studies with surgical teams, and the antibiotic stewardship team in the hospital.</p> <p>To work with the research team Co-Is and PIs in the analysis of the data.</p> <p>To work with the project 1 and 2 leads to manage the activities and outputs of the research which will be international in nature:</p> <ul style="list-style-type: none"> <li>• To collect and record information on health-seeking and health provision behaviours and collect sociocultural and economic indicators from individuals and at population level where needed, ensuring proper compliance with ethics, data protection and protocol requirements.</li> <li>• To deliver the community-based research including household surveys.</li> <li>• To participate in any public and patient engagement activities required.</li> <li>• To be aware of and support the aims of the hospital's infection control plan.</li> <li>• To participate in any local mandatory education and training programmes.</li> <li>• To undertake fieldwork, focusing primarily on shadowing staff with different roles related to the clinical management of patients, including nurses, surgeons, pharmacists, infection control practitioners.</li> </ul>	<ul style="list-style-type: none"> <li>• Project objectives and agreed to aims are adhered to and timelines are kept.</li> <li>• Research findings from different sources are completed, validated, and analysed according to pre-specified protocols.</li> <li>• All pre-specified project milestones are met with and regular project reports are provided to the project manager for dissemination to PIs.</li> <li>• Research is conducted according to the up-to-date ethical standards and protocols.</li> <li>• Research ethics committee documents and paperwork are kept up-to-date.</li> <li>• Research is published in peer-reviewed journals and submitted to pre-agreed to scientific meetings.</li> <li>• The employee reports regularly to the PIs</li> <li>• The employee attends all agreed to training programmes</li> <li>• Contribution to knowledge mobilization and networking activities across the CAMO-Net participating sites</li> <li>• Project 1 and 2 objectives are met with according to pre-specified timelines.</li> <li>• Necessary contributions and preparation and presentation of research outputs from projects 1 and 2 at appropriate CAMO-Net meetings.</li> </ul>

			<ul style="list-style-type: none"> <li>To provide documentary analysis of relevant available documents e.g. job descriptions (especially for new and/or extended roles), local policies and guidelines together with the data from observations, and face-to-face interviews to help triangulate the findings and provide validation of the findings.</li> <li>To contribute to the dissemination of findings from the project, in collaboration with project partners, through writing papers for publication in peer reviewed journals and presenting work at conferences.</li> <li>To submit and present work at local, national and international meetings and contribute to academic papers.</li> <li>To assist with writing applications for ethical approval, both in South Africa and internationally, as necessary.</li> <li>To ensure compliance with research integrity and ethical guidelines at all times.</li> </ul>	
2	<b>Collaborative working</b>	20	<ul style="list-style-type: none"> <li>Be proactive in taking initiative to support the delivery of the research objectives in a timely manner and to a high standard.</li> <li>To participate in relevant meetings, specifically related to projects 1-2, but others where necessary.</li> <li>Work closely with the post-doctoral researchers and research nurses(s) to under management of the Prof Mendelson and Dr Charani to meet the objectives of the research.</li> <li>To assist where needed in the quantitative research undertaken in project 3, specifically in relation to antibiotic consumption data and dashboard development.</li> <li>Maintain a research data base which may include qualitative and quantitative data and information on interventions performed by the research team.</li> </ul>	<ul style="list-style-type: none"> <li>Effectively integrate into the team and collaborate with diverse researchers and clinicians</li> <li>Effective and efficient research data collection, cleaning, and analysis</li> </ul>
3	<b>Education and training and other roles</b>	10	<ul style="list-style-type: none"> <li>To contribute to the development of training material and the implementation of novel teaching methods such as e-learning and distance learning as appropriate to contribute to capacity strengthening in South Africa, India, Brazil, UK, Uganda.</li> <li>To identify own training needs and document in personal development plan.</li> <li>To undertake continual professional development (CPD) and maintain a CPD portfolio in line with requirements of relevant professional body in South Africa (depending on applicant background) including continuing education and attendance at appropriate courses and study days.</li> </ul>	<ul style="list-style-type: none"> <li>Successful career research skills attainment and career progression of the employee.</li> <li>CPD record and academic success through publications and further research funding opportunities.</li> </ul>

### MINIMUM REQUIREMENTS

Minimum qualifications	<ul style="list-style-type: none"> <li>Degree in Public health or related Health Services Research or Natural Sciences</li> <li>Valid South African driver's license</li> </ul>			
Minimum experience (type and years)	<ul style="list-style-type: none"> <li>Some research experience preferably in healthcare settings</li> <li>Some experience or evidence of writing skills (this will be evaluated at interview)</li> </ul>			
Skills	<ul style="list-style-type: none"> <li>A strong team player and person who has initiative.</li> <li>A high level of verbal and written communication skills.</li> <li>Proven computer literacy in the use of MS Office at an advanced level.</li> <li>Proven writing skills.</li> <li>Ability to work in a team orientated environment.</li> <li>An ability to interact successfully with individuals across various levels, within and external to the organisation.</li> <li>Ability to work with international colleagues and willingness to travel occasionally for work, including abroad.</li> <li>Attention to detail, report writing, good presentation skills and an uncompromising attitude to meeting deadlines without sacrificing quality.</li> <li>Ability to multi-task, prioritise work appropriately, work under pressure and to work accurately under supervision.</li> <li>Possess a high level of honesty and integrity in managing research data.</li> <li>Ability to communicate project information clearly and confidently to the rest of the team, PIs and clinicians and stakeholders.</li> <li>The ability to multi-task, work in a team or on an individual basis under supervision.</li> <li>The ability to cope in a highly stressful environment.</li> </ul>			
Knowledge	Knowledge of healthcare sector, and infectious diseases is desirable. Knowledge related to research desirable.			
Professional registration or license requirements	N/A			
Other requirements (If the position requires the handling of cash or finances, other requirements must include 'Ability to handle cash or finances'.)	Be a team player, work closely with the PIs, Co-Is and research team delivering to the research objectives and contribute to developing further opportunities for research and funding			
Competencies (Refer to <a href="#">UCT Competency Framework</a> )	Competence	Level	Competence	Level
	Professional knowledge and skill	2	Communication	2
	Planning and Organizing / work management	2	Information Management	2
	Initiating action	2	Quality commitment / work standards	2
	Decision-making / Judgement / Initiating action / Initiative	2	Written Communication	2
	Results Focus	2	Building Partnerships	2
	Analytical thinking / Problem solving	2	Facilitating change	2
	Meeting Facilitation / Leadership / Participation	2	University awareness	2


### SCOPE OF RESPONSIBILITY

Functions responsible for	Delivering to the research needs of the projects relevant to the remit of this jobholder. Actively contributing to the research progress and outputs of CAMO-Net SA and support the PI and Co-I in delivering to this grant.
Amount and kind of supervision received	Regular meetings on progress and career development with Co-Investigator and PI.
Amount and kind of supervision exercised	Day-to-day supervision by line manager and 2-weekly meetings with PI and co-PI
Decisions which can be made	

Decisions which must be referred	
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### CONTACTS AND RELATIONSHIPS

Internal to UCT	PI, Co-Investigator, Named Project Experts and collaborators, research team including all hired staff on the CAMO-Net project. Division of HIV Medicine and Infectious Diseases academic and clinical staff.
External to UCT	Researchers across CAMO-Net partners and other collaborative academic institutions

HR191	<b>POSITION DESCRIPTION</b>	 <b>UNIVERSITY OF CAPE TOWN</b> IYUNIVESITHI YASEKAPA • UNIVERSITEIT VAN KAAPSTAD
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#### NOTES

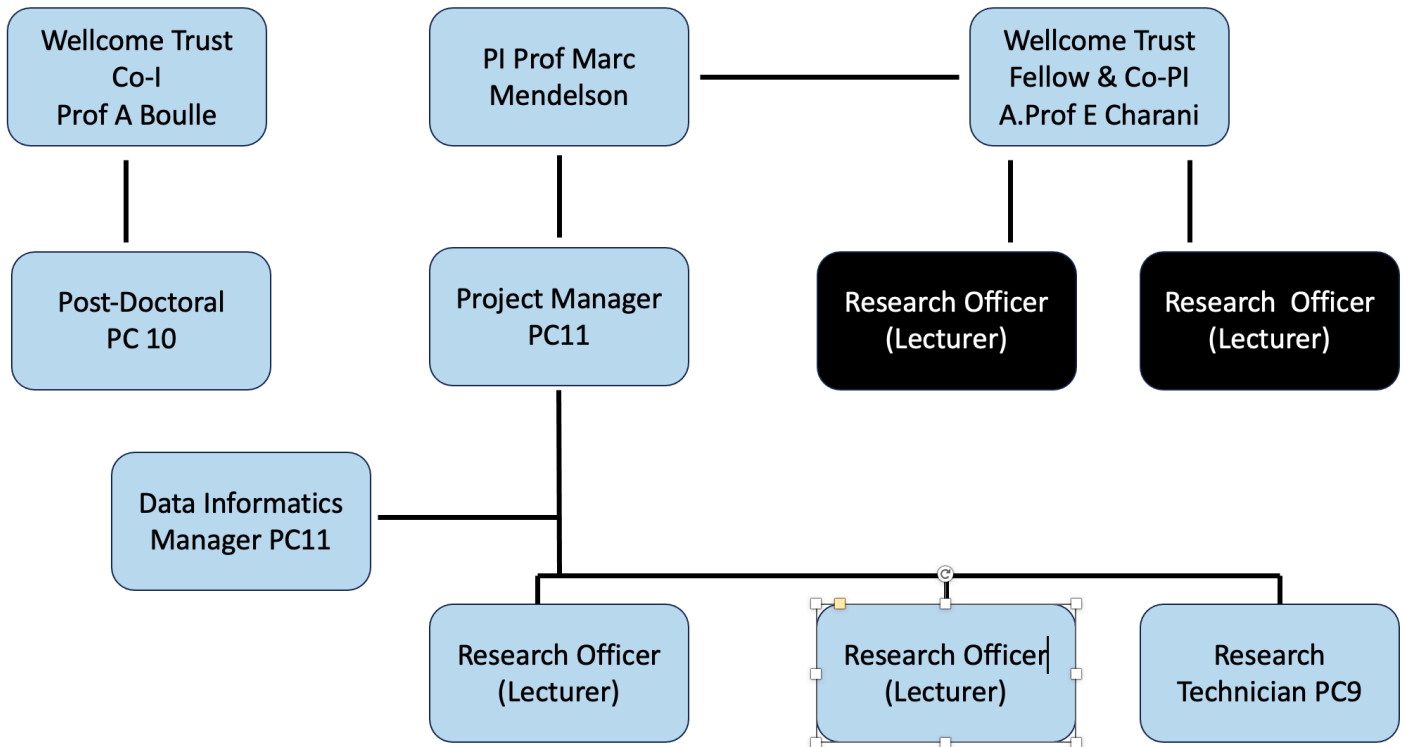
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### POSITION DETAILS

Position title	Research Officer/Lecturer: PROTEA		
Job title (HR Business Partner to provide)	Research Officer		
Position grade (if known)	Lecturer	Date last graded (if known)	December 2022
Academic faculty / PASS department	Faculty of Health Sciences		
Academic department / PASS unit	Department of Medicine		
Division / section	Division of Infectious Diseases and HIV Medicine		
Date of compilation	December 2023		

### ORGANOGRAM

(Adjust as necessary. Include line manager, line manager's manager, all subordinates and colleagues. Include position grades)



### PURPOSE

The social drivers of antimicrobial resistance (AMR) remain understudied. The burden of AMR is greatest where resources are least available. Across structures within society, including healthcare, power manifests itself according to gender, socioeconomic status, race, ethnicity, and class influencing infection-related health-seeking and health-providing behaviours I will investigate how and why social determinants influence how people seek, experience, and provide healthcare for (bacterial) infection prevention and control (IPC) and antibiotic use in South Africa and India. Applying an innovative lens and mixed methods of:

- i. ethnographic research, sociograms, and semi-structured interviews with healthcare providers, patients, and carers;
- ii. quantitative analysis of clinical practice in hospitals measuring the various predictors of AMR using bi-variable and multivariable regression analyses

This research will provide empirical, high-quality evidence on how social determinants intersect with health, social well-being, and vulnerability in IPC practices and antibiotic use. Using this knowledge we will: 1) design, implement, and measure effects of interventions accounting for these factors; 2) provide a toolkit for advocacy for actors in AMR and health to assist them to promote dialogue and policy on this issue. This work directly benefits communities most affected by AMR, reframing healthcare structures and practices in participating sites with potential for wider translation.

**Aim:**  
Investigate the sociocultural drivers for AMR in different resource settings and design, implement and evaluate context-sensitive IPC and antimicrobial stewardship (AMS) interventions and inform policy and strategy for AMR.

We will investigate the influence of social determinants on how people seek, experience, and provide healthcare for (bacterial) infection prevention and control (IPC) and antibiotic use in Southern Africa. Applying innovative mixed methods research we will:

- iv) Apply intersectional inquiry, broadening the understanding social constructs as predictors of IPC- and AMR-related behaviours to design, implement, and measure effects of interventions accounting for these factors.
- v) Develop context-specific communication strategies informing an optimal framework for AMR language, facilitating civil society advocacy and engagement to create a 'face' for AMR, that is universally understood, leading to behaviour change.
- vi) Integrate datasets for enhanced AMR and antibiotic use surveillance informing patient management, risk reduction and targeted interventions, supporting quality improvement, facilitating early detection of outbreaks and new patterns of disease.

### Purpose of the Post

The research officer will contribute across the studies and deliver to the predefined objectives of the projects. Research skills are desirable. The successful applicant will play a key role in this grant at University of Cape Town, Groote Schuur Hospital and other sites in SA. The post-holder will report to Dr Esmita Charani, the Wellcome Trust Fellow and work alongside and very closely with CAMO-Net researchers, the research and data managers and the wider team and the infection prevention and control and antibiotic stewardship teams.

Specifically the aims of the role are as follows:

To deliver to the Wellcome Trust Career Development Fellowship project (PI Charani) research objectives through data collection using both qualitative and quantitative methods across the different projects.

To take responsibility for own evidence-based practice and implement and add to the body of research that is delivered by the team.



**CONTENT**

Key performance areas		% of time spent	Inputs (Responsibilities / activities / processes/ methods used)	Outputs (Expected results)
1	<b>Main Responsibilities</b>	70	<p>To deliver to the objectives and research specifications in the grant the identified tasks of this post-holder will be:</p> <p>To work with the research team and clinical staff on the project and other collaborators as appropriate to carry out research across the projects within scope of work.</p> <p>To work collaboratively with local pharmacy, medical/surgical staff, the multidisciplinary stewardship team and hospital management to ensure implementation of agreed research across projects and to deliver the identified objectives.</p> <p>To conduct qualitative studies including: ethnography, face-to-face interviews, documentary analysis.</p> <p>To assist in quantitative studies especially analysing antibiotic consumption data both in hospital settings and also in community household surveys on access to and use of antibiotics. To recruit and consent study participants (including healthcare professionals and management staff, and patients and carers).</p> <p>To conduct ethnographic observational studies with surgical teams, and the antibiotic stewardship team in the hospital.</p> <p>To work with the research team Co-Is and PIs in the analysis of the data.</p> <p>To work with the project 1 and 2 leads to manage the activities and outputs of the research which will be international in nature:</p> <ul style="list-style-type: none"> <li>• To collect and record information on health-seeking and health provision behaviours and collect sociocultural and economic indicators from individuals and at population level where needed, ensuring proper compliance with ethics, data protection and protocol requirements.</li> <li>• To deliver the community-based research including household surveys.</li> <li>• To participate in any public and patient engagement activities required.</li> <li>• To be aware of and support the aims of the hospital's infection control plan.</li> <li>• To participate in any local mandatory education and training programmes.</li> <li>• To undertake fieldwork, focusing primarily on shadowing staff with different roles related to the clinical management of patients, including nurses, surgeons, pharmacists, infection control practitioners.</li> </ul>	<ul style="list-style-type: none"> <li>• Project objectives and agreed to aims are adhered to and timelines are kept.</li> <li>• Research findings from different sources are completed, validated, and analysed according to pre-specified protocols.</li> <li>• All pre-specified project milestones are met with and regular project reports are provided to the project manager for dissemination to PIs.</li> <li>• Research is conducted according to the up-to-date ethical standards and protocols.</li> <li>• Research ethics committee documents and paperwork are kept up-to-date.</li> <li>• Research is published in peer-reviewed journals and submitted to pre-agreed to scientific meetings.</li> <li>• The employee reports regularly to the PIs</li> <li>• The employee attends all agreed to training programmes</li> <li>• Contribution to knowledge mobilization and networking activities across the CAMO-Net participating sites</li> <li>• Project 1 and 2 objectives are met with according to pre-specified timelines.</li> <li>• Necessary contributions and preparation and presentation of research outputs from projects 1 and 2 at appropriate CAMO-Net meetings.</li> </ul>

			<ul style="list-style-type: none"> <li>To provide documentary analysis of relevant available documents e.g. job descriptions (especially for new and/or extended roles), local policies and guidelines together with the data from observations, and face-to-face interviews to help triangulate the findings and provide validation of the findings.</li> <li>To contribute to the dissemination of findings from the project, in collaboration with project partners, through writing papers for publication in peer reviewed journals and presenting work at conferences.</li> <li>To submit and present work at local, national and international meetings and contribute to academic papers.</li> <li>To assist with writing applications for ethical approval, both in South Africa and internationally, as necessary.</li> <li>To ensure compliance with research integrity and ethical guidelines at all times.</li> </ul>	
2	<b>Collaborative working</b>	20	<ul style="list-style-type: none"> <li>Be proactive in taking initiative to support the delivery of the research objectives in a timely manner and to a high standard.</li> <li>To participate in relevant meetings, specifically related to projects 1-2, but others where necessary.</li> <li>Work closely with the post-doctoral researchers and research nurses(s) to under management of the Prof Mendelson and Dr Charani to meet the objectives of the research.</li> <li>To assist where needed in the quantitative research undertaken in project 3, specifically in relation to antibiotic consumption data and dashboard development.</li> <li>Maintain a research data base which may include qualitative and quantitative data and information on interventions performed by the research team.</li> </ul>	<ul style="list-style-type: none"> <li>Effectively integrate into the team and collaborate with diverse researchers and clinicians</li> <li>Effective and efficient research data collection, cleaning, and analysis</li> </ul>
3	<b>Education and training and other roles</b>	10	<ul style="list-style-type: none"> <li>To contribute to the development of training material and the implementation of novel teaching methods such as e-learning and distance learning as appropriate to contribute to capacity strengthening in South Africa, India, Brazil, UK, Uganda.</li> <li>To identify own training needs and document in personal development plan.</li> <li>To undertake continual professional development (CPD) and maintain a CPD portfolio in line with requirements of relevant professional body in South Africa (depending on applicant background) including continuing education and attendance at appropriate courses and study days.</li> </ul>	<ul style="list-style-type: none"> <li>Successful career research skills attainment and career progression of the employee.</li> <li>CPD record and academic success through publications and further research funding opportunities.</li> </ul>

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Knowledge	Knowledge of healthcare sector, and infectious diseases is desirable. Knowledge related to research desirable.			
Professional registration or license requirements	N/A			
Other requirements (If the position requires the handling of cash or finances, other requirements must include 'Ability to handle cash or finances'.)	Be a team player, work closely with the PIs, Co-Is and research team delivering to the research objectives and contribute to developing further opportunities for research and funding			
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	Planning and Organizing / work management	2	Information Management	2
	Initiating action	2	Quality commitment / work standards	2
	Decision-making / Judgement / Initiating action / Initiative	2	Written Communication	2
	Results Focus	2	Building Partnerships	2
	Analytical thinking / Problem solving	2	Facilitating change	2
	Meeting Facilitation / Leadership / Participation	2	University awareness	2

### SCOPE OF RESPONSIBILITY

Functions responsible for	Delivering to the research needs of the projects relevant to the remit of this jobholder. Actively contributing to the research progress and outputs of CAMO-Net SA and support the PI and Co-I in delivering to this grant.
Amount and kind of supervision received	Regular meetings on progress and career development with Co-Investigator and PI.
Amount and kind of supervision exercised	Day-to-day supervision of project in collaboration with supervisor
Decisions which can be made	
Decisions which must be referred	

### CONTACTS AND RELATIONSHIPS

Internal to UCT	PI, Co-Investigator, Named Project Experts and collaborators, research team including all hired staff on the CAMO-Net project. Division of HIV Medicine and Infectious Diseases academic and clinical staff.
External to UCT	Researchers across CAMO-Net partners and other collaborative academic institutions