



In Search of Better Health

KENYA MEDICAL RESEARCH INSTITUTE

VACANCY ANNOUNCEMENT

Post-Doctoral Researcher – Empirical Ethics Studies on Priority Areas in Global Health - Wellcome Research Programme (KWRP)

The Kenya Medical Research Institute (KEMRI) is a state corporation established through the Science and Technology (Amendment) Act of 1979, as the national body responsible for carrying out health research in Kenya. KEMRI's vision is "to be a leading centre of excellence in research for human health," and its mission is "to improve human health and quality of life through research, capacity building, innovation, and service delivery." <http://www.kemri.go.ke>

The KEMRI-Wellcome Research Programme (KWRP) is a partnership between KEMRI, Wellcome, and the University of Oxford. The Programme established in 1989, has evolved from conducting research in the immunology and epidemiology of malaria to a world class research institute conducting multi-disciplinary research that spans molecular biology to health systems and policy research.

The KEMRI-Wellcome Research Programme (KWRP) seeks to invite applications from experienced person to fill the following position.

Post-Doctoral Researcher – Empirical Ethics Studies on Priority Areas in Global Health - (KWRP)

Reference Number:

HSRE-GHBN-05-2026

Employment Type:

Full time

Category:

Health Systems Research Ethics (HSRE KWRP)

Job Grade:

9.01

Country:

Kenya

Location:

Nairobi/Kilifi

JOB PURPOSE:

We are looking for two early post-doctoral social scientists to join the Health Systems and Research Ethics department at the KEMRI-Wellcome Trust Research Programme (KWTRP) in Kenya. KWTRP is a leading multi-disciplinary research centre in Africa committed not only to advancing scientific knowledge but also to fostering local research leadership across the continent.

The post holders will work on a diverse Wellcome Trust funded programme of research interrogating institutional, national and regional ethics guidance and practice on key priority areas in global health research. Potential ethical areas for research include those related to ethics of data and sample sharing, artificial intelligence, benefit sharing in health research, and vaccine ethics. These areas require an ethics lens to further understand fair, just and reasonable practices, and consideration for ethical practice in research and to develop over-arching normative principles, values and guidance. The post holder will participate and lead activities related Global Health Bioethics Network <https://www.ethox.ox.ac.uk/research/global-health-bioethics-network>.

The two main institutions leading this work are the KEMRI-Wellcome Trust Research Programme (KWTRP) in Kenya and the University of Oxford in UK, but there are links and interactions with colleagues across several international research networks. The post-holder will bring theoretical and practical expertise in topics such as empirical ethics, power-relations in health and research systems, organisational and team functioning, health system resilience, and implementing and evaluating complex interventions. They will work closely with Principal Investigators in Kenya and Oxford as well as with a network of Kenyan based and international colleagues. In addition to coordinating the Kenyan-based elements of the Programme and feeding into the international work, they will be supported to seek further independent funding in related areas. A key element of the role will be to contribute to capacity strengthening in empirical ethics and health systems research in KWTRP through teaching at PhD and Masters levels and strategic planning.

DESCRIPTION:

Reports to: Department Head and Study Principal Investigator.

Direct reports: Research Assistants; Assistant Research Officers; Fieldworkers

Indirect reports: None.

Budget and Resource Responsibility: Responsible for allocated hardware and software.

KEY RESPONSIBILITIES:

- **Work as scientists in Kenya** within the Health Systems Research Ethics including to help develop, conduct and report on a specific set of research objectives. This is likely to include overseeing and managing a budget, conducting literature reviews, writing specific ethics submissions, developing research protocols, refining mixed methods data collection tools, coordinating and conducting fieldwork, supervising research assistants, analysing data and writing first-author publications.
- **Bring theoretical and practical expertise** in topics such as empirical ethics, benefit sharing, equity, justice, power-relations in health and research systems, organisational and team functioning, health system resilience, and implementing and evaluating complex interventions.
- **Contribute to building capacity in empirical ethics and health systems research in the programme through:** building a small team of staff in Kenya working on the project,

supervising masters and PhD level researchers, and contributing to organising training and skills-sharing meetings

- **Engage with relevant stakeholders** in Kenya (including KWTRP managers, senior researchers, ethics committee members, science advisors, health system managers, frontline staff, community representatives), and internationally (including with a frontline staff network, scientific advisors and funders).
- **Communicate research goals and findings** to different audiences through presentations, talks, publications and other written outputs including as appropriate for websites and social media platforms
- **Ensure the ethical conduct of research** and foster an inclusive and supportive research culture

QUALIFICATIONS:

The successful applicant will have:

- A relevant PhD/DPhil in health-related fields such as empirical ethics, anthropology, public health, social sciences, philosophy, health system research, public/community engagement, human behaviour, psychology.
- Demonstrated experience in planning and undertaking empirical ethics or health systems studies, including planning for and collecting, analysing and interpreting data.
- Demonstrated ability to conduct and manage complex empirical studies including the supervision of research assistants and data quality assurance so that high quality data is produced.
- Evidence of ability to produce and publish high quality research that draws on appropriate theory.
- Experience of working with international research PIs and with frontline health system/ research staff.
- Demonstrated interest in equity in health systems and research conduct; knowledge and working experience in Kenya an added advantage.
- Excellent communication skills, including the ability to write reports for different audiences and present the group at meetings.

COMPETENCIES:

- Proficiency in use of qualitative analysis software such as NVivo and, desirable, basic skills in quantitative analysis.
- Ability to conduct literature reviews including use of specific search strategies.
- Experience in developing an analytic plan and collating, analysing and interpreting qualitative data.
- Excellent range of skills across the MS Office suite.
- Have high energy, clear goal orientation and a strong work ethic.
- Strong organisation/programme management skills with the ability to prioritise workloads and work within tight deadlines.
- Ability to write clearly for a scientific audience and to present clearly to non-academic audiences.

- Ability to work independently and collaboratively in a team environment and to multi-task.
- Ability to travel within Kenya to remote areas and reside for periods required to collect data or provide supervision.
- Ideally the person would be able to travel internationally as part of the multi-country partnership.

PHYSICAL ENVIRONMENT/CONDITIONS:

This position will be based in Kilifi or Nairobi with the potential for some travel across Kenya and internationally as needed.

APPLICATION PROCEDURE:

All applications for roles in KEMRI and its partners (including KWRP) are centrally applied for using [KEMRI e-recruitment portal](#). To apply for this post, you must therefore register as a user using the link below. Log into your account, then proceed to the vacancies, view the post and click on the button: "**Apply for this job**".

Applications which should include your CV, Cover letter, copies of certified academic certificates, testimonials and other relevant documents should be made through [KEMRI e-recruitment portal](#) on or before **16th June, 2026**, at the latest 5:00 pm.

All applicants are required to state their current/last salary.

Candidates are required to provide a valid email address and telephone number for communication regarding interview invitations. **Only shortlisted applicants** will be contacted. During the interview, shortlisted candidates must present the **ORIGINALS** of the following documents: National Identity Card or Passport, academic and professional certificates, academic transcripts, testimonials, a detailed curriculum vitae (CV), and a valid clearance certificate (Certificate of Good Conduct or its equivalent).

KEMRI IS AN EQUAL OPPORTUNITY EMPLOYER COMMITTED TO DIVERSITY; PERSONS WHO ARE ABLED DIFFERENTLY, WOMEN, YOUTH AND THOSE FROM MARGINALIZED AREAS ARE ENCOURAGED TO APPLY. DIRECT OR INDIRECT CANVASSING WILL LEAD TO AUTOMATIC DISQUALIFICATION. KEMRI DOES NOT CHARGE A FEE AT ANY STAGE OF ITS RECRUITMENT PROCESS INCLUDING APPLICATION, INTERVIEW AND PROCESSING OF OFFER LETTER. IF ASKED FOR A FEE, REPORT SUCH REQUEST IMMEDIATELY.