



Canada Research Chair, INTERNAL ADVERTISEMENT

June 12, 2019

Canada Research Chair (CRC), Tier 2, in Computer/Electrical Engineering

The Department of Electrical and Computer Engineering in the Faculty of Engineering at the University of Waterloo is seeking to internally fill the position of an *NSERC Tier 2 Canada Research Chair* in Computer/Electrical Engineering. Qualified candidates, who are exceptional scholars and researchers currently at the rank of Assistant or Associate Professor within the department of Electrical and Computer Engineering, are invited to apply. The anticipated start date is November 1, 2019.

We seek an energetic and dynamic emerging scholar with a demonstrated potential to achieve a significant international reputation in the next five to ten years in the breadth of activities represented in Computer/Electrical Engineering. The successful internal candidate will be an outstanding, innovative world-class researcher whose accomplishments have positively impacted this field of research. As a leading researcher, the candidate will have the ability to leverage the Department's existing [world-class infrastructure](#), as well as identify opportunities for growth. The candidate will have a superior record of obtaining competitive external research funding and attracting and supervising graduate students and postdoctoral fellows. The candidate will propose an original, innovative research program of the highest quality, demonstrating strong alignment with Waterloo's [Strategic Research Plan](#).

The successful candidate will develop collaborative multidisciplinary research programs with faculty, graduate students, and postdoctoral fellows from across the University, as well as outside of the University of Waterloo. In addition, the successful candidate will be expected to teach at the undergraduate and graduate levels (including supervision of graduate research work), and provide service to the Department. The successful candidate will have a reduced teaching load during the term of the CRC.

The successful candidate will have obtained a PhD or equivalent within ten years of nomination to the CRC position. Applicants who are more than 10 years from having earned their highest degree and where career breaks exist, such as maternity, parental or extended sick leave, clinical training, etc., may have their eligibility for a Tier 2 Chair assessed through the program's Tier 2 justification process which can be found at: http://www.chairs-chaire.gc.ca/program-programme/nomination-mise_en_candidature-eng.aspx#s3.

The University of Waterloo understands the impact that legitimate career interruptions (e.g., parental leave, leave due to illness) can have on a candidate's record of research achievement and encourages potential candidates to explain in their application the impact this may have on their record; this information will be taken into careful consideration during the assessment process.

Nominations for Canada Research Chairs (CRC) are subject to review by the CRC Secretariat and appointment as a CRC is conditional on their CRC approval (see the **CRC terms of reference:** <http://www.chairs-chaieres.gc.ca>). The University of Waterloo is committed to providing the candidate with the support required to secure the CRC. Please consult the [CRC website](#) and the Office of Research at <https://uwaterloo.ca/research> for full program information, including further details on eligibility criteria. In addition to the preceding criteria, the candidate's potential to contribute to Waterloo's research environment and values of equity, diversity and inclusivity in research, teaching and the workplace will be considered.

As an employer committed to employment equity and accessibility for persons with disabilities, we encourage applications from members of equity-seeking communities including women, racialized and Indigenous persons, persons with disabilities, and persons of all sexual orientations and gender identities/expressions.

Diversity is integral to academic excellence, and as such, the University is committed to attracting and retaining diverse faculty. Based on existing demographics in the Canada Research Chairs at the University of Waterloo, priority in hiring will be given to qualified women who self-identify as such in the application process. This initiative is a special program under the Ontario Human Rights Code <http://www.ohrc.on.ca/en/part-ii-%E2%80%93-interpretation-and-application/special-programs>.

We encourage members of all equity-seeking groups to self-identify within their letter of intent in their application. When a candidate voluntarily discloses this information in their application, the information will be kept strictly confidential and will be used only for the fulfillment of CRC program purposes(s) detailed at: <http://www.chairs-chaieres.gc.ca/program-programme/equity-equite/index-eng.aspx>. Disclosure and/or self-identification with an equity-seeking group will not lead to advantageous treatment of a candidate who is not qualified.

All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority.

The closing date for applications is **July 19, 2019**. Applicants must submit, electronically:

1. a CV, and
2. a 2-page proposal detailing the following:
 - synergy with the University of Waterloo's [Strategic Research Plan](#),
 - benefit to the Department's research profile, and
 - plans to provide research leadership.

Applications should be submitted to:

Brenda McQuarrie, Assistant to the Chair
Department of Electrical and Computer Engineering
Faculty of Engineering
University of Waterloo
Email: bmcquarrie@uwaterloo.ca

If you have any questions regarding the position, the application process, assessment process, eligibility, the CRC program, or a request for accommodation during the hiring process, please contact:

Dr. Zbig Wasilewski, c/o Brenda McQuarrie, Assistant to the Chair
Department of Electrical and Computer Engineering
Faculty of Engineering
University of Waterloo
Email: bmcquarrie@uwaterloo.ca

Three reasons to apply: <https://uwaterloo.ca/faculty-association/why-waterloo>

Signature of Chair/Director Vincent Gaudet Date: June 6, 2019

Signature of Dean [Signature] Date: June 7, 2019

Approved: Vice-President Academic & Provost [Signature] Date: June 11, 2019

PUBLICATION NOTES:

Template Transparency Statement for internal CRC competitions

The CRC Program requires that a transparency statement be posted at the start of all internal retention processes, which are open only to existing faculty at the institution publicly advising internal and external stakeholders that a recruitment process is underway to fill a chair allocation. These statements must be archived and publicly available on the website for at least three years.

Please complete the template below and return to Sarah Lau (sarah.lau@uwaterloo.ca) before initiating the internal competition. This statement will be posted on the University of Waterloo CRC Public Accountability website and archived for a minimum of three years, as per CRC requirements.

June 12, 2019

The Department of Electrical and Computer Engineering has initiated an internal competition for a Tier 2 Canada Research Chair position, open only to existing faculty at the University of Waterloo, in Computer/Electrical Engineering.

The internal advertisement included the following statements:

1. The University of Waterloo understands the impact that legitimate career interruptions (e.g. parental leave, leave due to illness) can have on a candidate's record of research achievement and encourages potential candidates to explain in their application the impact this may have on their record; this information will be taken into careful consideration during the assessment process.
2. The University of Waterloo regards diversity as an integral part of academic excellence and is committed to employment equity and accessibility for all employees. As such, we encourage applications from women, Indigenous (First Nations, Métis and Inuit) peoples, persons with disabilities, members of diverse gender identities, and others who may contribute to the further diversification of ideas. At Waterloo, you will have the opportunity to work across disciplines and collaborate with an international community of scholars and a diverse student body, situated in a rapidly growing community that has been termed a "hub of innovation". All qualified candidates are encouraged to apply; however, Canadians and permanent residents will receive priority in the recruitment process.

As an employer committed to employment equity *and accessibility for persons with disabilities*, we encourage applications from members of equity-seeking communities including women, racialized and Indigenous persons, persons with disabilities, and persons of all sexual orientations and gender identities/expressions.

Diversity is integral to academic excellence, and as such, the University is committed to attracting and retaining diverse faculty. Based on existing demographics in the Canada Research Chairs at the University of Waterloo, priority in hiring will be given to qualified women who self-identify as such in the application process. This

initiative is a special program under the Ontario Human Rights Code
<http://www.ohrc.on.ca/en/part-ii-%E2%80%93-interpretation-and-application/special-programs>.

We encourage members of all equity-seeking groups to self-identify within their letter of intent in their application. When a candidate voluntarily discloses this information in their application, the information will be kept strictly confidential and will be used only for the fulfillment of CRC program purposes(s) detailed at: <http://www.chairs-chaire.gc.ca/program-programme/equity-equite/index-eng.aspx>. Disclosure and/or self-identification with an equity-seeking group will not lead to advantageous treatment of a candidate who is not qualified.

All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority.

3. Applicants who are more than 10 years from having earned their highest degree and where career breaks exist, such as maternity, parental or extended sick leave, clinical training, etc. may have their eligibility for a Tier 2 Chair assessed through the program's Tier 2 justification process which can be found at: http://www.chairs-chaire.gc.ca/program-programme/nomination-mise_en_candidature-eng.aspx#s3. The University of Waterloo understands the impact that legitimate career interruptions can have on a candidate's record of research achievement and encourages potential candidates to explain in their application the impact this may have on their record. Please consult the [CRC website](#) and the Office of Research for full program information, including further details on eligibility criteria.

If you have any questions regarding the position, the application process, assessment process, eligibility, the CRC program, or a request for accommodation during the selection process, please contact:

Dr. Zbig Wasilewski
Email: zwasilew@uwaterloo.ca
Phone: 519-888-4567 x31742
Location: QNC 4606