

## Three Engineering NSERC Tier 2 Canada Research Chairs (Internal)

Date Advertised: Monday, November 15, 2021

The Faculty of Engineering at the University of Waterloo is conducting an internal search for exceptional scholars to fill three NSERC Tier 2 Canada Research Chairs (CRCs) at the rank of either Assistant or Associate Professor. To address legal requirements for supporting underrepresented groups in the CRC program, eligible candidates for this search are required to identify as a woman, which is defined to include **individuals who self-identify as women, transgender, non-binary, or two-spirit**. Current tenured or tenure-track faculty members or faculty members who have fully signed offers dated on or before December 31, 2021 within the Faculty of Engineering are eligible to apply.

Preference will be given to candidate's research that is based on or related to one or more of the following Faculty priority research fields:

- Additive and Advanced Manufacturing
- Sustainability and Renewable Energy
- Connectivity, Network Communications and Security
- Bioengineering and Health

### Qualifications

Each successful candidate will:

- Be an excellent emerging world-class researcher who has demonstrated research creativity.
- Propose an innovative program of high-quality research that will attract external funding and excellent, well qualified graduate students.
- Provide evidence of an actively developing research program and, preferably, a successful record of Tri-Agency funding.
- Convey the ability and desire to partner with faculty in closely related fields.
- Demonstrate collegial leadership and active participation as an academic citizen.

Duties include enhanced research, teaching at the undergraduate and graduate level, service to the unit, and the supervision of graduate students. Each successful candidate will have a reduced teaching assignment during the term of the CRC.

Each candidate will be subsequently nominated for a Tier 2 Canada Research Chair. Nominations for NSERC CRCs are subject to review by the CRC Secretariat and appointment as a CRC is conditional on their approval (see the CRC [terms of reference](#)). The University of Waterloo is committed to providing each successful candidate with the support required to secure the CRC.

Each candidate will have obtained a PhD or equivalent within ten years of nomination to the CRC position and will be an outstanding emerging scholar with a demonstrated potential to achieve a significant international reputation in the next five to ten years. 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](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. Please consult the CRC website (<https://www.chairs-chaires.gc.ca/>) and the Office of Research ([crc@uwaterloo.ca](mailto:crc@uwaterloo.ca)) for full program information, including further details on eligibility criteria.

## How to Apply

The closing date for applications is January 10, 2022. Applications must include:

- Cover letter (addressed to Prof. David A. Clausi, Associate Dean – Research & External Partnerships) [1 page]
- Research Statement: current program and future plans [no more than 2 pages]
- Teaching Statement: curriculum development, student recruitment, and training [no more than 2 pages]
- Full CV

All applicants to this CRC opportunity are required to self-identify using the [self-identification applicant survey](https://uwaterloo.ca1.qualtrics.com/jfe/form/SV_08RcdJzz6YAh4TX) at [https://uwaterloo.ca1.qualtrics.com/jfe/form/SV\\_08RcdJzz6YAh4TX](https://uwaterloo.ca1.qualtrics.com/jfe/form/SV_08RcdJzz6YAh4TX). Because this is a special opportunity for a specific member of the four designated groups, applicant self-identification information will be used for the purposes of screening and consideration. Please note that this information is held in confidence and, for nominees selected, for the fulfillment of CRC program purposes(s) detailed at: <http://www.chairs-chaires.gc.ca/program-programme/equity-equite/index-eng.aspx>. The self-identification information is not provided to the nomination committee.

**Completed applications are to be uploaded to the following website:**

<https://uwaterloo.ca/engineering/applications-nserc-tier-2>

## Commitment to Equity, Diversity, and Inclusion

The University values the diverse and intersectional identities of its students, faculty, and staff. The University regards equity and diversity as an integral part of academic excellence and is committed to accessibility for all employees. The University of Waterloo seeks applicants who embrace our values of equity, anti-racism and inclusion. As such, we encourage applications from candidates who have been historically disadvantaged and marginalized, including applicants who identify as Indigenous peoples (e.g., First Nations, Métis, Inuk (Inuit)), Black, racialized, people with disabilities, women and/or 2SLGBTQ+. However, this particular process will follow the provisions for a special program as described by the [Ontario Human Rights Commission](#) to address the underrepresentation of individuals from equity-deserving groups among our Canada Research Chairs, which has been identified through research ([Canadian Association of University Teachers, 2018](#); [Council of Canadian Academies, 2012](#); [Henry et al., 2017](#); and [Witteman, Hendricks, Straus, & Tannenbaum, 2019](#)) to be systemic in nature. As such, this opportunity is open only to individuals who self-identify as women, transgender, non-binary, or two-spirit. Improving the representation, participation and engagement of equity-deserving groups within our community is a key objective of [Waterloo's Strategic Plan 2020-2025](#).

The University of Waterloo acknowledged that much of our work takes place on the traditional territory of the Neutral Anishinaabeg and Haudenosaunee peoples. Our main campus is situated on the Haldimand Tract, the land granted to the Six Nations that includes six miles on each side of the Grand River. Our active work toward reconciliation takes place across our campuses through research, learning, teaching, and community building, and is centralized within our Office of Indigenous Relations (<https://uwaterloo.ca/indigenous>)

The University of Waterloo is committed to accessibility for persons with disabilities. If you have any application, interview or workplace accommodation requests please contact Occupational Health ([occupationalhealth@uwaterloo.ca](mailto:occupationalhealth@uwaterloo.ca) or Karen – extension 40538); who will work with the selection committee to secure accommodation while ensuring that the information is safe-guarded and confidentiality is maintained. All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority. If you have any questions regarding the position, the application process, assessment process, eligibility, or the CRC program, please contact Professor David A. Clausi <[adr.eng@uwaterloo.ca](mailto:adr.eng@uwaterloo.ca)>.

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