



**AUTHORIZATION TO ADVERTISE ACADEMIC VACANCY
For CRC Tier 1 CHAIRS (internal/external)
IN CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS (CAUT) BULLETIN**

CRC Tier 1 Chair in Engineering

Date Advertised: March 28, 2022

The Faculty of Engineering at the University of Waterloo is seeking an exceptional scholar and researcher (internal or external to the University of Waterloo) to fill a Tier 1 Canada Research Chair (CRC), established by the Government of Canada to enable Canadian universities to foster research excellence (<https://www.chairs-chaieres.gc.ca/>). Anticipated start date is *January 1, 2023*, though the actual start date is flexible/negotiable. To be eligible candidates must identify as Indigenous (*e.g., First Nations, Métis, Inuit/Inuk and those from other Indigenous communities across Turtle Island*).

Waterloo Engineering is home to several academic units. These include the following departments and schools:

- School of Architecture
- Conrad School of Entrepreneurship and Business
- Department of Chemical Engineering
- Department of Civil Engineering
- Department of Electrical and Computer Engineering
- Department of Management Sciences
- Department of Mechanical and Mechatronics Engineering
- Department of Systems Design Engineering

More information of these departments can be found here: <https://uwaterloo.ca/engineering/faculty-and-staff/faculty-openings>

The Faculty of Engineering is looking for candidates with a PhD in engineering or an equivalent area in the sciences or a related discipline, or a terminal degree in architecture. Candidates could be at the rank of Full Professor or be an Associate Professor who is expected to be promoted to the rank of Full Professor within one to two years of the nomination. Alternatively, if from outside the academic sector, nominees must possess the necessary qualifications to be appointed at these levels.

The candidate will lead an innovative program of high-quality research that will attract external funding and excellent graduate students. All areas of engineering and architecture will be considered with an emphasis on the Faculty's research clusters: bioengineering and health, network connectivity and security, software, data analytics, AI and human-machine interactions, robotics and autonomous vehicles, automotive and mobility, additive and advanced manufacturing, sustainability, energy systems, nanotechnology, smart and adaptive infrastructure, water resources, architecture history and theory, urban space planning and design, entrepreneurship, and climate adaptation. Information on our research strengths can be found at <https://uwaterloo.ca/waterloo-engineering-research/>.

Duties include research, teaching at the undergraduate and graduate level, service to the unit, and the supervision of graduate students. Experience developing an array of traditional and on-line courses for a diverse student body is required. The successful candidate will have a reduced teaching load during the term of the CRC.

The successful candidate will be appointed as a regular member of a Department/School and will be subsequently nominated for a Tier 1 Canada Research Chair (NSERC or SSHRC). Nominations for Canada Research Chairs are subject to review by the Canada Research Chairs Program, where appointment as a CRC is conditional on their approval (see the CRC terms of reference <https://www.chairs-chaire.gc.ca/>). The University of Waterloo is committed to providing the candidate with support to secure the CRC.

To meet the criteria for a Tier 1 CRC, successful candidates must be innovative researchers whose accomplishments have made an impact and be recognized broadly as leaders in their field. If in academia they must also have strong records of attracting and supervising graduate students and postdoctoral fellows.

As a chairholder you will be expected to attract, develop and retain excellent trainees, students and future researchers, and be proposing an original, innovative research program of the highest quality.

The University of Waterloo understands the impact that 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-chaire.gc.ca/>) and the Office of Research (<mailto:crc@uwaterloo.ca>) for full program information, including further details on eligibility criteria.

For External applicants only: The salary will depend on rank (Associate or Full Professor), experience, and discipline, with an average salary in the Faculty of Engineering ranging from \$170,000 to \$250,000. Negotiations beyond this range will be at the discretion of the hiring department.

All applicants to this CRC opportunity are required to self-identify using the self-identification applicant survey at 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 will be securely accessed only by members of a central selection committee and, for nominees selected, for the fulfillment of CRC program purposes(s) detailed at: <http://www.chairs-chaire.gc.ca/program-programme/equity-equite/index-eng.aspx>.

Applications will be considered as soon as possible when received, with full consideration assured for those received by June 1, 2022.

Applications must contain:

- Cover letter (addressed to Dean of Engineering, Mary Wells). Please make sure this letter mentions the research area you wish to pursue within the Faculty.
- Full CV.
- Completed self-identification applicant survey found at https://uwaterloo.ca1.qualtrics.com/jfe/form/SV_08RcdJzz6YAh4TX (as explained above).

Completed applications are to be uploaded to the following website:

<https://uwaterloo.ca/engineering/applications-canadian-research-chair-tier-1>

Note: If you are selected to advance in the interview process, you will be given ample time to provide the following:

- Research Statement
- Teaching Statement

- Confirmation of Indigenous identity through a letter or oral statement of support from the individual's community that describes the individual's involvement/role within the community, or a statement of lived experience.
- Statement on experiences and how it can translate to academic service, collaboration, and leadership
- Three letters of reference will be requested for applicants

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, Inuit/Inuk), Black, racialized, people with disabilities, women and/or 2SLGBTQ+.

However, this particular selection process will follow the provisions for a special program as described by the Ontario Human Rights Commission (<https://www.ohrc.on.ca/en/your-guide-special-programs-and-human-rights-code>) in order to address the underrepresentation of individuals from equity-seeking 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 an Indigenous person (e.g., First Nations, Métis, Inuit/Inuk and those from other Indigenous communities across Turtle Island). Improving the representation, participation, and engagement of equity-seeking groups within our community is a key objective of Waterloo's Strategic Plan 2020-2025 (<https://uwaterloo.ca/strategic-plan/>).

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 or Karen Parkinson— extension 40538); who will work with the selection committee to secure accommodation while ensuring that the information is safe-guarded and confidentiality is maintained. If you have any questions regarding the position, the application process, assessment process, eligibility, or the CRC program, please contact Martin Scherer mscherer@uwaterloo.ca

The University of Waterloo acknowledges 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 Indigenous Initiatives Office (<https://uwaterloo.ca/human-rights-equity-inclusion/indigenousinitiatives>).

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

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