



Faculty of Environment SSHRC or NSERC Tier 1 Canada Research Chairs (2 positions – internal/external)

Date Advertised: December 15th, 2023

The **Faculty of Environment** at the University of Waterloo seeks exceptional researchers to fill two *Tier 1 Canada Research Chairs* (CRCs) established by the Government of Canada to enable Canadian universities to foster research excellence (www.chairs-chaire.gc.ca). NSERC stream or SSHRC stream will be considered. The anticipated earliest start date is September 1, 2024.

Applicants must hold a PhD or equivalent at the rank of Full Professor; Associate Professors or equivalent who could be promoted to Full Professor at the University of Waterloo within one to two years of nomination may also be considered. To address legal requirements for supporting underrepresented groups in the CRC program, eligible candidates for this search are required to self-identify as **women or gender minorities**, as [defined by the CRC Secretariat](#) to include individuals who self-identify as women, transgender, gender-fluid, non-binary and Two-spirit people

To meet the [criteria for a Tier 1 CRC](#), successful candidates must be outstanding and innovative world-class researchers whose accomplishments have made a major impact in their fields, and must be recognized internationally as leaders in their fields. They must also have superior records of attracting and supervising HQP, including graduate students and (where appropriate in their field) postdoctoral fellows. As chairholders, they are expected to attract external funding, and to attract, develop and retain excellent trainees, students and future researchers; and be proposing an original, innovative, interdisciplinary research program of the highest quality.

In addition to the Tier 1 CRC criteria described in the previous paragraph, applicants must be able to demonstrate the following:

- (1) Complementarity between their current *and* proposed Chair research programs, and one or more major areas of research strength in the Faculty of Environment.
- (2) A strong track record of research that (a) connects to the kinds of socially relevant issues addressed in the Faculty of Environment; (b) transcends and integrates disciplines; and, (c) involves engagement with people and organizations outside of academia. Research that fits these three characteristics is often described as *transdisciplinary*.

Major areas of research strength and examples of the kinds of socially relevant issues addressed in the Faculty of Environment are discussed at the [Faculty's Research site](#) and in the [Faculty of Environment's Strategic Plan](#).

The successful candidates will hold appointments as regular members in one of the [Faculty of Environment's five academic units](#), and subsequently will be nominated for a Tier 1 CRC. Nominations for 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 the successful candidates with support to secure the CRC.

Duties will include research; teaching at the undergraduate and graduate levels; service to the home unit, the Faculty of Environment, and the University of Waterloo; and supervision of graduate students and other highly qualified personnel (HQP). Experience developing an array of traditional and/or on-line courses for a diverse student body is required. The successful candidate will have a 20% teaching load during the term of the CRC. **For external candidates:** Rank and salary will be commensurate with experience; the salary range is \$150,000 to \$200,000 and negotiations beyond this salary range will be considered for exceptionally qualified candidates.

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](#) and the [Office of Research](#) for full program information, including further details on eligibility criteria.

The closing date for submission of complete applications is February 5, 2024, by 4:00 PM EST.

Applications must include the following components:

1. Updated and complete curriculum vitae (no page limit).
2. Letter of interest (maximum six single-spaced pages in 12 pt font) where the following topics are addressed:
 - a) Title for the proposed Tier 1 CRC research program.
 - b) Qualifications for a successful Tier 1 CRC application.
 - c) Vision and future research program for the proposed Chair.
 - d) Demonstration of how the current and proposed research programs (i) fit with one or more areas of major research strength in the Faculty of Environment; and (ii) are grounded in principles of transdisciplinarity, as articulated previously in this ad.
 - e) Potential for the Chair to enhance the scholarly leadership and innovation capacity of the Faculty of Environment and University of Waterloo.
 - f) Current approach to creating an inclusive research environment, and plans for addressing equity, diversity, inclusiveness and justice (EDIJ) in the proposed Chair program.
 - g) Novel opportunities for training HQP through the proposed Chair program.
3. One additional page to address [career interruptions and personal circumstances](#) the committee should consider (optional).
4. Names and contact information of three referees who meet the [CRC's requirements for new Tier 1 nominations](#).
5. Up to three sample research outputs totalling approximately 30 pages.

How to apply

Applications must be sent via email by the application deadline as a single PDF file to Juli-Ann Perkins (juli-ann.perkins@uwaterloo.ca). Questions about this competition should be directed to the FACA Chair, Rob de Loë (rdeloe@uwaterloo.ca).

Evaluation criteria used by the FACA will be based on the Tier 1 CRC criteria, and on criteria linked to points 2(a) through (g) from the six-page letter of interest. In evaluating candidates, the FACA will be guided by the CRC program's [Guidelines for Assessing the Productivity of Nominees](#). Thus, the committee will account for traditional versus non-traditional research; patterns of research in Indigenous scholarship; career interruptions and personal circumstances; and differences by field in funding, publication rates and the roles of HQP.

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, 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](#) 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 women or gender minorities**. Improving the representation, participation and engagement of equity-seeking groups within our community is a key objective of [Waterloo's Strategic Plan 2020-2025](#).

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 specific members 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\(s\)](#).

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 – extension 40538); who will work with the selection committee to secure accommodation while ensuring that the information is safe-guarded and confidentiality is maintained.

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](#).

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>.