



Department of Biology Tier 1 Canada Research Chair in Biomedical Sciences (internal/external)

Date Advertised: June 25th, 2024

Associate Professor/ Full Professor, Biomedical Sciences

The ***Department of Biology*** in the Faculty of ***Science*** at the University of Waterloo is seeking an exceptional scholar and researcher to fill a Tier 1 Canada Research Chair, tenured position at the rank of full or associate professor. This position has an anticipated start date of ***January 1, 2025*** and to be eligible, candidates must identify as a woman or gender minority.

The Department is looking for candidates with a PhD in biomedical related sciences (e.g. biochemistry, life sciences etc.) or equivalent. Candidates should 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 propose an innovative, externally funded program of high-quality research including the recruitment of excellent and diverse graduate students. Evidence of a developed research program with a proven track record in the ***biomedical sciences*** is required. A successful record of Tri-Agency funding including CIHR or equivalent funding is required. The successful candidate will have demonstrated the ability to collaboratively work across disciplines and exhibit a desire to partner with faculty in related fields at the University of Waterloo.

Duties include research, mentorship of junior faculty in biomedical sciences, teaching in the undergraduate Biomedical Sciences Program, graduate teaching and supervising undergraduates, graduate students and postdoctoral fellows. Experience developing an array of courses for a large and diverse student body is expected. The successful candidate will have a reduced teaching load during the term of the CRC. Potential applicants are urged to review the research interests of the department (<https://uwaterloo.ca/biology/research-areas>) as preference will be given to investigators whose expertise is complementary and fulfils a need for a senior mentor of junior faculty in biomedical sciences.

The successful candidate will be appointed as a regular member of the Department and will be subsequently nominated for a Tier 1 Canada Research Chair. Nominations for Canada Research Chairs (CRC) 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 candidate with the support required to secure the CRC.

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 be recognized internationally as leaders in their fields. They must also have superior records of attracting and supervising graduate students and postdoctoral fellows (taking into account different practices in the relevant field or discipline) and, as chairholders, 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 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 and the Office of Research for full program information, including further details on eligibility criteria.

The minimum salary for this position at the associate rank is \$108,442 with an upper threshold of \$228,345 and at the professor rank the minimum is \$138,153 with an upper threshold of \$228,345. Starting salaries beyond these ranges will be considered for exceptionally qualified candidates.

A cover letter, curriculum vitae, research profile and plan (up to 5 pages), 3 key publications with an accompanying description of the impact and importance of the work including the applicant's contributions (1 page), statement about teaching philosophy (up to 2 pages) and, if needed, the impact of career interruptions on research achievements (up to 1 page) should be submitted to the OFAS system: <https://ofas.uwaterloo.ca/>

If you have any questions regarding the position, the application process, or the assessment process, please contact Kitty Chan through biochair@uwaterloo.ca or Professor Kirsten Müller (Kirsten.muller@uwaterloo.ca).

Three confidential letters of reference will be solicited for short-listed candidates only. Applications received by **August 31st, 2024** will be given full consideration. However, applications will continue to be reviewed until the position is filled.

The University of Waterloo acknowledges that much of our work takes place on the traditional territory of the Neutral, Anishinaabeg and Haudenosaunee peoples. Our 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 the [Indigenous Initiatives Office](https://uwaterloo.ca/human-rights-equity-inclusion/indigenousinitiatives) (<https://uwaterloo.ca/human-rights-equity-inclusion/indigenousinitiatives>).

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 gender minorities, 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 and gender minorities,

which is defined to include individuals who self-identify as a woman, transgender, gender-fluid, nonbinary and Two-Spirit people. 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 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>.

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. If you have any questions regarding the position, the application process, assessment process, eligibility, or the CRC program, please contact Kitty at biochair@uwaterloo.ca.

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>.