



***School of Pharmacy CIHR Tier 2 Canada Research Chair in Pharmaceutical Policy and Health Services (internal/external)***

**Date Advertised: March 1, 2024**

Assistant/Associate Professor, Pharmaceutical Policy and Health Services

The ***School of Pharmacy*** in the Faculty of ***Science*** at the University of Waterloo is seeking an exceptional scholar and researcher to fill a Tier 2 Canada Research Chair and tenure track position at the rank of Assistant or Associate Professor with an anticipated earliest start date of ***January 2025***. To be eligible, candidates must identify as a member of a racialized minority.

The School is looking for candidates with a PhD or equivalent in Health Policy, Services or Systems, Population Health or Public Health or a related discipline. The candidate will propose an innovative program of high-quality research that will attract external funding and excellent, well qualified and diverse graduate students. Evidence of an actively developing research program with emphasis on ***pharmaceutical policy and health services*** is required. Previous experience in the Canadian health care system and a successful record of Tri-Agency or equivalent funding is expected. The ability and desire to partner with faculty in closely related fields is also required.

Duties include research, teaching at the undergraduate and graduate level, service to the unit, and the supervision of graduate students and postdoctoral fellows. Experience developing an array of traditional and on-line courses for a 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 (<https://uwaterloo.ca/pharmacy/research>) of our faculty and the strategic plan (<https://uwaterloo.ca/pharmacy/about-school-pharmacy/school-pharmacy-strategic-plan-2020-2025>) of the School, as preference will be given to investigators whose expertise is complementary.

The successful candidate will be appointed as a regular member of the Department/School and will be subsequently nominated for a Tier 2 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 https://www.chairs-chaire.gc.ca/](https://www.chairs-chaire.gc.ca/)). The University of Waterloo is committed to providing the candidate with the support required to secure the CRC.

The successful 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-chaire.gc.ca/](https://www.chairs-chaire.gc.ca/) for full program information, including further details on eligibility criteria.

The annual salary range for this position at the Assistant rank is \$100,000 to \$125,000 and the Associate rank is \$115,000 to \$140,000. Starting salaries beyond these ranges will be considered for exceptionally qualified candidates.

A cover letter, curriculum vitae, research profile and plan (up to 3 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 1 page) and, if needed, the impact of career interruptions on research achievements (up to 1 page) should be uploaded to the University of Waterloo's [Online Faculty Application System https://ofas.uwaterloo.ca/](https://ofas.uwaterloo.ca/). Ensure that you register and create a profile through the system. Please address your documents to:

Dr. Andrea Edginton, Hallman Director  
School of Pharmacy, University of Waterloo  
Waterloo, Ontario, Canada

Three confidential letters of reference will be solicited for short-listed candidates only. Applications received by **April 30, 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/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](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 a member of a racialized minority. 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/](https://uwaterloo.ca/strategic-plan/).

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](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](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. If you have any questions regarding the position, the application process, assessment process, eligibility, or the CRC program, please contact Katie at [pharmjob@uwaterloo.ca](mailto:pharmjob@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>.