

Job Title: Clinician Scientist, Department of Psychiatry

Location: Women's College Hospital, 76 Grenville Street, Toronto, Ontario, M5S 1B2

Posting Date: 25 Feb 2022

Posting End Date: Open until filled

The Department of Psychiatry at Women's College Hospital (WCH) invites applications for a **full-time faculty position** as a **Clinician Scientist** in the area of **Reproductive Mental Health**. The successful candidate is also expected to be eligible for appointment as a Scientist in the Women's College Research Institute (WCRI), and at the minimum rank of Associate Professor in the Department of Psychiatry, Temerty Faculty of Medicine, University of Toronto, one of the world's largest, most productive academic health sciences networks.

Consistent with Women's College Hospital's concerted efforts to support the goals of equity, diversity, and inclusion within the Canada Research Chairs Program, the successful candidate may be eligible for nomination for a Canada Research Chair (CRC) Tier 2 Chair if they self-identify as a member of the following federally designated groups, as defined by the *Employment Equity Act* (Women, Visible Minorities, Persons with Disabilities and Indigenous Peoples), or as or as trans, non-binary, or Two-Spirit. The nominee's research area must align with the subject matter eligibility of the Canadian Institutes for Health Research (CIHR), in the area of Reproductive Mental Health.

Tier 2 Chairs are intended for exceptional emerging scholars (i.e., candidates must have been an active researcher in their field for fewer than 10 years at the time of nomination). 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. For information on the CRC nomination process, please refer to the following details on [how to Nominate a Chair](#).

This search looks to fill one (1) position for this role.

The Clinician Scientist will establish a foundation of academic excellence in Reproductive Mental Health that should include a focus on equity, diversity, inclusion and belonging. Reporting to the Head, Department of Psychiatry and the Vice-President of Academics at WCH, the successful candidate will be expected to develop and lead a strong, innovative program of research and innovation in reproductive mental health with a focus on improving outcomes among individuals with major psychiatric disorders (e.g. major depressive disorder, bipolar disorder, psychotic disorders), and those who are Black, Indigenous, or Persons of Color.

The successful candidate will provide consultation and treatment to patients in WCH's Reproductive Life Stages Program. This program provides consultation to outpatients referred for mental health concerns related to the reproductive life stages (menstrual cycle, pregnancy, postpartum, and perimenopause). The team consists of adult and child psychiatrists, and health discipline professionals, as well as learners from multiple disciplines. The Clinician Scientist will also undertake clinical and didactic undergraduate and graduate teaching responsibilities at WCH and in the University of Toronto Temerty Faculty of Medicine's Department of Psychiatry, where the successful candidate will join a vibrant intellectual community of world-class scholars at Canada's leading university. The University of Toronto offers a wide range of opportunities for collaborative and interdisciplinary research and teaching, the excitement of working with a highly diverse student population and actively encourages innovative scholarship.

Salary will be in the range of \$300,000 to \$400,000 per annum and commensurate with academic rank, qualifications, and experience. Compensation will be through a shared practice plan and will be based in part on fee-for-service billings and commensurate with qualifications and experience. The selected applicant will be eligible to participate in all of the practice plan's benefit arrangements, including life, medical and dental benefits and parental leave. May be eligible for relocation costs of up to approximately \$10,000.

The preferred candidate will:

- Hold an MD or MD/PhD with FRCPC or equivalent qualifications in Psychiatry;
- Be eligible for licensure with the College of Physicians and Surgeons of Ontario;
- Have clinical experience demonstrating the potential to make a significant contribution to patient care and psychiatric education in the area of reproductive mental health;
- Demonstrate evidence of teaching effectiveness and mentorship;
- Have an ability to develop a federal agency-funded, original research program;
- Show potential to direct graduate students and other senior trainees;
- Demonstrate evidence of collaboration and relationship-building in their research endeavours;
- Demonstrate an ability to effectively communicate and interact with empathy, understanding, and respect of diverse and divergent perspectives and behaviours;
- Meet the criteria for representation in one of Canada's federally-designated groups (see above);
- Meet the criteria for a Tier 2 Canada Research Chair (CRC) appointment (see below).
- All candidates must be able to function proficiency in English

In addition to the eligibility criteria described in the above, the applicant must not hold another Chair of equivalent or near-equivalent standing upon time of the successful hire. At the time of application, candidates must disclose if they have applied, or are in consideration for, any other Chair positions of equivalent or near-equivalent standing to the CRC.

APPLICATION INSTRUCTIONS

Applications must include:

- A complete academic curriculum vitae;
- A cover letter describing their research and teaching interests, as well as evidence of their strengths and experiences in increasing equity, diversity, and inclusion in a previous institutional environment;
- A two-page Research Proposal highlighting the major themes of research to be completed over the next five years;
- The names of three references, disclosing any conflicts of interest with any of the parties;
- (if applicant is more than 10 years from having earned their highest degree) an explanation of why they qualify for a Tier 2 Justification as described in the following terms.

All materials should be submitted to Dr. Simone Vigod, Head, Department of Psychiatry, WCH (simone.vigod@wchospital.ca). Please include "APPLICATION: Clinician Scientist (CRC)" in the subject line of your email.

For further information on the federally endowed Canada Research Chairs Program, open to all nationalities, inclusive of the eligibility criteria, please consult the [Canada Research Chairs website](#). For questions regarding the CRC nomination process at the University of Toronto and affiliated hospitals, contact Judith Chadwick, Assistant Vice-President, Research Services, at crc@utoronto.ca, or visit [the University of Toronto's CRC web page](#).

Women's College Hospital recognizes that scholars have varying career paths and that career interruptions due to personal circumstances can be part of an excellent academic record. Search committee members have been instructed to give careful consideration to, and be sensitive to the impact of, career interruptions in their assessments.

COMMITMENT TO EQUITY AND INCLUSION

For a century, Women's College Hospital has had an abiding commitment to equity and inclusion. WCH was the first place in Canada where women could study medicine and the first hospital in the country where they could practice medicine. Building on this commitment to diversity, equity and inclusion has been central to our success. We know that inclusive workplace and communities result in innovation, quality and responsive services. Our vision is to have a workplace culture that promotes and welcomes diversity, whether grounded in sexual orientation, gender, age, race, religion, disability, or cultural background.

WCH supports a barrier-free environment that respects individual dignity and legislative requirements. At WCH it is our policy and practice that no employee will be denied access to employment opportunities for reasons related to race, ethnic origin, place of origin, religion or creed, language, gender, sexual orientation, age, physical and mental abilities, socio-economic, marital and employment status. All WCH employees with the required skills and ability will have access to the fullest opportunities to develop individual potential. During employment, it is the commitment of WCH that differences between people must be respected and accommodated in accordance with human rights legislation.

Finally, WCH will promote a climate favourable to the successful integration of all groups protected under human rights legislation, and in particular those who traditionally have been under-represented including women, persons with disabilities, aboriginal peoples, visible minorities, and members identified within the LGBTQ community.

WCH is strongly committed to diversity within its community and especially welcomes applications from racialized persons / persons of colour, women, Indigenous / Aboriginal People of North America, persons with disabilities, LGBTQ persons, and others who may contribute to the further diversification of ideas.

ACCOMMODATION POLICY

At WCH it is our policy and practice that no applicant (both internal and external) will be denied access to employment opportunities for reasons unrelated to ability and all will have access to the fullest opportunities to develop individual potential. During the recruitment process, it is the commitment of WCH that differences between people must be respected and accommodated in accordance with human rights legislation. Questions or concerns relating to accommodation may be directed to Human Resources (human.resources@wchospital.ca).

COLLECTION OF EQUITY DATA

The Canada Research Chair Program requires the collection of self-identification data in relation to the four designated groups for all applicants to CRC opportunities. Applicants will be asked to fill in a survey to better understand the diversity of our overall applicant pool as well as the diversity of successful candidates. Information will be managed by the office of the Vice-President, Academic and maintained in accordance with the Personal Information Protection and Electronic Documents Act (PIPEDA).

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