



WOMEN'S COLLEGE HOSPITAL
Health care for women | REVOLUTIONIZED

Job Title: Canada Research Chair Tier 2

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

Posting Date: June 13, 2023

Posting End Date: Open until filled

Positions Available: 2

Women's College Hospital (WCH) invites applications for up to two **CIHR Canada Research Chairs, Tier 2**. The Chairholders will lead independent research programs that are aligned with one or more of WCH's established pillars of world-class research and innovation, as outlined in [WCH's Build Back Better Strategic Road Map 2022-2024](#). **Applicants are restricted to WCH Scientists (primary or adjunct appointments, and those recently promoted) whose research aligns with CIHR [subject matter eligibility](#) and who do not hold another current research chair. 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.**

Consistent with the University of Toronto and WCH's efforts to support the goals of equity, diversity, and inclusion, and to address the underrepresentation of groups who experience systemic barriers in the CRC Program (as identified by the Tri-Agency Institutional Programs Secretariat) within the [Canada Research Chairs Equity, Diversity & Inclusion Action Plan](#), this special call is **open only to individuals who self-identify as members of at least one of these four designated groups (women, members of visible minorities, persons with disabilities, and Indigenous peoples), as defined by the [Employment Equity Act](#), or as trans, non-binary or Two-Spirit**. This initiative follows the provisions for [special programs as described by the Ontario Human Rights Commission](#).

Tier 2 Canada Research Chairs are for emerging scholars and successful nominees should be within ten years of receiving their highest degree. To meet [CRC's criteria for Tier 2 Chair](#), nominees must be excellent, emerging world-class researchers who have demonstrated research creativity; have demonstrated the potential to achieve international recognition in their fields in the next five to ten years; as Chairholders, have the potential to attract, develop and retain excellent trainees, students, and future researchers; and be proposing an original, innovative research program of high quality. For information on the CRC nomination process, please refer to the following details on how to Nominate a Chair [here](#).

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](#).

APPLICATION INSTRUCTIONS

Applications must include:

- a complete academic curriculum vitae including outreach and mentoring/training of highly qualified personnel;
- a 2-page cover letter in a font size of 12, single line spacing, page margins of 2 cm (3/4 inch) around the page including:
 - a description of your research themes (up to 3 themes) in addition to outlining your research impact to date and proposed research direction for the next 5 years;
 - a paragraph describing trainees/training plan in your research lab;
 - a paragraph on EDI and how is that incorporated into your research and training;
- (if the 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 Nicole Do, Manager, Research Grants (nicole.do@wchospital.ca) by September 12, 2023 with "Canada Research Chair Tier 2, CIHR:" in the subject line of your email. **Applications will be reviewed by the WCH Awards**



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Committee, once approved to move forward, the successful candidate will work closely with the Manager of Research Grants and equity officer to submit a full Chair nomination package by November 30, 2023, with a proposed appointment date of February 28, 2024.

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.

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](#).

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).