

MARCH 1, 2022

## EMPLOYMENT OPPORTUNITY

### **Senior Scientist and Tier 1 Canada Research Chair in Addressing Disparities in Mental Health Outcomes, Campbell Family Mental Health Research Institute**

The Centre for Addiction and Mental Health (CAMH) is Canada's largest mental health and addiction teaching hospital, as well as one of the world's leading research centres in the area of addiction and mental health. CAMH combines clinical care, research, education, policy development and health promotion to transform the lives of people affected by mental illness and addictions.


As Canada's leading mental illness research facility, CAMH's Campbell Family Mental Health Research Institute (CFMHRI) is home to scientists, staff and research trainees conducting leading research to improve the understanding of the brain and the causes, the biomarkers and cures for mental illness as well as research to advance the prevention and treatment for mental illness and addictions across the lifespan. With a collaborative inter-disciplinary environment that spans clinical, biological, social and epidemiological research, CAMH supports a workplace that embraces diversity, encourages teamwork and complies with all applicable regulatory and legislative requirements.

#### **POSITION SUMMARY**

CAMH is seeking a Senior Scientist to join the Campbell Family Mental Health Research Institute who will specialize in research in equity seeking groups (Indigenous, Black, immigrant, refugee or other), particularly in relation to health disparities. The successful candidate in this search may be eligible for nomination for a Tier 1 Canada Research Chair (CRC). Tier 1 CRCs are for outstanding established scholars (see below for CRC details and [program criteria](#)).

#### **RESEARCH FOCUS**

This position will specialize in research in equity seeking groups, particularly in relation to health disparities which could range from inequitable access to services, premature disengagement from services, inadequate models of care, under or overprescribing of medications, any one of which are shown to lead to worse outcomes for a particular population. These disparities in



general would relate to a lack of research or knowledge, or bias suffered by a particular group due to historical under-representation in, and exclusion from research. Illnesses of focus could range from neurodevelopmental disorders such as autism or ADHD, to depression or psychosis or addiction, to dementia. As such, the incumbent should be committed to generating new knowledge to improve the mental health of one or more equity seeking groups, where clear health disparities in their mental health outcomes have been documented.

This position includes working collaboratively with other members of the CFMHRI, CAMH staff, external stakeholders and community partners to ensure effective dissemination and application of the research findings to mental health and addictions policy and practice. The successful candidate will be required to establish local, national, and international collaborations, provide practical supervision of undergraduate, graduate, post-doctoral trainees, and technical staff. As a Senior Scientist, the successful candidate will be expected to lead research activities, maintain an active publication record, and secure extramural funding sources for those activities. They will also disseminate research results through presentations at academic meetings and conferences and communicate ideas to key decision makers. Participation in leadership advisory groups at CAMH and externally is expected.

CAMH is fully affiliated with the University of Toronto and the successful applicant will be required to obtain academic affiliation with a University department at the Associate Professor level or above.

### **CRC DETAILS**

To meet the [criteria of the CRC program](#), nominees must be outstanding and innovative world-class researchers whose accomplishments have made a major impact in their fields; be recognized internationally as leaders in their fields; 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 nominee's research area must align with the subject matter eligibility of the Canadian Institutes of Health Research (CIHR). Currently a federal initiative is underway to ensure equity among Canada Research Chairs to ensure representation from people who self-identify as a members of the four federally designated groups, as defined by the Employment Equity Act (women, visible minorities, persons with disabilities and Indigenous persons) or as trans, non-binary or Two-spirit. CAMH is committed to meeting the goals of the Canada Research Chairs Equity, Diversity & Inclusion Action Plan.

## QUALIFICATIONS

- PhD degree or equivalent in a relevant field, and eligible for appointment or current appointment at the University of Toronto, with at least 5 years independent research experience
- A proven track record of success in producing high-quality and high-impact scholarly work, a successful teaching record and expertise in their respective field
- Experience and success in preparing grant proposals, working with a team of investigators, and knowledge translation and demonstrated capacity for establishing research collaborations across institutions
- Strong interpersonal and collaborative abilities
- Strong organizational ability and outstanding communication skills
- Experience in fostering collaborations between diverse research and/or clinical groups (both internally and externally)
- Supportive of a healthy workplace that embraces diversity, and complies with all applicable regulatory and legislative requirements.
- The capacity to work with individuals of diverse ethno-racial and cultural backgrounds is required; bilingualism (English/French) and/or proficiency in a second language is considered an asset.

Vaccines (COVID-19 and others) are a requirement of the job unless you have an exemption on a medical ground pursuant to the Ontario Human Rights Code.

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

PLEASE NOTE: This full-time, permanent position is NOT part of any bargaining unit.

## SALARY RANGE

Competitive salary and benefits package.

## CAREER INTERRUPTIONS

CAMH recognizes that researchers 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.

## ACCESSIBILITY

CAMH is committed to providing an accessible working environment for persons with disabilities through the identification and elimination of barriers. This includes respect for dignity, independence, integration and equal opportunity as recognized in our policies and the Accessibility for Ontarians with Disabilities Act, 2005 (AODA). Requests for workplace accommodations and related issues can be addressed to [Myfanwy Marshall](#), Director, People.

## APPLICATION INSTRUCTIONS

Applicants must submit the following material via [CAMH's Career Opportunities Portal](#) to be considered for this position:

1. **Candidate and Research Program Description (4 pages):** Using the [template](#) provided, please describe the quality of the candidate, the proposed research program, and alignment with CAMH's organizational and research strategic plans.
2. **Curriculum Vitae:** Only the [CIHR Biosketch CV](#) or [NIH Biosketch](#) formats will be accepted.
3. **Self-Identification Survey:** please complete the self-identification survey via the [CAMH Career Opportunities Portal](#) (see details below on collection of equity data).

## COLLECTION OF EQUITY DATA

The Canada Research Chairs Program requires institutions to collect self-identification data from all applicants, following the program's best practices. This data is important to CAMH's ability to ensure that researchers from diverse groups are able to benefit from participation in the program. As part of your application, you will be required to answer self-identification questions via CAMH's online recruitment system. Applicants are encouraged to self-identify in any of the groups where applicable. Any information directly related to you is confidential and cannot be accessed by search committees. Aggregated and anonymized data regarding the applicant pool will be reported only to the chair of the selection committee, the committee's equity advisor, and a small number of staff members in the Research Operations, Services and Support Office, for purposes of program administration and to meet reporting requirements.

## CONTACT

For more information about this employment opportunity, please contact Dimple Patel ([dimple.patel@camh.ca](mailto:dimple.patel@camh.ca)), Director: Grants, Philanthropic Awards, and Contracts.

For further information on the federally endowed Canada Research Chairs Program, open to all nationalities, including 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](mailto:crc@utoronto.ca), or visit [the University of Toronto's CRC web page](#).

**CAMH is a Tobacco-Free Organization.**

**CAMH is fully affiliated with the University of Toronto and is a teaching hospital and research institute. As a CAMH employee, you will be expected to actively support CAMH's teaching and research activities, in addition to supporting the clinical work of the hospital.**

**At CAMH, we strive to be an equitable and inclusive employer. Our commitment to equity is grounded in an institution-wide commitment to achieving a working, teaching, and learning environment that is free of discrimination and harassment.**

**CAMH actively seeks candidates from First Nations, Métis and Inuit, racialized and LGBTQ2+ communities, women, and people with disabilities (including people who have experienced mental health and substance use challenges).**

**We encourage people from all backgrounds to apply to our positions. We thank all applicants for their interest, however, only those selected for an interview will be contacted. Please inform us if you require accommodations during the interview process.**

[Click here to Apply.](#)