

## Call for Applications

### CANADA EXCELLENCE RESEARCH CHAIR (CERC) IN EVOLUTIONARY MACROECOLOGY OF COLD MICROBIAL ECOSYSTEMS

Publication of the call: 5 April 2022

Université Laval is inviting applications from leading researchers to be nominated for a prestigious Canada Excellence Research Chair (CERC). The CERC program has been designed to attract outstanding scientists to Canada, and to provide them with exceptional resources to develop a high impact, transformative research program. This CERC is in the domain of ecology and evolution of cold microbial ecosystems. Applicants should have an established record of performance with major impact in their field (depending on career stage), and be recognized internationally for their leadership. The targeted candidates must have expertise in either microbial diversity, biogeography, macroecology, ecophysiology or molecular evolution, and have an interest in applying their genomics expertise to cold microbial ecosystems. The CERC would be within the Department of Biology, in the Faculty of Sciences and Engineering, and based in the Integrated Systems Biology Institute ([IBIS](#)) at Université Laval, North America's premier francophone university.

Applicants will be initially selected by the Departmental Nomination Committee and then via an internal selection process at Université Laval, prior to their application being refined and forwarded to the Canada Excellence Research Chair competition. For more information on the program and eligibility criteria, please visit the [Canada Excellence Research Chair website](#).

The successful CERC will be appointed to a full professor position, with the following resources:

- \$8 million over 8 years (\$1 million/year) in funding from the CERC Program;
- an allocation of \$800,000 from the Canada Foundation for Innovation (CFI) to equip the CERC laboratory (total \$2M of equipment);
- Competitive and attractive start-up funds;
- Exceptional resources for conducting field and laboratory research on cold microbial ecosystems. These include access to the research icebreaker [Amundsen](#), the extensive [CEN Network](#) of northern field stations, advanced platforms for molecular research, advanced microscopy, and computational biology ([IBIS](#)), and microbial culture facilities.

### **Equity, Diversity, and Inclusion Statement**

Valuing equity, diversity and excellence, Université Laval is strongly committed to provide an inclusive work and living environment for all its employees. For Université Laval, diversity is a source of wealth, and we encourage qualified individuals of all origins, sexes, sexual orientations, gender identities or expressions, as well as persons with disabilities, to apply.

Université Laval also subscribes to an equal access to employment program for women, members of visible or ethnic minorities, Indigenous persons and persons with disabilities. Adaptation of the selection tools can be offered to persons with disabilities according to their needs and in complete confidentiality.

Université Laval is located in [Quebec City](#), one of North America's most historic and livable cities, with access to an abundance of recreational and cultural amenities.

By choosing Université Laval, the CERC chairholder will benefit from the following integration measures:

- welcome days for new professors
- peer mentoring
- free French courses for the chairholder and spouse, as appropriate
- support for settling in Quebec City and job search assistance for the chairholder's spouse, as appropriate
- for professors recruited from abroad, a tax exemption may apply (under certain conditions)

### **Career Interruption and Special Circumstances**

Université Laval acknowledges that career interruption and special circumstances (e.g., maternity or parental leave, leave for prolonged illness, clinical training, care for a family member, the COVID-19 pandemic) as well as a disability may have an effect on productivity and contributions in research. Applicants are invited to explain, as appropriate, these effects so that they are taken into account in the assessment of their applications.

### **Accommodations**

In complete confidentiality, accommodations can be offered to people with disabilities according to their needs in this competition, including accessibility. If you need accommodation, we invite you to contact the equity officer using contact information below.

Patricia Neitthoffer

Equity Officer

[patricia.neitthoffer@edi.ulaval.ca](mailto:patricia.neitthoffer@edi.ulaval.ca)

### ***Qualifications***

PhD or equivalent in fundamental science (biochemistry, bio-informatics, biology, chemistry, mathematics, microbiology, physics) or in the environmental sciences (ecology and evolution, limnology, oceanography, etc.), with expertise in genomic methods or analyses.

### ***Job Description***

The chairholder will be expected to develop an ambitious, collaborative research and graduate training program relevant to the theme of evolutionary macroecology of cold microbial ecosystems, based on in-depth knowledge of microbial diversity and expertise in genomics, biogeography, ecophysiology or molecular evolution.

### ***Requirements***

Applicants must meet the [CERC eligibility requirements](#). They must be full professors or associate professors who are close to obtaining tenure. Applicants from outside academia must have the necessary qualifications to be nominated as full professors.

The full application package must be sent to André Zaccarin, dean of the Faculty of Science and Engineering, Université Laval (Email: [doyen@fsg.ulaval.ca](mailto:doyen@fsg.ulaval.ca)) and include:

- Cover letter (2 pages) summarizing the applicant's expertise, experience and interests relevant to the position;
- CV including academic qualifications, relevant research experience, the most significant contributions highlighted and explained, and explanation of any career interruptions, including their impacts on academic progress and research;
- An outline (3 to 5 pages) of an original research program on cold microbial ecosystems, highlighting the applicant's expertise;
- A statement of commitment to EDI principles (1 page maximum) for recruiting and managing a diverse research team;
- Names and addresses of two colleagues or referees willing to be contacted by the nomination committee;
- The [UL self-identification form](#) (in French only).

## **Competition Stages and Evaluation Criteria**

### **1. Competition Stages and Submission Deadlines**

<b>This application deadline</b>	<b>May 6, 2022</b>
<b>Departmental results announcement</b>	<b>May 27, 2022</b>
<b>Application deadline at VPR Office</b>	<b>June 13, 2022</b>
<b>VPR results announcement</b>	<b>June 2022</b>
<b>Full application deadline at CERC Program</b>	<b>October 13, 2022</b>
<b>CERC Program results announcement</b>	<b>Spring, 2023</b>

### **2. Evaluation #1**

A Nomination Committee at the department level will select one application based on the following criteria:

1. Academic qualifications in the relevant field;
2. Contributions to research
  - Quality of published work and other contributions;
  - Impacts of the research within the scientific community;
  - Societal impacts of the contributions.
3. Evidence of leadership in collaborative research and graduate student training
  - Ability to develop a network of institutional collaborators, as well as at the national and international levels;
  - Ability to attract, retain and mentor a diverse group of students, trainees and research staff;
  - Ability to create an equitable and inclusive research environment.
4. Development of a research program on cold microbial ecosystems
  - Relevance, originality and potential impact of the proposed research program;
  - Ability to disseminate research results to various audiences, including the scientific community.

The Nomination Committee is composed of the Director of the department, and three other professors. In addition, an equity officer will take part in the committee meetings to ensure the conformity of the evaluation process. All committee members will receive clear instructions on their role, the expected definition of excellence as well as on the impact of career interruptions and special circumstances in the evaluation of applications. Members must also complete training about unconscious bias in peer review.

### 3. Evaluation #2 at Vice-President Research (VPR) Office

The application of the selected candidate will be sent to the VPR Office for a final internal selection according to the [CERC Program criteria](#).

**Starting Date** : up to 12 months following the CERC Program results announcement in Spring 2023.

#### **Contacts**

##### **Application call process**

Stéphane Boudreau, Director,  
Département de biologie,  
Université Laval,  
Quebec City,  
QC G1V 0A6, Canada  
[directeur@bio.ulaval.ca](mailto:directeur@bio.ulaval.ca)

##### **Questions related to EDI principles**

Patricia Neitthoffer  
Equity Officer  
EDI Office  
Vice-rectorate for equity, diversity, inclusion, and human resources  
[patricia.neitthoffer@edi.ulaval.ca](mailto:patricia.neitthoffer@edi.ulaval.ca)