

## Call for Applications

### CANADA EXCELLENCE RESEARCH CHAIR (CERC) IN COLD ECOSYSTEMS CONSERVATION

**Posting date:** 27 June 2025

**Application deadline:** 15 September 2025

The [Department of Biology](#) of the [Faculty of Science and Engineering](#) at [Université Laval](#) is accepting applications for a *Canada Excellence Research Chair (CERC) in Cold Ecosystems Conservation*. The [CERC Program](#) enables Université Laval to recruit world-class researchers in line with the government of Canada's priorities in science, technology, and innovation.

The *CERC in Cold Ecosystem Conservation* aims to transform our understanding of how cold ecosystems function in a changing world to propose relevant management and mitigation solutions. The Chairholder and their team will pursue an ambitious research program to elucidate the key ecological and evolutionary processes of cold ecosystems by combining exceptional field data acquired over several decades by several teams at Université Laval with powerful models. This program could include the following: 1) measuring and quantifying the impacts of climate change on populations, communities, and ecosystems in cold regions; 2) understanding how these changes affect population dynamics and the persistence of ecosystem functions; and 3) predicting how individuals, populations, and ecosystems will respond to future climate change to inform environmental policy. This cutting-edge research is too complex for one person or one field alone. It requires collaboration among experts in cold environments (northern and southern), including Indigenous knowledge holders. The proposed CERC at Université Laval's Department of Biology will serve as a hub for this collaborative effort, uniting experts in ecology, conservation, and climate science to enhance our understanding of cold region ecosystems and develop effective protection strategies. The CERC will foster collaboration among Université Laval's major research networks to train a new generation of scientists with cutting-edge tools and knowledge.

The Department of Biology at Université Laval is an ideal place for training and research in the fundamental fields of biology, covering levels of organization from cellular and molecular biology to genomics, physiology, and animal, marine, freshwater, and plant ecology, as well as conservation and evolution. The Department comprises 22 professors who supervise 570 students, including 135 graduate students. The Department is a leader in northern research, with recognized centers of excellence in non-human genomics, ecology and evolution, and oceanography. This research is supported by major infrastructure at Université Laval, including the new scientific complex of [Institut nordique du Québec](#), the [Institute of Integrative Biology and Systems](#), [NGCC Amundsen research icebreaker](#) and the 11 research stations of the [Centre for Northern Studies](#) in Nunavik and

Nunavut. These stations include weather stations that have been maintained for 30–40 years and cover a latitudinal gradient of 3,000 km.

Université Laval is driven by a deep-rooted culture of sustainable development. It educates generations of committed and creative students who become leading citizens, scientists, and influential leaders. Its student body of 55,000 is supervised by 1,700 professors. Open to the world and a leader in the French-speaking world, Université Laval strives for excellence in teaching and research. Its clear ambition is to conduct inclusive, connected, and sustainable research for the benefit of communities and the planet. According to the Times Higher Education 2024 Impact Ranking, based on the 17 United Nations Sustainable Development Goals, Université Laval ranks 19th in the world and first among French-speaking universities. Université Laval is also the top Canadian university and one of the top international universities in the field of Arctic and subarctic sciences. Université Laval inspires its partners by uniting the forces of change at the heart of Quebec City's vibrant academic community.

The person selected by the Nomination Committee must successfully pass an internal selection at Université Laval as well as the national selection as part of 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 candidate will receive:

- a full professor position;
- competitive salary package including a chair bonus of up to 30% of salary;
- \$8 million over 8 years (\$1 million/year, including salary) in funding from the CERC Program;
- an allocation of \$800,000 from the [Canada Foundation for Innovation](#) (CFI) to equip their laboratory (\$2M worth of equipment);
- competitive and attractive start-up funds.

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

Université Laval rejects all forms of discrimination, promotes excellence in research and research training, and guarantees equal opportunity for all candidates. We support the principle that excellence and equity are compatible and complementary. We welcome and encourage applications from racialized people, visible minorities, women, Indigenous Peoples (in Canada), people with disabilities, ethnic minorities, 2SLGBTQ+ communities, and all qualified individuals with the skills and knowledge to engage productively with diverse communities.

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

- welcome days for new professors;
- free French courses for you and your spouse;
- support for settling in Quebec City and job search assistance for your spouse.

## **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 influence productivity and contributions in research. Applicants are invited to explain, as appropriate and if they wish so, these effects, so that they are considered in the assessment of their applications.

## **Accommodation**

In complete confidentiality, accommodation can be offered to candidates 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.

Marie-José Naud

Advisor, Equity, Diversity and Inclusion in Research

[marie-jose.naud@vrr.ulaval.ca](mailto:marie-jose.naud@vrr.ulaval.ca)

## ***Job Description***

In the current context of climate change, conservation ecology is the subject of intense international activity. We are seeking someone with proven leadership experience in integrating ecological and climate science. The ideal candidate will understand and predict how cold region ecosystems respond to rapid environmental change. This knowledge will support adaptive conservation strategies and environmental policies. We are looking for a candidate whose expertise will enrich the Université Laval teams and create synergies with existing strengths in cold region ecology. This will foster a dynamic and collaborative research environment within our institution.

The CERC holder will combine the latest methods in conservation science with Université Laval's solid, well-established expertise in ecology, evolution, and oceanography to bring together the efforts of different disciplines and establish a center of expertise in conservation ecology for the conservation of complex, cold systems. These disciplines include:

- Conservation biology;
- Integrative biology;
- Population ecology;
- Ecosystem dynamics;
- Statistical ecology;
- Climate-ecosystem modeling;

## ***Requirements***

- Hold a Ph.D. in biological sciences or a relevant discipline in relation with the propose CERC;
- Be a full or associate professor who will become a full professor within two years of applying. Candidates from non-academic backgrounds must have the qualifications necessary for appointment to similar positions;
- Be available to assume the position of Chair at Université Laval within 12 months of the institution's and the candidate's acceptance of the award notification.

The complete application file includes:

- A letter of intent of no more than two pages, highlighting the following:
  - the ability to act as a catalyst for structuring research at institutional, regional, national, and/or international levels in the field of cold ecosystem conservation;
  - The links between the proposal and the research strengths of the Department of Biology and Université Laval.
- A curriculum vitae in free format.
- A description of the research proposal within the framework of the *CERC in Cold Ecosystem Conservation*, no more than two pages.
- Names and email addresses of three references who can comment on the candidate's application in relation to the evaluation criteria mentioned below.
- The [self-identification form](#).

Send the application to [doyen@fsg.ulaval.ca](mailto:doyen@fsg.ulaval.ca)

### Competition Stages

Stage	Sub-stage	Deadline
1. Application	<ul style="list-style-type: none"> <li>• Submission of application by candidate</li> </ul>	September 15, 2025, 9 p.m. (Eastern Time)
2. Initial internal evaluation	<ul style="list-style-type: none"> <li>• Evaluation by the Biology Department Nomination Committee (including interviews). See the section "<i>Criteria for evaluating applications</i>"</li> </ul>	Between September 16 and October 24, 2025
	<ul style="list-style-type: none"> <li>• announcement of the results of the initial internal evaluation</li> </ul>	By October 24, 2025
3. Final internal evaluation	<ul style="list-style-type: none"> <li>• Submission of the application selected in the previous step for evaluation by Université Laval's VRRCI based on the CERC Program criteria</li> </ul>	November 15, 2025
	<ul style="list-style-type: none"> <li>• Announcement of the results of the final internal evaluation</li> </ul>	December 2025
4. National evaluation	<ul style="list-style-type: none"> <li>• Submission of CERC application to the Tri-agency Institutional Programs Secretariat (TIPS)</li> </ul>	March 18, 2026 9 p.m. (Eastern Time)
	<ul style="list-style-type: none"> <li>• Announcement of results by TIPS</li> </ul>	By January 2027

### ***Criteria for evaluating applications for initial internal evaluation***

A Nomination Committee, at department level, selects one application based on the following criteria and sub-criteria:

- A proven ability to independently develop original and ambitious research activities related to the identified field, particularly through:
  - The quality, impact, and influence of publications, peer-reviewed conferences, and other scientific contributions in the aforementioned field;
- The ability to act as a catalyst for structuring research at institutional, regional, national, and/or international levels in the field of cold ecosystem conservation.
- Proven ability or potential for university teaching at all three levels and supervision of graduate students, as well as a commitment to pedagogical innovation.
- Potential or demonstrated commitment to community service.
- The ability to communicate and integrate into the institution's French-speaking environment within a reasonable timeframe.
- Demonstrated ability to provide benevolent leadership to multidisciplinary research teams and to develop trusted relationships with Indigenous knowledge holders.
- Professional potential commensurate with the key skills required for the teaching position:
  - Analysis, synthesis, and judgment;
  - Creativity and innovation;
  - Communication skills;
  - Interpersonal skills and openness;
  - Ability to work in a team and with partners;
  - Autonomy and sense of responsibility;
  - Sense of ethics and duty;
  - Supervision of people.

The Nomination Committee is composed of professors from the Department of Biology. In addition, an equity officer will take part in the committee meetings to ensure the conformity of the evaluation process. All committee members 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 unconscious bias training in peer review.

The application of the selected candidate will be sent to the Office of the Vice Rector, Research and Innovation for a final internal selection according to the [selection criteria of the CERC Program](#). The final decision will be made by a committee chaired by the Vice-Rector, Research, Creation and Innovation, who will also consult with senior management at Université Laval.

## **Contacts**

### **Call for application process**

Jean-Pierre Tremblay  
Head of the Department of Biology  
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### **Questions related to EDI principles**

Marie-José Naud  
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