



Lakehead
UNIVERSITY



**CANADA
RESEARCH CHAIRS
CHAIRES DE
RECHERCHE DU
CANADA**

Lakehead University (Thunder Bay, Ontario, Canada)

Tenure-Track Assistant or Associate Appointment

Tier 2 Canada Research Chair in Critical Mineral Systems

Restricted Hiring to Qualified Women and Gender Minorities*

Lakehead University invites applications for a Tier 2 Canada Research Chair in the area of Critical Mineral Systems (as defined by [NRCan](#)). This tenure-track appointment will be at the rank of Assistant or Associate Professor. This CRC position is for five (5) years and is renewable once. Tier 2 Canada Research Chairs are intended for outstanding and innovative emerging researchers whose accomplishments have made a major impact in their fields and are recognized as leaders in their fields.

By combining discovery and translational research, the Chair will increase the research capacity and training opportunities at Lakehead University. The Chair will add to the continuing development of research excellence in the area of Critical Minerals within the University.

**To ensure equitable distribution of CRC positions for equity-deserving groups, hiring will be restricted to qualified women and gender minority scholars who self-identify as such through the application process. This initiative is a special program under the Ontario Human Rights Code.*

Lakehead University and our Community

Lakehead is a fully comprehensive university with approximately 9,700 full-time equivalent students and over 2,000 faculty and staff at two campuses in [Orillia](#) and [Thunder Bay](#), Ontario. Lakehead has 9 faculties, including Business Administration, Education, Engineering, Graduate Studies, Health & Behavioural Sciences, Law, Natural Resources Management, Science & Environmental Studies, and Social Sciences & Humanities. Lakehead University's achievements have been recognized nationally and internationally, including being ranked, once again, among Canada's Top 10 primarily undergraduate universities in Maclean's 2022 University Rankings; as well as being included in the top half of Times Higher Education's 2020 World Universities Rankings for the second consecutive year, and 64th among 1,410 universities from around the world in THE's 2022 Impact Rankings (which assesses institutions against the United Nations' 17 Sustainable Development Goals). For further information, please visit: www.lakeheadu.ca.

Lakehead University is recognized as one of Canada's top research-intensive universities in its category for the last decade (Research InfoSource). Aligned with our [Strategic Plan](#), [Research Plan](#), [CRC Equity, Diversity and Inclusion Action Plan](#), and [Institutional EDI Action Plan](#), we are actively recruiting outstanding scholars to enhance and grow our research and innovation capacity. Situated in the diverse and multicultural communities of [Thunder Bay](#) and [Orillia](#), our unique campuses and their locations inspire us to discover and innovate in exciting and non-traditional ways.

Lakehead is a comprehensive university with a reputation for innovative programs and cutting-edge research. Our campuses are located in Thunder Bay on the traditional lands of the Fort William First Nation, Signatory to the Robinson Superior Treaty of 1850 and in Orillia on the traditional territory of the Anishinaabeg, and Rama First Nation. Lakehead University acknowledges the history that many nations hold in the areas around our campuses and is committed to a relationship with Métis and Inuit and First Nations peoples.

The Faculty

The appointment of this Canada Research Chair will be in the [Faculty of Science and Environmental Studies](#). Lakehead University has a residency requirement for the CRC program; this opportunity is available at the Thunder Bay campus.

The Department of Geology at Lakehead University is a dynamic group of interdisciplinary researchers with active field and laboratory research programs in economic geology, geochemistry and petrology, structural geology and tectonics, as well as early Earth atmosphere and terrestrial biogeochemistry. We are a small department with a strong focus on experiential learning and have strong connections with the local industry. The successful candidate will contribute to Department offerings at both the undergraduate and graduate levels. These will include new courses in the candidate's area of expertise. An ability and willingness to teach courses outside of the main area of interest will be considered an asset. The successful candidate will also be expected to supervise undergraduate and graduate (MSc) student thesis research as well as participate in our fourth-year undergraduate field school. The successful candidate is expected to conduct an active research program related to critical mineral systems and to seek external financial support for this research from both government agencies and the private sector. The successful candidate will be expected to contribute to the Centre of Excellence for Sustainable Mining and Exploration (<https://www.lakeheadu.ca/centre/cesme>).

Lakehead University has several centralized labs to support research, including the Lakehead University Environmental Laboratory, and the Lakehead University Instrumentation Lab. Instrumentation available for the successful candidate's use includes ICP-OES and MS, high resolution FESEM-EDX system, TEM, XRD, a fluid inclusion stage with IR, several spectroscopy systems, state of the art microscopes with digital imagers, and assorted other instrumentation. Also available to the successful candidate is access to the department's lapidary facility.

For further information, please contact Dr. Andrew Conly, Chair of Geology (andrew.conly@lakeheadu.ca). Detailed information on the Department is available through

the website of the Department of Geology
(<https://www.lakeheadu.ca/programs/departments/geology>)

Requirements

Tier 2 CRCs are for exceptional emerging researchers, acknowledged by their peers as having the potential to lead in their field. Candidates for Tier 2 Chair positions must meet all the requirements for Tier 2 CRCs, and be eligible for assistant or associate professor positions. Tier 2 CRC's normally are not more than 10 years from their highest degree at the time of submitting the nomination to the CRC secretariat. However, nominating institutions may nominate a professor or a researcher who is more than 10 years from their highest degree at the time of nomination and has experienced career interruptions based on the categories outlined [here](#).

Successful candidates will:

- 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 trainers, students and future researchers; and
- be proposing an original, innovative research program of the highest quality.

CRCs at Lakehead University are appointed and governed by the provisions of the [Lakehead University Faculty Association Collective Agreement](#). For the duration of the CRC, the CRC will be given a reduced teaching load in order to dedicate the majority of their time to research, be provided with a start-up grant, an annual research grant, and research space appropriate for the proposed CRC's program of research.

Application Deadline and Process

The Department of Geology will begin the review of applications on **June 30, 2023** and the position will remain open until filled.

A complete application as one electronic pdf file consists of:

- **Letter of application** (1 page) that includes your interest in the position; what you would bring to the department and faculty; the impact that your research will have on the field of critical mineral systems (your research statement can elaborate on this); and what makes you a strong candidate overall as a researcher, educator, and community member;
- **A detailed curriculum vitae (CV)** (any format) that provides a clear sense of your scholarly and professional development via your education and your research activities and outcomes; your contributions to making critical mineral systems a more equitable and inclusive discipline through committee work, community engagement, social media, and advocacy.;

- **Research Statement** (up to 6 pages) that describes your proposed CRC program of research using CRC section headings (page limitation excludes the summary and list of references) (see [link provided](#) (under the Nomination heading) for further instructions on requirements for each section and link for [Lakehead University's Strategic Research Plan](#));
- **Teaching statement** (up to 2 pages) and a dossier of syllabi and other evidence, if available. These must demonstrate how you engage, encourage, and develop the learning capacity of students entering higher education from a diverse array of backgrounds, and how you embed practices and principles of equity, diversity and inclusion in your classroom, your assignments, and your classroom style;
- **EDI statement** (1 page) that includes your record of attracting and mentoring a diverse group of students, trainees, and research personnel, and establishing an equitable and inclusive research environment. This should include a plan for establishing and maintaining a diverse core team (at the student, trainee, personnel and early-career researcher levels), and an environment that is safe and inclusive and allows all team members to reach their full research potential (e.g., through the recruitment and outreach strategy, equitable training opportunities, and professional development and mentoring); and
- **The names and contact information for three references**, one of whom must be at arm's length.
- **A Self-Identification Survey** is mandatory and must be completed by applicants. This survey can be found at <https://forms.gle/sA5uWmTTdZXK6yNB7>.

Please note that the CRC Program imposes no restrictions on nominees with regard to nationality or country of residence; however, applicants should indicate their current citizenship status within their application.

Complete applications are to be directed via email to:
Dr. Sreekumari (Sree) Kurissery, Acting Dean, Faculty of Science and Environmental Studies (applications.ses@lakeheadu.ca)

Please note that only those selected for an interview will be notified.

The successful candidate will be expected to work with the Office of Research Services in completing a complete nomination package due to the CRC Secretariat on **October 17, 2023**.

If you have questions about the CRC program at Lakehead University, please contact Anne Klymenko, Director, Research Services by email: anne.klymenko@lakeheadu.ca or by telephone at 807-343-8110 Ext. 8223.

Equity Statement

Lakehead University has an Equity, Diversity and Inclusion Action Plan 2019-2024 with a goal to recruit and retain a diverse workforce as measured by increasing representation of under-represented groups among applicants, candidates and hires. We encourage candidates to self-identify, if you are from an under-represented group, and prefer candidates with the

knowledge, competencies and relationships derived from lived experience. Experience working with Indigenous or racialized communities, and/or members of other equity-deserving groups is a strong asset. A lived experience or worked experience of any of these issues is preferred.

Lakehead University recognizes that alternative career paths and/or career interruptions (e.g., maternity leave, leave due to illness) can impact research achievements and commits to ensuring that leaves are taken into careful consideration in the assessment of the candidate. Candidates are encouraged to highlight how alternative paths and/or interruptions have impacted their research in their application. Lakehead also recognizes the value of mentoring and research training, outreach, professional service, community-based research, other forms of scholarly expression, areas and/or research outputs; demonstrated experience in increasing diversity in the previous institutional environment, and in curriculum, is also an asset.

Lakehead University is committed to supporting an accessible environment. Applicants requiring accommodation during the interview process should contact the Office of Human Resources at (807) 343.8010 ext. 8334 or human.resources@lakeheadu.ca to make appropriate arrangements.

*Please note: *To ensure equitable distribution of CRC positions for equity-deserving groups, hiring will be restricted to qualified women and gender minority scholars who self-identify as such through the application process. This initiative is a special program under the Ontario Human Rights Code.*

Please visit our Office of Human Rights and Equity website:

<https://www.lakeheadu.ca/faculty-and-staff/departments/services/human-rights-and-equity>

and our Human Resources policies related to accommodations and supports:

<https://www.lakeheadu.ca/faculty-and-staff/policies/human-resources> to explore all of the supports our organization provides to enable a strong and connected employment experience. Should an applicant require accommodations for interviews or other meetings, please contact Human Resources at (807) 343-8334 or by emailing human.resources@lakeheadu.ca.

Additional Information

Additional information regarding the Canada Research Chair program can be found at:

https://www.chairs-chaires.gc.ca/program-programme/nomination-mise_en_candidature-eng.aspx#s2. Tier 2 CRC nominees must be Assistant or Associate Professors. The Canada

Research Chairs Program supports outstanding researchers in areas that will further Lakehead's [Strategic Research Plan](#). All Chair nominations are subject to review and final approval by the CRC Secretariat. Please consult the Canada Research Chairs website

<https://www.chairs-chaires.gc.ca> for full program information and further details on eligibility criteria. Information regarding our CRC EDI Action Plan is available here:

https://www.lakeheadu.ca/sites/default/files/uploads/111/LakeheadU_CRC%20EDI%20Action%20Plan_ETWG_Sept%2027_2019_final.pdf and information regarding our EDI policies can be found here:

<https://www.lakeheadu.ca/faculty-and-staff/departments/services/human-rights-and-equity/resources>