

University of British Columbia Job Posting

Location: Other

Employment Group: Faculty (Non-Fac Assn)

Job Category: Regular

Classification Title: Postdoctoral Research Fellow

Business Title: Postdoctoral Fellow (First Nations, Inuit and Métis Engagement, Governance, and Capacity Building for the Silent Genomes Project).

VP/Faculty: Faculty of Medicine

Department: Medical Genetics

Salary: Commensurate with experience and responsibilities

Full/Part Time: Full-Time

Desired Start Date: 2019/07/01

Job End Date: 1-year term with possible extension

Funding Type: Grant Funded

Available Openings: 1

Job Summary

This is a unique opportunity for a Postdoctoral Fellow to contribute to the scholarly development of local, national and international governance and policy standards when research and clinical care involves genetic/genomic testing of Indigenous people.

Silent Genomes: Reducing health-care disparities and improving diagnostic success for Indigenous children with genetic disease is a Genome Canada/Canadian Institutes of Health Research funded 4 year project with 4 key activities:

- Activity 1: the core of the project, integrates Indigenous-led governance, community engagement, community education, and student capacity building throughout the entire project
- Activity 2: Precision diagnosis of children with genetic disease,
- Activity 3: Development of an Indigenous background variant library, and
- Activity 4: Economics of precision diagnosis for Indigenous children.

Under the direction of Dr. Nadine Caron (primary supervisor) and Dr. Laura Arbour, the successful candidate will conduct research to inform the development of governance and policy related to genomic health research and genetic clinical care with Indigenous individuals, families, communities and populations in Canada. The Postdoctoral Fellow will work with our Activity 1 team including the Policy and Governance Project Manager, Scientific Project Manager, and Community Engagement Coordinators and will engage organizations and communities as needed to achieve the goals. The successful candidate will have a strong background in Indigenous health, be interested in policies that effect it, and will demonstrate a commitment to developing solutions to enable genomic research and clinical care in ways that optimize the health, wellness and self-determination of Indigenous populations. The candidate will embrace the concepts of community engagement, consultation, partnership and Self-Determination. This position requires a high level of independence, interpersonal skills, and knowledge about Indigenous Health and an interest in policy. A Postdoctoral Fellow may be involved in supervision of undergraduate projects, and assisting with the supervision of graduate students.

The Post-doctoral fellow will develop a research plan with the goal of developing scholarly works that will inform Indigenous governance/policy and will implement the plan with a defined schedule for completion within the duration of the fellowship.

CONSEQUENCE OF ERROR

The incumbent exercises professional judgment and initiative in the overall contribution to Governance/Policy Project activities. Insufficient progress and accuracy in research related to governance/policy could lead to project delays for all aspects of the Silent Genomes Project that are dependent on a cohesive governance framework. Errors in data collection and communications could lead to presentation of erroneous information, which would damage project credibility. Full understanding and compliance with current standard Canadian guidelines on research with Indigenous peoples, and access to Information and Protection of Privacy act are required.

SUPERVISION RECEIVED

The incumbent is required to use a high degree of initiative and professional judgement in carrying out responsibilities. Project co-lead Dr. Nadine Caron and Project Lead Dr. Laura Arbour will supervise the PDF and will provide resources to support the PDF's research activities.

SUPERVISION GIVEN

The incumbent will have supervisory responsibilities for directly related projects, training and supervising research assistants, students and volunteers involved locally in the project as needed.

MAJOR RESPONSIBILITIES

- Working with the "Silent Genomes Activity 1 Team" to develop an Indigenous oversight strategy for Silent Genomes in collaboration with Indigenous partners
- Surveying and creating a report on Canadian Research Funding agencies as to their current Guidelines pertaining to Indigenous Health research
- Identifying gaps in research clinical/genomics guidelines as they pertain to Indigenous Health
- Assisting Silent Genomes team in development of Guidelines for carrying out genomic research with Indigenous people, in collaboration with Indigenous stakeholders
- Supporting the Silent Genomes team in the Development of Best Practices document
- Performing a comprehensive review of relevant literature and other sources, and producing literature summaries as required to other team members relevant to specific topics
- Presenting findings at local, national and international meetings where relevant
- Leading manuscript writing and contributing to manuscripts of relevance to Silent Genomes.
- Preparing communication materials for community members and other stakeholders as the project unfolds
- Assisting in the development of grant and scholarship applications related to the research
- Performing other related duties as per Dr. Caron and Dr. Arbour

QUALIFICATIONS and SKILLS

- PhD degree in a relevant area (or equivalent professional degree, such as MD and relevant experience).
- Research experience in the field of Indigenous Health, policy, and/or law.
- Keen interest in Indigenous health, previous work experience with Indigenous communities.
- The knowledge of the Canadian policies related to the health research with Indigenous peoples is a requirement. Understanding of the terminology around policy and governance is a requirement. Experience in policy development is an asset.
- Excellent interpersonal and communication skills, ability to use both professional and lay language in communication
- Knowledge of qualitative and quantitative methods and qualitative data analysis (e.g. NVIVO) would be an asset
- Ability to communicate effectively with a variety of stakeholders, including Indigenous organizations, communities, researchers, policy-makers and the public

- Excellent organizational and time-management skills, including experience working with interdisciplinary teams, proficiency with MS Office and referencing software (e.g. Mendeley) are required.
- Ability to ensure timely completion of tasks by adjusting priorities as required
- Proven ability to work in a confidential environment and to work effectively in independent and collaborative team environments.
- Successful completion of Tri-Council Policy Statement 2 (TCPS2) tutorial and an Indigenous Cultural Safety Course (may be completed upon hiring).
- Candidate should be willing to travel.

Preference may be given to applicants who self-identify as Indigenous with the required combination of education and experience.

Equity and diversity are essential to academic excellence. An open and diverse community fosters the inclusion of voices that have been underrepresented or discouraged. We encourage applications from members of groups that have been marginalized on any grounds enumerated under the B.C. Human Rights Code, including sex, sexual orientation, gender identity or expression, racialization, disability, political belief, religion, marital or family status, age, and/or status as a First Nation, Metis, Inuit, or Indigenous person. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority.

HOW TO APPLY:

Please email your cover letter and resume to silentgenomes@uvic.ca with "Postdoctoral fellow, Governance" in a subject line. Due to the number of resumes we receive, we are unable to confirm receipt of submissions over the phone, or provide the status of competitions except to those who are selected for an interview.

Beginning mid-June 2019, applications will be accepted online through the University of British Columbia: <https://www.hr.ubc.ca/careers-postings/faculty.php>

