

Position Title:	Research Scientist	Job Class:	Research Scientist
Dept/Program:	Research and Academics	Rate of Pay:	\$48.85-\$58.32 per hour
Employment Type:	Full Time	Duration:	Permanent
Employee Group:	OPSEU	Posting Type:	Open
Posting Date:	July 11, 2022	Number:	1
Work Schedule:	37.5 hours weekly as per schedule		

As a valued member of the Waypoint Research Institute at Waypoint Centre for Mental Health Care, the Research Scientist is expected to design, plan, supervise, direct, and conduct scientific research in a tertiary mental health specialty hospital setting including in outpatient and community services, coordinate and execute program evaluation projects; build and implement knowledge translation/mobilization plans as part of communicating research findings; and provide mentorship to students and research staff. You will advance the strategic aims of Waypoint and may focus a research program in one or more subspecialties, including, for example, epidemiology, forensic mental health, child and youth mental health, seniors' mental health, substance use, or mental health policy. The incumbent will have knowledge in various research methodologies, including quantitative, qualitative, and patient-oriented and other participatory approaches. You will be expected to acquire external funding for research projects, plan and coordinate budgets and supervise expenditures for funded research projects.

Key Accountabilities:

- Develop and implement a program of research across various research areas and methodologies
- Conduct high-quality research to advance our understanding of mental problems and illnesses, their causes, prevention, and effective treatments
- Develop and manage large and complex databases of mental health information
- Perform and provide critical analysis and thinking, advice and recommendations to further scientific and public understanding of mental health problems and illnesses
- Work with statistical and/or qualitative computer software when analyzing data
- Provide advanced statistical and/or qualitative insight in the interpretation and discussion of study results with other scientists, subject matter experts, clinicians, and patients
- Write applications to funding agencies to support high-quality research projects and manage grant-funded research budgets
- Mentor research assistants, other research support staff, and students
- Write scientific articles for publication and present at academic conferences
- Support Waypoint's strategic goals through research projects, program evaluation, and stakeholder engagement
- Write applications to Waypoint's Administration and Research Ethics Board seeking approval for proposed research project(s)
- Contribute to knowledge translation/mobilization by preparing nontechnical summaries and other knowledge products related to research findings
- Network across mental health institutions and across sectors with other experts and specialists
- Maintain research data according to hospital policy and standards of professional practice

Requirements/Qualifications:

- A doctorate from a recognized post-secondary institution with specialization in mental health, substance use, public health, and/or related disciplines.
- A minimum 5 years' experience in the following areas:
 - Coordinating and managing mental health, substance use, public health, and/or health research and large-scale studies
 - Applying to academic and non-academic funding sources and securing research funding
 - Conducting quantitative and/or qualitative data collection, analysis, interpretation, publishing, and reporting
 - Scientific and social scientific literature pertaining to the social determinants, etiology, assessment, treatment, and prevention of mental health problems and illnesses
 - Provincial, national, and international ethical standards for conducting scientific research with vulnerable patients, ensuring all work follows the Ontario Mental Health Act and other legislation that pertain to mental health care in a hospital and community settings
 - Strategic planning and project management as part of a team
 - Mentoring students and trainees in research and knowledge mobilization
 - The Occupational Health and Safety Act and regulations that apply to the work and knowledge of any potential or actual danger to health or safety in the workplace to ensure compliance when performing supervisory responsibilities.
 - Managing databases and working with Word processing, spreadsheets, and specialized statistical and qualitative software, as appropriate.
- Results oriented work ethic to work independently and undertake tasks needed to accomplish work objectives and deliver quality, consistent and timely results
- Demonstrated leadership, conflict resolution, interpersonal and organizational skills
- Proven written and verbal communication skills
- Proven ability to adapt readily to change
- Models and promotes core ethical practice, Waypoint Values (Caring, Respect, Accountability, Innovation), and reflects an optimistic and positive attitude
- Preference for proficiency in French/English language
- You must meet the requirements of our COVID-19 Immunization Policy by providing proof of full vaccination, or a request and receipt of an accommodation under the Ontario Human Rights Code, including a medical exemption

How do I apply?

Waypoint employees apply through the Employee Self-Service portal at <https://employees.waypointcentre.ca> and external applicants apply to http://www.waypointcentre.ca/i_want_to by close of business **(5:00pm) on July 29, 2022** quoting **Job ID WC22-236**. Attach your cover letter and resume detailing why you are interested in this opportunity and how you meet the qualifications and key accountabilities specified.

We are committed to diversity in the workplace and workplace well-being. As such, applications from individuals from diverse backgrounds such as First Nations, Inuit, Metis, members of a visible minority group and those with lived experience of mental health problems or illnesses are welcomed and encouraged. Waypoint welcomes and encourages applications from people with disabilities. Accommodations are available upon request for candidates taking part in all aspects of the selection process