

Associate Professor / Full Professor, CERC

[Biology \(/taxonomy/term/23\)](#)  Thunder Bay  Full-time, Permanent

Overview

Canada Excellence Research Chair Opportunity

Associate Professor/Full Professor in Freshwater Sustainability and Healthy Aquatic Ecosystems

Application Deadline: December 1, 2025 Department of Biology

Reference # SES-2026-27-02

The Department of Biology in the Faculty of Science and Environmental Studies at Lakehead University (Thunder Bay Campus) invites applications from exceptional candidates for a prestigious full-time tenure track position in the area of Freshwater Sustainability and Healthy Aquatics Ecosystems. The appointment will be at the rank of Associate Professor or Professor, with an anticipated start date of July 1, 2026.

The successful candidate, upon formally accepting the offer of a full-time faculty position, will be nominated for a Canada Excellence Research Chair (CERC). The Canada Excellence Research Chairs Program is intended to support world-class researchers and their teams in establishing ambitious research programs at Canadian universities. Nominees to the Canada Excellence Research Chairs opportunity will be internationally leading, interdisciplinary researchers whose proposed research program aligns with one or more of the Government of Canada's Science, Technology and Innovation



Yes, eligible for benefits



Reference

Number:

SES-2026-27-02



priority areas. At Lakehead University, successful Canada Excellence Research Chairs will be appointed for eight years, with an award value of \$500,000 per year for eight years.

Salary and rank will be commensurate with qualifications and experience. The successful CERC nominee will be expected to lead innovative research tackling the complex interdependencies around freshwater sustainability, including the potential to co-develop aquatic resource research with local communities and First Nations. They will be given a reduced teaching load in order to dedicate the majority of their time to research, a significant annual research grant, and research space and equipment appropriate for the proposed CERC's program of research. The successful candidate will be appointed and governed by the provisions of the Lakehead University Faculty Association Collective Agreement.

Lakehead University requires that applicants must have earned a PhD degree in Biology, Limnology, Ecology or a related area, with a clearly demonstrated exceptional record of excellence in research, service, training, and teaching. We seek candidates whose research and teaching interests complement and enhance our existing research strengths.

The successful candidate will be an internationally recognized research leader in the field of aquatic sciences. Candidates will be expected to sustain and lead innovative research that will advance the global frontiers of knowledge in sustainable aquatic ecosystems, and to maintain an outstanding, competitive, and externally funded research program, with a particular focus on the Canadian federal Tri-Agencies.

Candidates must provide evidence of research excellence commensurate with the selection criteria of the CERC program, which can be demonstrated by a record of sustained high-impact contributions and publications in top-ranked and

field relevant journals, the submitted research statement, presentations at significant conferences, distinguished awards and accolades, evidence of impact on multiple fields and/or societal impact, and other noteworthy activities that contribute to the visibility and prominence of the related disciplines, as well as strong endorsements from referees of high standing.

Candidates must also possess a strong demonstrated record of service to the research community (e.g., service on peer review committees, faculty recruitment committees, advisory committees) and a demonstrated record of attracting and mentoring a diverse group of students, trainees, and research personnel, and establishing an equitable and inclusive research environment. Nominees to the Canada Excellence Research Chairs Program will be expected to develop and implement a plan for establishing and maintaining a diverse team and an inclusive research and training environment that promotes co-creation with partners from all sectors (academic, public, private, not-for-profit and philanthropic), in order to increase research knowledge mobilization and translation for the benefit of all Canadians.

Evidence of excellence in teaching will be provided through teaching accomplishments, a teaching dossier submitted as part of the application (with required materials outlined below). Experience with experiential learning and online or alternative modes of delivery is highly desired.

Lakehead University recognizes the legitimate impact that leaves (e.g., parental leaves, slowdowns due to illness or disability, impacts of COVID-19) can have on a nominee's record of research achievement. These leaves will be taken into careful consideration during the review and assessment of application materials.

Lakehead University and our Community 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. Lakehead has approximately 10,000 students and 2,160 faculty and staff. With an emphasis on collaborative learning and independent critical thinking and a multidisciplinary teaching approach, Lakehead offers a variety of degree and diploma

programs at the undergraduate, graduate, and doctoral levels through its nine faculties, including Business Administration, Education, Engineering, Health and Behavioural Sciences, Natural Resources Management, Science and Environmental Studies, Social Sciences and Humanities, Graduate Studies, and Faculty of Law. For further information, please visit:

www.lakeheadu.ca (<http://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). Lakehead University's achievements have been recognized nationally and internationally, including being the highest ranked university in the world with fewer than 9,000 students for its global impact according to the Times Higher Education (THE) Impact Rankings. Lakehead placed in the top 70 in the world based on our efforts in advancing the United Nations Sustainable Development Goals (SDGs), reflecting the University's commitment to social, cultural and environmental sustainability, and good health and well-being. For the fourth

year in a row, THE World University Rankings (2023) ranks Lakehead in the top 800 globally out of more than 1,600 participating institutions from 99 countries. 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.

The Faculty The Faculty of Science and Environmental Studies at Lakehead University hosts the Department of Biology along with 9 other departments. Within the Faculty, The Department of Biology at Lakehead University has one of the largest undergraduate enrolments on campus, with a dynamic group of interdisciplinary researchers with active field and laboratory research programs in ecology, evolution and molecular biology. Biology hosts several undergraduate degree programs and an MSc program in Biology. Supervision of PhD students will be facilitated through the Environmental Biotechnology program in the Faculty of Science and Environmental Studies.

Lakehead University has several centralized labs to support research, including the Lakehead University Animal Care Facility, Lakehead University Environmental Laboratory, Lakehead University Instrumentation Lab, Paleo DNA Laboratory for molecular-based research, and aquatic-based research through the Biology Aquatic Facility and Aquatic Toxicology Research Centre. Lakehead University is also a member of the Ontario Universities Program in Field Biology (www.oupfb.ca (<http://www.oupfb.ca>)) which provides exceptional opportunities for field-based instruction. For further information about the Department, please contact Dr.

Michael Rennie, Chair of Biology (mrennie@lakeheadu.ca (<mailto:mrennie@lakeheadu.ca>)). Detailed information on the Department is available through the website of the Department of Biology (<https://www.lakeheadu.ca/biology> (<https://www.lakeheadu.ca/biology>)).

Several government and not-for-profit organizations located in or near Thunder Bay offer significant opportunities for collaborative research, including the Centre for Northern Forest Ecosystem Research of the Ontario Ministry of Natural Resources and

the Wildlife Conservation Society of Canada. Lakehead University is the closest Ontario University to the IISD Experimental Lakes Area (www.iisd.org/ela (<http://www.iisd.org/ela>)) and a collaborative MOU exists between the organizations to promote research and collaboration between institutions. The Large Lakes Observatory at the University of Minnesota Duluth is also in close proximity and supports ongoing collaborations with the Department.

To meet the Canada Excellence Research Chairs Program timelines, Lakehead University must select and confirm the nominee prior to the CERC registration deadline of January 21, 2026, and submit a full nomination package to the Program by March 18, 2026.

To apply for the position, submit an electronic application (in the form of one PDF document) by e-mail and quote Reference # SES-2026-27-02 in both the letter of interest and subject header of the e-mail. For full consideration, the application must include: (a) a letter of interest; (b) curriculum vitae; (c) a 2-page statement of research interests outlining activities the candidate would undertake; (d) a teaching dossier outlining the candidate's teaching philosophy, evidence of teaching effectiveness and teaching experience

highlighting experiential learning and online or alternative modes of course delivery, as well as course outlines and teaching evaluations for previously taught courses if available; (e) a one-page statement outlining the candidate's understanding and commitment to developing an equitable, diverse and inclusive research and teaching environment; (f) the names and contact information of three references.

All application materials, must be received by December 1, 2025. Applicants should submit their electronic application quoting the above reference number to:

Dr. Todd Randall,

Dean Faculty of Science and Environmental Studies

Lakehead University

955 Oliver Road

Thunder Bay, ON P7B 5E1

Email to: applications.ses@lakeheadu.ca

(<mailto:applications.ses@lakeheadu.ca>)

The Canada Excellence Research Chairs Program does not impose any restrictions regarding nationality or country of residence of the nominee. However, given the Program's focus on the attraction of outstanding researchers to Canada, the Department of Biology will prioritize the nomination of those candidates who currently hold an academic appointment outside of Canada.

As part of your application, you will be asked to complete a brief Diversity Survey. This survey is voluntary. Any information directly related to you is confidential and cannot be accessed by search committees or human resources staff. Results will be aggregated for institutional planning purposes.

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, parental leave, leave due to illness, leaves due to caring for family members, or slowdowns due to chronic illness or disability) 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, 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

<mailto:human.resources@lakeheadu.ca>) to make appropriate arrangements.

Please visit our Office of Human Rights and Equity website:

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

<https://www.lakeheadu.ca/faculty-and-staff/departments/services/human-rightsand-equity>) and our Human

Resources policies related to accommodations and supports:

<https://www.lakeheadu.ca/faculty-and-staff/policies/human-resources> (<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

<mailto:human.resources@lakeheadu.ca>).

For further information on the Canada Excellence Research Chairs Program, including eligibility criteria, please consult the Program website.

We appreciate your interest; however, only those selected for an interview will be notified. 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

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The CERC appointment is subject to approval by the Tri-agency Institutional Programs Secretariat.

Lakehead University is committed to creating a diverse and inclusive environment and welcomes applications from all qualified individuals including women, racialized persons, Indigenous people, persons with disabilities, and other equity-seeking groups. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. This is in accordance with Canadian immigration requirements.

Lakehead University has a goal to recruit and retain a diverse workforce as measured by increasing representation of underrepresented groups among applicants, candidates, and hires. 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.

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