



Site Director, ICES Western

Location: London, ON

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ICES is a world-leading health research and analytics institute. With a wealth of data and analytic expertise, we create trusted evidence that has changed health policy and practice and helps ensure better health for all.

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About ICES Western:

Established in 1992, ICES is an independent not-for-profit research institute with an international reputation as a trusted, impartial, and credible source of high-quality health services research and evidence.

In 2012, ICES Western was established by a site agreement between Lawson Health Research Institute and ICES. ICES Western was the fifth provincial ICES satellite site established to better provide local access to the ICES data repository for researchers and knowledge users in southwestern Ontario. Located at London Health Sciences Centre's (LHSC) Victoria Hospital in London, ICES Western is a collaborative initiative between LHSC, St. Joseph's Health Care London, and Lawson [the research arm of LHSC and St. Joseph's], and Western University. Recognizing the potential to enhance physician leadership in health services research, funding for the facility build was provided by the Academic Medical Organization of Southwestern Ontario (AMOSO). Ongoing operational support for core personnel and activities is provided by Lawson, LHSC, Western's Schulich School of Medicine & Dentistry, and Western Research. ICES Western hosts core research personnel for the provincial ICES Kidney, Dialysis and Transplantation program.

The Position:

Reporting to the ICES President & CEO and ICES Western Steering Committee, the Site Director is accountable for the effective operations of the ICES Western site. This role includes overseeing a team of research and administrative staff, research initiatives and business planning. The Site Director will bring scientific leadership, strategic vision, and a track record of proven results in working with a broad range of stakeholders to the role.

Term:

- 5-year term, renewable, with a formal evaluation conducted within the third year (approval based on Site Director Review)

Responsibilities:

- Decision-making for ICES Western based on ICES' mandate and consistent with ICES' strategic directions and priorities;
- Financial management and oversight of ICES Western including budget approval and monitoring;
- Primary supervision of all ICES Western staff including human resources activities (i.e. recruitment, performance evaluations, and space management);
- Build and maintain relationships with local and regional stakeholders;
- Model compliance and adherence to the ICES policies and procedures, including local ICES Western procedures;
- Continue to raise awareness of ICES Western as an enabling platform for research and decision support;
- Oversight and reporting of performance against ICES' standards and established performance metrics;
- Maintain an awareness of internal and external factors that may impact ICES Western operations;
- Oversee adherence to ICES policies and procedures by ICES Western personnel including staff, scientists and trainees;
- Where required, mitigate and resolve disputes involving ICES Western personnel;
- Mentor new ICES Western Scientists and support nominations for new ICES Western Scientists to the Program Leaders Committee;
- Provide input for ICES Western Scientist annual reviews with ICES Program Leaders as required;
- Regularly meet with ICES leadership to discuss and address issues and opportunities pertaining to ICES Western operations;
- Contribute to the development, implementation and accomplishment of ICES' strategic plan;
- Regularly attend the ICES Program Leaders, Site Directors, and Faculty meetings as a representative of ICES Western;
- Maintain a collaborative relationship with Program Leaders and Site Directors of other ICES sites;
- Meet and report regularly to the ICES Western Site Steering Committee; and
- Foster and maintain effective communications between all parties to the site agreement.

Requirements and Qualifications:

- Research Scientist with appointment of Associate Professor or higher at Western University (or must meet criteria to be appointed to a faculty position at Western University if currently do not hold such an appointment)
- ICES full status Scientist in good standing
- Minimum 5-year appointment as an ICES Scientist
- Associate Lawson Scientist or Lawson Scientist, or meet criteria for such an appointment
- Strong knowledge of ICES processes and policies

- Strong research leadership experience in an academic health sciences environment
- Track record of building successful teams and partnerships
- Demonstrated experience/track record of:
 - Research excellence using ICES data (e.g. academic publications and success in peer reviewed grants);
 - Working with stakeholders in a collaborative environment;
 - Managing large budgets;
 - Supervising and mentoring students; and
 - Working to advance equity, diversity, and inclusion.

Time Commitment:

- 2 days per week (0.4FTE)

Compensation:

- There is an opportunity to receive salary support for carrying out the responsibilities of the Site Director

Location:

- Victoria Hospital (London, ON)
- Some on-site presence required

How to Apply:

To apply for this role, candidates should submit their CV and a personal statement to lawsonLHSCpersonnel@lawsonresearch.com. The personal statement (2 pages) should describe your vision for the role and qualifications for the role as described above, with specific emphasis on leadership potential and previous ICES experience. Please describe your ability to conduct ICES research in compliance with ICES policies and procedures and engagement with ICES staff as part of a project team. Candidates are also required to confirm that adequate protected time is available to perform the role as described.

Deadline for Applications:

Applications should be submitted no later than midnight, August 31, 2022.