# Position Title: Research Scientist – Epidemiology/Bio-Statistics Job Class: Research Scientist 1

Dept/Program: Research & Academics Rate of Pay: $47.18 - $56.33 per hour

Employment Type: Full Time Employee Group: OPSEU

Work Schedule: 37.50 hours weekly as per schedule Posting Date: January 17, 2019

Posting Type: Open Number: 1

The Waypoint Research Institute is currently seeking a full time Research Scientist with specialization in epidemiology and/or bio-statistics. The purpose of this position is to lead or assist with major research projects; provide high level expertise and advice regarding the use of a broad range of advanced statistical analysis techniques, complex database development and maintenance (including electronic health records), and the development and implementation of a range of sophisticated research methodologies and approaches to Principle Investigators and other researchers at the Institute; provide advice and recommendations on appropriate research strategies and interpretation of results to the Research Teams, Director, Research & Academics and the Vice President, Research & Academics, and external collaborators.

Key Accountabilities:

* Conduct high-quality research to advance the understanding of mental illness, its causes, its prevention, and effective treatment; keeping research data according to hospital policy and standards of professional practice.
* Develop and implement research methods and systems for acquiring, compiling, synthesizing, extracting and reporting quantitative information.
* Design statistical analysis plans, perform and guide analysis; work with specialist statistical computer software when analyzing data; provide advanced statistical insight in the interpretation and discussion of study results with other scientists and subject matter experts.
* Develop and manage large and complex databases of sensitive health information on hospital patients.
* Perform and provide critical analysis and thinking, advice and recommendations on issues based on accepted scientific understanding of mental health disorders and illnesses.
* Manage grant-funded research budgets; supervise research assistants and other research support staff.
* Write scientific articles for publication and present at academic conferences.
* Write applications to the hospital’s Administration and Research Ethics Board seeking approval for proposed research projects; write applications to research grant funding agencies for support of high quality research projects.
* Contribute to knowledge mobilization and exchange by preparing nontechnical summaries of research findings.
* Network across mental health institutions and across sectors with other experts and specialists.

Requirements/Qualifications:

* A doctorate from a recognized post-secondary institution with specialization in epidemiology, public health or advanced multivariate statistics.
* Minimum 5 years experience in the coordination and management of mental health and/or health research or large-scale epidemiologic studies, conducting quantitative epidemiologic data collection, analysis, interpretation and reporting and with contemporary scientific methods pertaining to research on mental health disorders and the scientific literature pertaining to the etiology, assessment and treatment of mental disorders.
* Experience with the use of various experimental designs, quasi-experimental designs, applied research designs, univariate statistical methods, multivariate statistical methods, and advanced mathematical models for approaching complex data (e.g., structural equation modelling).
* Knowledge of the international, national and provincial ethical standards for the conduct of scientific research with vulnerable clients in order to ensure all work is in compliance with the Ontario Mental Health Act and other legislation as they pertain to mental health care in a hospital setting; knowledge of Government, Ministry, institutional, and department policies and procedures and provincial/federal statutes relating to the assessment and treatment of provincial and forensic patients, and the evaluation of program effectiveness.
* Working knowledge of technical software and programs (including general database, word processing, spreadsheets, image processing, graphics, and publishing software), specialized statistical software, computer programming, HTML and desktop publishing.
* 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 skills.

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/join_your_team> by close of business (5:00 pm) on January 31st, 2019 quoting Job ID WC18-273. 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 fostering an inclusive, accessible work environment, where all employees feel valued and respected. Waypoint offers accommodation for applicants with disabilities as part of our recruitment process. If you are contacted to arrange an interview, please advise us if you require an accommodation.

All applicants are thanked for their interest in this position, however, due to high volumes only those selected for an interview will be contacted.