

The Department of Pediatrics at McMaster University and McMaster Children's Hospital are seeking applicants for the full-time academic role of **Associate/Full Professor/Division Head of Neonatology**. The role will be for a 5-year term with the possibility of renewal for another 5 years. The successful candidate will lead a dynamic and multidisciplinary division of impassioned members with a broad range of academic interests. The division head's responsibility will be to closely supervise and support a faculty group, primarily in the early and mid-career stages of their academic careers, in their academic endeavours and overall professional growth. By contributing to the advancement of academic achievements, this role will work to enhance the division's reputation on a national and international level. In order to improve clinical and educational excellence and reputation, the division head will oversee and support the co-Heads of clinical service, the program director of the Neonatal-Perinatal clinical fellowship, and the Director of Neurodevelopmental follow-up clinic. The candidate will work closely with the Neonatology Jack Sinclair, Chair.

The Division Head will have a reduced clinical service load in lieu of the above responsibilities and may be negotiated. A competitive salary will be negotiated and will be commensurate with experience and achievements. Other provisions to support the Division Head's academic program may also be negotiated throughout the recruitment process.

The personal and professional characteristics of the ideal candidate include the following:

- Track record of personal academic/scholarly achievements with tangible outputs with an established academic program, as well as demonstrated strong track record of mentorship of early and mid-career faculty with tangible academic outputs.
- Proven track record of strategic thinking, planning, and execution - ability to create a clear vision for the division, build a structured and strategic roadmap to that vision, and be inclusive and unify the team in working towards that vision.
- Build trust within the team by understanding division members' roles and motivations, incorporating their feedback into decision-making, and empowering them to feel a sense of value and purpose. Take responsibility to convey a commitment to fairness, and instill confidence that all are treated fairly and equally.

About McMaster University/Department of Pediatrics:

The primary location for this position will be at McMaster Children's Hospital (MCH), located in Hamilton, Ontario and is affiliated with McMaster University, an internationally recognized institution known for innovations in medical education and pioneering biomedical, epidemiological and health systems research. McMaster Children's Hospital is one of Canada's largest pediatric academic tertiary care teaching hospitals and acts as the regional pediatric referral centre for a population of more than 2.3 million in South-central Ontario. The hospital is operated by Hamilton Health Sciences and carries 150 acute care beds. The neonatal intensive care unit is a dynamic and busy service consisting of 56 Level III beds, and 16 Level II beds, and is the largest unit in Canada. The clinical service encompasses a broad range of neonatal care including supporting labour and delivery, management of surgical anomalies, and managing transport of neonates within a large catchment area. The unit is supported by a wide range of medical and surgical consulting services within the Hospital. The clinical service within the unit is

provided in a multi-disciplinary team model – and supported by clinical fellows, neonatal nurse practitioners, physician assistants, pediatrics residents, pharmacists, respiratory therapist, dietitians, social work, lactation consultants and occupational therapists.

The Division of Neonatology consists of 15 full-time faculty members, with a broad range of academic interests. The majority of the faculty members are within the first 10 years of independent clinical practice. Academic interests and pursuits of division members include neurocritical care, neonatal infection and antibiotic stewardship, pharmacology and drug development, neonatal nutrition, neonatal respiratory care, ethics, health data and technology, and quality improvement among others, and also runs a TnEcho and neonatal hemodynamic service. The division holds an endowed chair for Quality Improvement and Patient Safety in Neonatology.

The division also has an active education program, with a clinical fellowship training program fully accredited by the Royal College of Physicians and Surgeons of Canada, as well as a Neonatal Hemodynamics and TnEcho fellowship. Two faculty members serve as co-Heads of Service and oversee the clinical operations of the unit and will be expected work in close collaboration with the division head.

Qualifications:

Applicants should be certified (or eligible for certification) by the Royal College of Physicians and Surgeons of Canada in Pediatrics and must be licensed (or eligible for licensure) in the Province of Ontario.

How to Apply:

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be considered first for this position. To comply with the Government of Canada's reporting requirements, the University is obliged to gather information about applicants' status as either Permanent Residents of Canada or Canadian citizens. Applicants need not identify their country of origin or current citizenship; however, all applications must include one of the following statements: Yes, I am a citizen or permanent resident of Canada - or - No, I am not a citizen or permanent resident of Canada. If the candidate's status changes throughout the selection process, they are welcome to update our selection committee accordingly.

For more information on the Department of Pediatrics, visit <https://healthsci.mcmaster.ca/pediatrics>.

Interested candidates should submit the following:

- *Submit a letter of application together with a curriculum vitae and letter of interest*

- *Submit a brief statement describing any contributions made or planned in relation to advancing equity, diversity and inclusion or inclusive excellence in teaching, research or service within higher education, community-based or other profession settings (2-page maximum)*

- *Provide the names of at least three referees; letters of reference are not required and will not be reviewed at the application stage; the Department will request letters of recommendation from referees at later stages of the search process.*

Angelo Mikrogianakis, Chair
c/o Amy Komocsi, HR Generalist/Coordinator
Department of Pediatrics, McMaster University
P: 905-525-9140 ext. 26955

1280 Main Street W., HSC-3A
Hamilton, ON L8N 3Z5
Email: pedsprt@mcmaster.ca

Employment Equity Statement

McMaster University is located on the traditional territories of the Haudenosaunee and Mississauga Nations and, within the lands protected by the “Dish with One Spoon” wampum agreement.

The diversity of our workforce is at the core of our innovation and creativity and strengthens our research and teaching excellence. In keeping with its Statement on Building an Inclusive Community with a Shared Purpose, McMaster University strives to embody the values of respect, collaboration and diversity, and has a strong commitment to employment equity. The University seeks qualified candidates who share our commitment to equity and inclusion, who will contribute to the diversification of ideas and perspectives, and especially welcomes applications from First Nations, Métis and Inuit peoples, members of racialized communities (“visible minorities”), persons with disabilities, women, and persons who identify as 2SLGBTQ+.

All applicants must complete a brief Diversity Survey, which takes approximately two minutes to complete. All questions are voluntary, with an option to decline to answer. All information collected is confidential and will be used to support efforts to broaden the diversity of the applicant pool and to promote a fair, equitable and inclusive talent acquisition process. [Click here to complete the survey.](#) Inquiries about the Diversity Survey may be directed to [email].

Job applicants requiring accommodation to participate in the hiring process should contact the Human Resources Service Centre at 905-525-9140 ext. 222-HR (22247) or the Faculty of Health Sciences Human Resources office at ext. 22207 to communicate accommodation needs.