

TENURE-TRACK OR TENURED POSITIONS IN BIOMEDICAL & MOLECULAR SCIENCES
Department of Biomedical and Molecular Sciences
Queen's University at Kingston, Canada

October 2nd, 2025

Queen's University is situated on traditional Anishinaabe and Haudenosaunee Territory. Ne Queen's University e'tho no'we nikanónhsote tsi no'we ne Haudenosaunee tánon Anishinaabek tehatihsnónhsahere ne óhontsa. Gimaakwe Gchi-gkinoomaagegamig atemagad Naadowe miinwaa Anishinaabe aking.

The Department of Biomedical and Molecular Sciences (DBMS) in Queen's Health Sciences at Queen's University invites applications for up to two tenure-track/tenured faculty positions at the rank of Assistant Professor, Associate Professor, or Full Professor as described below for each position. These co-ordinated hires are aimed at fostering research capacity in current and/or emerging areas of excellence at Queen's University. Accordingly, the research strengths of the preferred candidates need to broadly complement at least one of the existing areas of research priority within the faculty, which include: (i) Inflammatory disease, (ii) Neuroimmunology (iii) Immunotherapeutic Development, and (iv) Data and Computational Sciences. The preferred start date for these positions is July 1, 2026.

The available positions are:

- 1) **Tenured Tier 1 Canada Research Chair.** Canada Research Chairs were established as part of a national strategy to foster research excellence (<https://www.chairs-chaires.gc.ca/>). Nominees for Tier 1 Chair positions must be full professors or associate professors who are expected to be promoted to the full professor level within one or two years of the nomination. Alternatively, if they come from outside the academic sector, nominees must possess the necessary qualifications to be appointed at these levels. The successful candidate must submit an external application to the Tri-agency Institutional Program Secretariat that meets the requirements for the successful nomination of a Tier 1 chair as defined by the Canada Research Chairs Program:
 - be outstanding and innovative world-class researchers whose accomplishments have made a major impact in their fields;
 - be recognized internationally as leaders in their fields;
 - have superior records of attracting and supervising graduate students and postdoctoral fellows (taking into account different practices in the relevant field or discipline) and, as chairholders, be expected to attract, develop and retain excellent trainees, students and future researchers; and
 - be proposing an original, innovative research program of the highest quality.

CRC nominees are required to comply with the Government of Canada's [Policy on Sensitive Technology Research and Affiliations of Concern \(STRAC\)](#). Applicants are encouraged to refer to the

Government of Canada's [safeguarding your research website](#) for further information on the identification and mitigation of security risks.

Decreased teaching and administrative responsibilities will be associated with this position to enable the candidate to develop a world-class research program.

- 2) **Tenure-Track or Tenured Faculty Position made possible by a transformative \$30M investment by Bruce Mitchell (Sc'68, DSc'20).** The successful candidate can be at the rank of assistant, associate or full professor. The successful candidate will receive direct research support for the first 5 years of their tenure from the Bruce Mitchell Research Program, including resources to support the recruitment of multiple postdoctoral researchers/students. Decreased teaching and administrative responsibilities will be associated with this position to enable the candidate to develop a world-class research program.

The Department of Biomedical and Molecular Sciences (DBMS)

The DBMS is a research-intensive department with a diverse range of interests, from biophysics and drug development to neuroscience and cancer research. Queen's boasts a large, modern non-human primate research facility including housing for 100+ animals, over a dozen behavioural assessment labs, surgical suites, and an adjacent and easily accessible MRI facility that houses a state-of-the-art Siemens Prisma system. Furthermore, DBMS offers a robust core facility that houses a brand-new top-of-the-line suite of flow cytometers, microscopes, and access to live animal imaging.

Recently, the Department established a strong immunology group with a focus on tissue repair, asthma, cancer, and pain. This has been supported by the recent recruitment of several scientists, including a Canada Excellence Research Chair (CERC) in immunophysiology and immunotherapy. Furthermore, we have established several [Research Excellence Clusters](#). Those specific to this call include: 1) Tissue Inflammation and Repair, 2) Cancer Immunology & Immunotherapy, 3) Blood Research and Innovation Dynamic, and 4) GI and Liver Disease. Applicants should have expertise in research areas that complement these research clusters. Expertise in techniques such as intravital imaging, multiplex flow cytometry, and familiarity with omics data collection and analysis (including transcriptomics) would be advantageous.

Qualifications (both positions)

Candidates must have a PhD or equivalent degree completed at the start date of the appointment. This is a requirement of the University and not the CRC program. The main criteria for selection are academic and scholarly excellence. The successful candidate will provide evidence of high-quality scholarly output that demonstrates potential for independent research leading to peer assessed publications and the securing of external research funding, as well as strong potential for training and mentoring graduate students and post-doctoral fellows, and an ongoing commitment to academic and pedagogical excellence in support of the Department's programs. Candidates must provide evidence of an ability to work collaboratively in an interdisciplinary and student-centred environment. The successful candidate will also be expected to make positive contributions to the

academic mission of the Department, the Faculty, the University, and/or the broader community. Salary will be commensurate with qualifications and experience.

Vaccination Requirements

Prior to May 1, 2022, the University required all students, faculty, staff, and visitors (including contractors) to declare their COVID-19 vaccination status and provide proof that they were fully vaccinated or had an approved accommodation to engage in in-person University activities. These requirements were suspended effective May 1, 2022, but the University may reinstate them at any point.

Institution

From Nobel Prize-winning research exploring the building blocks of the universe to cancer care and treatment to sustainable technologies, Queen's University is tackling humanity's most pressing challenges.

A member of the U15 group of Canadian research universities, Queen's is home to a vibrant research community that includes 46 Canada Research Chairs, two Canada Excellence Research Chairs, and over 20 research institutes who work in partnership with communities, governments, and industry to advance research and innovation, making a measured impact on Canada and the world.

Queen's is in the top 200 of the QS World University Rankings. In 2025, for the fifth straight year, Queen's ranked among the global top 10 in the Times Higher Education (THE) Impact Rankings. THE Impact Rankings, an international ranking of universities that are advancing the UN Sustainable Development Goals within and beyond their local communities. Queen's placed sixth worldwide and first in Canada out of over 2,300 universities in more than 120 countries.

At Queen's University, we are committed to advancing Indigenization, Equity, Diversity, Inclusion, Accessibility, and Anti-Racism (I-EDIAA) as core priorities that shape our workplace and research culture. We recognize that diversity drives innovation, strengthens collaboration, and helps remove barriers so that everyone can thrive. Our eight employee resource groups (ERGs) play a vital role in fostering belonging, amplifying diverse voices, and supporting employees across the university. Faculty and their dependents are eligible for an extensive benefits package that includes prescription drug coverage, vision care, dental care, long-term disability insurance, life insurance, and access to the Employee and Family Assistance Program. Employees also participate in a pension plan, and tuition assistance is available for qualifying employees, their spouses, and dependent children. Queen's values families and provides a "top up" to government parental leave benefits for eligible employees on maternity/parental leave, as well as partial reimbursement for eligible daycare expenses. Full details are outlined in the Queen's–QUFA Collective Agreement, and more information on employee benefits can be found through Queen's Human Resources.

Queen's regularly monitors and reports on its progress toward inclusive goals, ensuring accountability and continuous improvement. We are also proud to champion equity within the **Canada Research Chairs Program**, striving to meet and maintain representation targets for women,

racialized/visible minorities, Indigenous Peoples, members of the 2SLGBTQIA+ communities, and persons with disabilities among the exceptional researchers we recruit.

The City

The University is situated on the traditional territories of the Haudenosaunee and Anishinaabe, in historic Kingston on the shores of Lake Ontario. Queen's is an integral part of the Kingston community, with the campus nestled in the core of the city, only a 10-minute walk to downtown. Kingston's residents enjoy an outstanding quality of life with a wide range of cultural and creative opportunities, with access to many natural areas and proximity to vibrant First Nations Communities including Tyendinaga and Akwesasne. Kingston is a unique Canadian city of 133,000 with a distinct blend of history, recreation, industry, and learning. Kingston offers unique waterfront living with many recreational opportunities. It is within a two-and-a-half hour drive (two-hour train ride) to the commercial, industrial and political hubs of Toronto, Montreal, and the nation's capital, Ottawa, and a thirty minute drive from the international bridge linking Ontario and upstate New York. The city is also the origin of the historic Rideau Canal system – a UNESCO International Heritage site, and is close to Frontenac Provincial Park, the Thousand Islands National Park, and the Frontenac Arch UNESCO World Biosphere Reserve. The [Queen's University Biological Station](#), north of the city, encompasses 34 km² of diverse lands, affording premier learning and research opportunities. Visit [Inclusive Queen's](#) for information on equity, diversity and inclusion resources and initiatives.

How to Apply

The University invites applications from all qualified individuals. Queen's is strongly committed to employment equity, diversity and inclusion in the workplace and encourages applications from Black, racialized/visible minority and Indigenous people, women, persons with disabilities, and 2SLGBTQ+ persons.

Applicants who self-identify as members of these groups are strongly encouraged to do so to ensure equitable consideration in accordance with Canada Research Chairs Program guidelines. Self-identification is voluntary and confidential, managed by the Human Rights and Equity Office and one member of the selection committee who acts as the Employment Equity Representative.

We recognize that certain circumstances, including career interruptions, caregiving responsibilities, health conditions, or systemic barriers, may affect a nominee's record of research achievement. Applicants are encouraged to provide relevant information to contextualize their research record.

Queen's is committed to providing support and accommodation for applicants with disabilities at all stages of the recruitment processes. If you require accommodation for submitting your application or during the interview process, please contact Ms. Jackie Moore in the Department of Biomedical and Molecular Sciences at dbmsrecruit@queensu.ca.

In accordance with Canadian immigration requirements, Canadian citizens and permanent residents of Canada will be prioritized, including any qualified individuals who have a valid legal work status in Canada. Please indicate in your application if you have a valid legal work status in Canada. Applications from all qualified candidates will be considered in the applicant pool.

Those interested in this position should submit a complete application package, including the following documents:

- a cover letter (including: whether or not you have a valid legal work status in Canada; and whether your proposed research is [advancing a Sensitive Technology Research Area](#) with attestation to having no active affiliation with a [Named Research Organization](#)).
- a current Curriculum Vitae (including a list of publications with students clearly indicated and funding, secured and pending);
- a statement of research interests, including your research vision for the next 7 years;
- a statement of teaching interests and experience (including teaching outlines and evaluations if available); and,
- a statement of experience with, and commitment to, facilitation and promotion of I-EDIAA. Applicants may include examples such as mentoring students from underrepresented groups, designing inclusive curricula, promoting anti-racism in research and teaching, or collaborating with Indigenous communities.

Review of applications will begin on **January 1, 2026** and will continue to be reviewed until suitable candidates are identified.

Applicants are asked to send all documents in their application packages electronically as PDFs to the attention of Dr. Katrina Gee at dbmsrecruit@queensu.ca. Hard copy applications may be submitted to Dr. Katrina Gee, Interim Department Head, Department of Biomedical and Molecular Sciences, Botterell Hall, Queen's University, Kingston, Ontario, Canada, K7L 3N6.

Academic staff at Queen's University are governed by a [Collective Agreement](#) between the University and the [Queen's University Faculty Association \(QUFA\)](#), which is posted at <http://queensu.ca/facultyrelations/faculty-librarians-and-archivists/collective-agreement> and at <http://www.qufa.ca>.