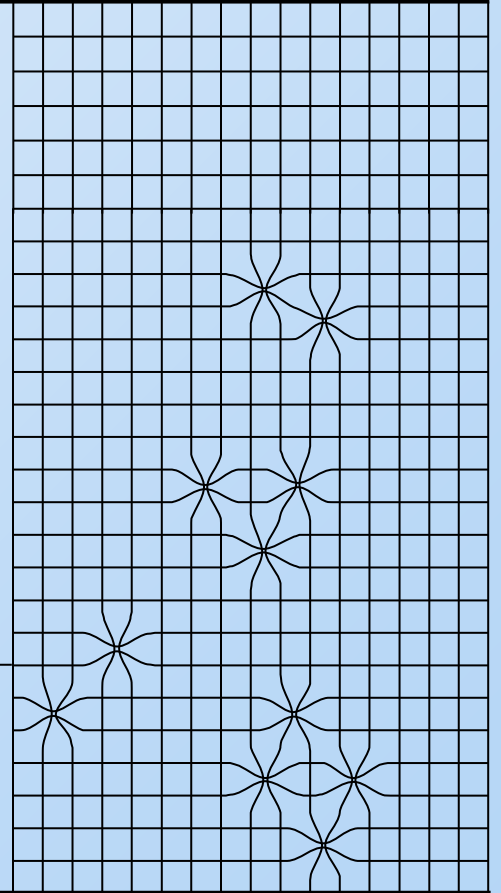
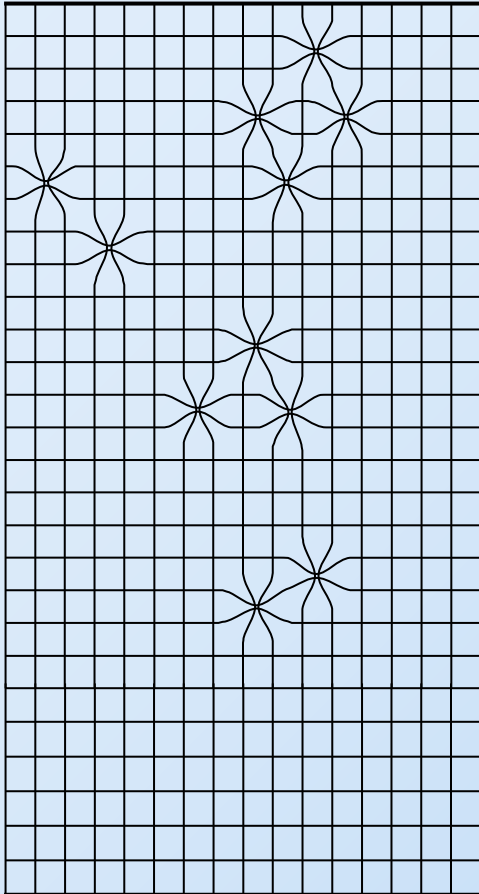

What's in an Ad? Science Week at TRIUMF

August 06, 2023





Agenda

Land Acknowledgements

Introductions of the Facilitators

Guidelines

Overview of the search process

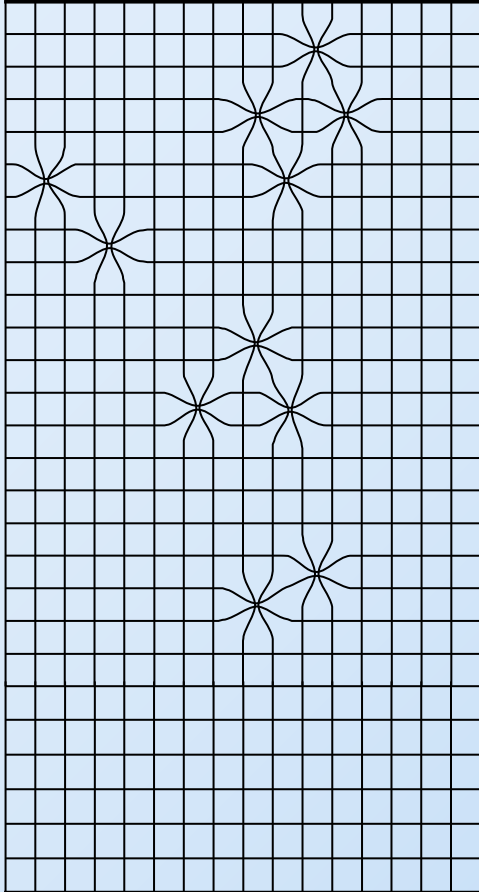
The Job Ad

Writing your job ad

Share and debrief

Resources

Assessment considerations



Guidelines

Come with an open mind

Be curious

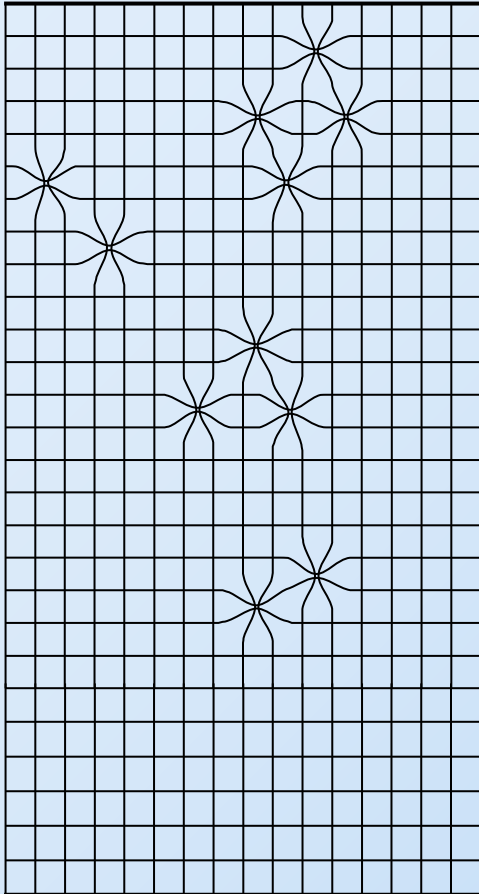
Be respectful

Ask questions

Value privacy

One diva, one mic

Practice self-care



The Search Process

Search Committee

Job Ad

Review of the candidate pool

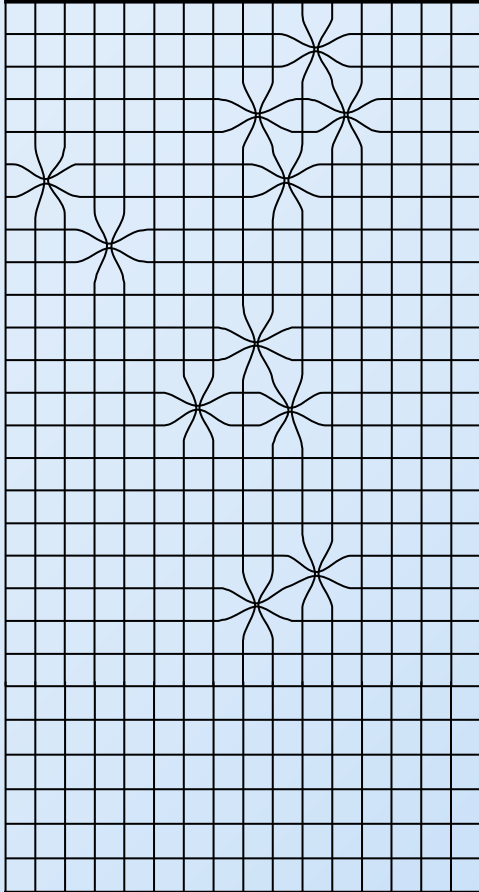
Assessment

Long list and short list

More assessment, reference checks and
interviews

Make the offer

Onboarding



Developing Criteria

- Provides a fair and organized structure for decision-making
- Related to position: be brief, measurable and may be ranked in order of the importance to the position's expectations.
- Should function as a touchstone throughout the hiring process
- Helpful to determine what are essential or required criteria and those that would be considered assets
- Consider any criteria that could pose barriers to any groups of candidates

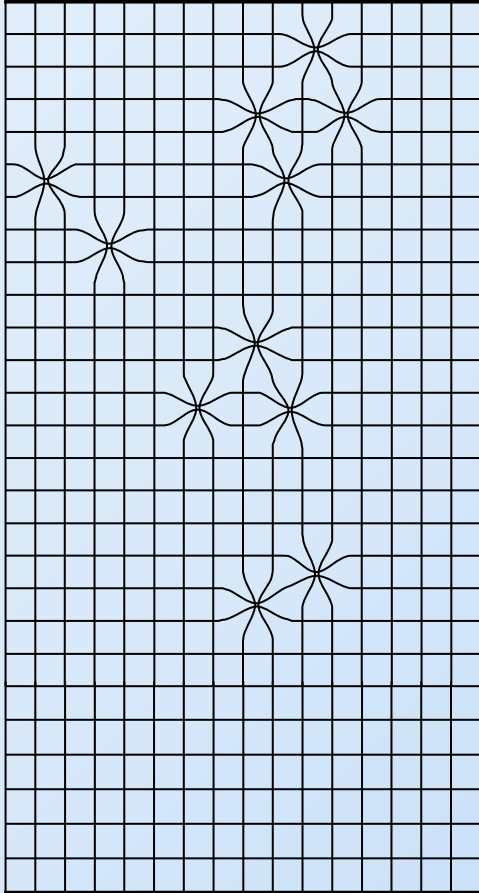
Criteria con't

Be mindful of the full range of responsibilities:

- Teaching expectations
- Research expectations
- Supervising and mentoring students, post-docs, staff, etc.
- Department service
- Collegial relationships
- Leadership skills
- Laboratory set-up, instructions and operations
- Experience working with diverse populations/students

Minimum (or essential) Qualifications

- A PhD in physics, engineering physics, or a related discipline with a minimum of 2 years additional experience in academia and/or industry working in at least one of the following fields:
 - Experimental nuclear, condensed matter, plasma, or particle physics;
 - Experimental fission or fusion research.
 - Development of precision measurement instrumentation.
 - Demonstrable track record undertaking hands-on laboratory research.
 - Excellent interpersonal and communication skills for working within a multi-disciplinary team of scientific, engineering, and management personnel.
 - Demonstrable ability to work to milestones and manage deadlines in a collaborative environment.
 - Willing and able to occasionally travel internationally.
-



Preferred Qualifications

- Hands-on research background in any of the following fields:
- Experimental research in fission and/or fusion reaction characterization;
- Design & development of radiation generating devices;
- Implementation of plasma systems;
- Nuclear physics
- Commitment to equity, diversity, and inclusion practices



Equity Considerations:

- A clear commitment statement of the lab to EDI;
- Land acknowledgements;
- Identified policies, procedures and practices that support employees which includes personnel, finances, offices, and other resources;
- Information about why TRIUMF is a good place to work such as a webpage for your search on your department's homepage. Highlight family friendly policies, procedures and practices. Consider using social networking sites. Share values of equity, diversity and inclusion statements e.g. U of T Inclusion Statement.
- Link to surrounding areas (e.g. UBC, Vancouver, etc.)

Some EDI Specifics:

- An inclusive job ad:
 - Use language that does not privilege some groups and not others
 - Be explicit-
 - a. 'XXX institution is very interested in recruiting female and minority candidates.'
 - b. 'XXX leadership is aware of barriers to the involvement of women and underrepresented candidates and has taken action to address those barriers through family friendly policies, including dual career hires and support for a broad range of dependent care needs such as child-care spaces.'
-

EDI Specifics con't:

- Include diversity at the beginning-

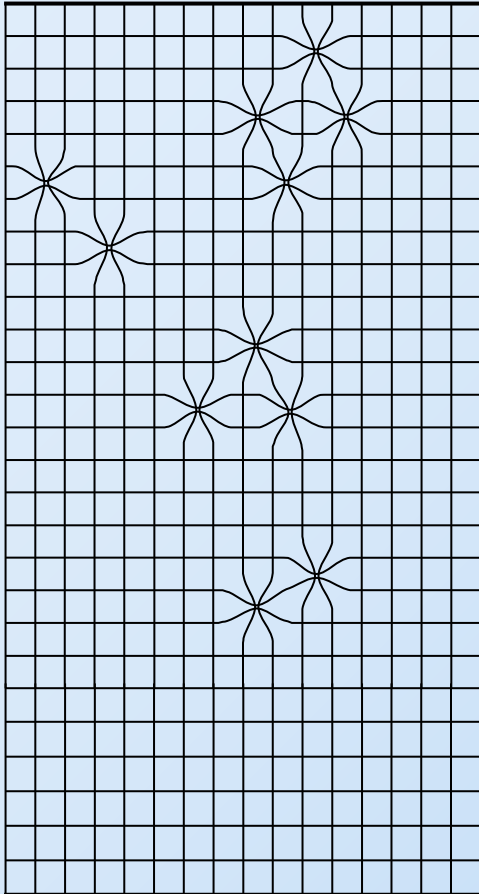
'We acknowledge and respect the lək̓ʷəŋən peoples on whose traditional territories the University of Victoria stands, and the Songhees, Esquimalt and WSANEC peoples whose historical relationships with this land continue to this day. The University of Victoria is committed to the ongoing work of decolonizing and Indigenizing the campus community both inside and outside the classroom. The Faculty of XXX has recently approved a five-year Indigenization Implementation Strategy to guide collective and individual efforts to support and implement the principles of the Uvic Indigenous Plan, Uvic Strategic Framework and applicable Truth and Reconciliation Commission calls to action, at the faculty and unit levels.'

Consider the Underrepresented Experience

What signals to diverse candidates that your institution/college and department is a good place to work:

- Having buildings, fellowships, etc. named after diverse scholars
- The website showcase the research/teaching of diverse faculty, awards to diverse staff and/or diverse students
- Explicit acknowledgement of the value of diversity, equity and inclusion

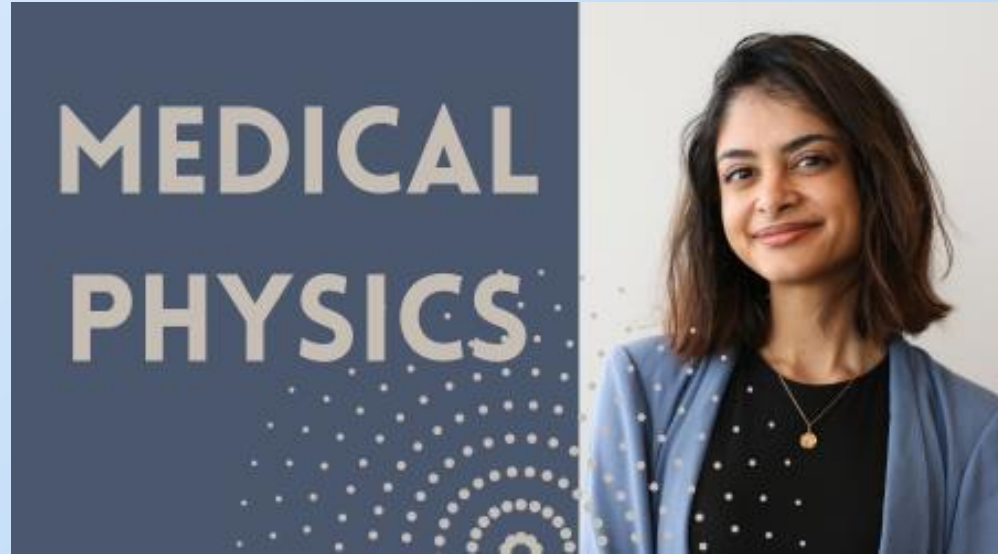
E.g. 'The Department XXX values diversity of its faculty and students where all people, perspectives, interests, and expertise is embraced. Everyone has a place in XXX where we build lifelong bonds and connections. Through diverse research, the XXX department seeks to play a key role in solving the global challenges of our time: XXX'



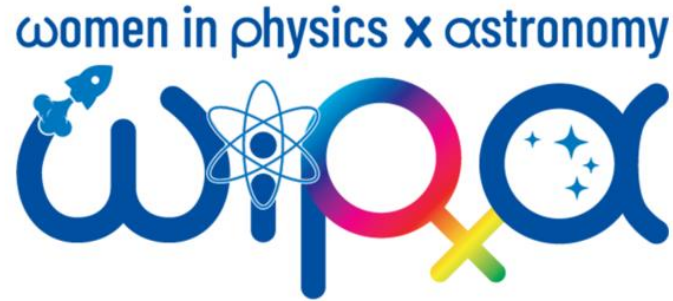
Your turn to write an Ad

- Land acknowledgements
- Position description
- State your criteria both essential and preferred
- Skills, experience and education
- Salary range
- Information about TRIUMF, EDI commitment (EDIC, EDI GAPS, Ombudsperson, mentoring, Workshops (anti-racism, microaggressions, allyship, etc.) hybrid work, benefits, Community fund, preferential hiring, dedicated fellowship, etc.
- Information about surrounding area

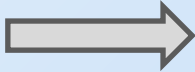
**UBC 3MT
Winner Aria
Malhotra
Brings Passion
to Physics**



Women in Physics & Astronomy (WiPA)



The University of Waterloo's Women in Physics and Astronomy program is a donor-funded program with the goal of correcting the gender imbalance among students in Physics & Astronomy. In 2021, female students made up only 28.64% of students in Physics and Astronomy programs. WiPA's activities and initiatives focus on increasing the number of women in the department through recruitment, retention, and overall support of female students. Our activities include hosting or supporting workshops, seminars, mentoring and networking events for female students and alumni, as well as providing support to women for conference attendance.



Upcoming WiPA Events

SEPT 15, 2022: WIPA START OF TERM MIXER | 3PM - 6PM @ IQC PATIO



CHEMISTRY

[Chemistry](#) » [About Chemistry](#) »

Equity, Diversity, Decolonization, and Inclusion

Our core mission is education. Not just in terms of chemistry as a science, but also in terms of training future professionals who respect each other and recognize the strength that diversity brings to furthering discovery.

This page aims to raise awareness about our diverse academic community, provide tools to make us better allies and mentors, empower our future graduates, and promote success across all groups studying chemistry at the University of Waterloo.

Our Territorial Acknowledgement

The University of Waterloo and the Department of Chemistry acknowledges that much of our work takes place on the traditional territory of the Neutral, Anishinaabeg and Haudenosaunee peoples. Our main campus is situated on the Haldimand Tract, the land granted to the Six Nations that includes six miles on each side of the Grand River. Our active work toward reconciliation takes place across our campuses through research, learning, teaching, and community building, and is centralized within our Indigenous Initiatives Office.

Upcoming events

March 15-17th - [Black@Waterloo: Black Film Festival](#)

Of note on campus

Office of Indigenous Relations publishes the [Winter 2023 edition of Indigenous Connections](#)

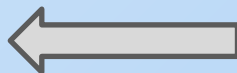
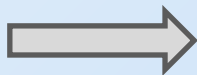
Waterloo sponsors [International Women's Day activities](#)

PART publishes [Issue 21 of The Catalyst Anti-racism Newsletter](#)

University Relations publishes the [UW Inclusive Communications Guide](#)

Days of Significance this term

May 5th - National Day of Awareness for Missing and Murdered Indigenous Women, Girls, and 2SLGBTQQA+ Peoples



Group Debrief

- Share their job description, include criteria (essential and assets)
- Share information about TRIUMF as a good place to work-with examples
- What were some challenges in writing the ad? What was straightforward? Were there surprises?
- Has the workshop affected how you will engage in the next recruitment you are participating in?
- What would you use/not use?



Resources

- [UVic Employment Equity Resources](#)
- [ESS on Ads](#)
- [ESS on implicit biases](#)
- [Canada Research Chair's Best Practice Guide](#)
(Updated 2011)