Canadian Academy of Health Sciences
Académie canadienne des sciences de la santé

Assessment on the State of Health Human Resources

The Canadian Academy of Health Sciences (CAHS) conducts evidence-based assessments to inform public policy. An assessment on autism is currently underway. The full list of CAHS reports can be found here.

Opportunity

The CAHS has been given the mandate to undertake an assessment on Health Human Resources (HHR). The COVID-19 pandemic revealed strengths in our health care system. It also highlighted some weaknesses. A major weakness is our capacity to staff our health care system and deliver on the health care needs of Canadians.

This assessment will take stock of our current situation and look at trends, challenges, and opportunities for the next two to five years. It will also look at systemic challenges – labour shortages and mobility, and data gaps in health human resources professions. By analyzing scientific evidence and by obtaining information from key stakeholders, CAHS will provide an assessment that will identify key findings as well as pathways to address some of the key challenges facing health human resources.

Our Team

We are hiring a team to help us support the Assessment Panel with this work and are inviting applications for the following roles:

- Scientific Writer
- Indigenous Scientific Writer
- Senior Scientific Researcher
- Data Lead
- Graduate Students

Job description, responsibilities, qualifications and additional information can be found on the following pages. Interested applicants are asked to send a cover letter and resume to Sonya Kupka, CAHS Project Director skupka@cahs-acss.ca.

Job Title: Scientific Writer

Job description:
The Scientific Writer will work in collaboration with the staff team and be responsible for preparing evidence summaries and contributing to the assessment report.

Responsibilities:
- Conduct and summarize reviews of the literature on identified issues
- Support and integrate the Assessment Panel's analysis of the current state of the evidence
- Contribute to the writing of the assessment report

Experience and Assets:
- 5 to 10 years of experience of research within the field of health sciences
- Excellent written and spoken communications skills
- Experience with working remotely and collaboratively in a virtual environment
- Ability to work independently in a fast-paced work environment
- Strong attention to detail and academic rigour
- Experience as a scientific writer, including conducting structured and/or systematic literature reviews, spanning both academic and grey literature, and eliciting and integrating expert input
- Experience related to Health Human Resources is an asset

Qualifications:
- Masters in health sciences (or related field)
- Bilingualism (English and French, written and verbal) is an asset

Must have:
- Computer with internet and phone etc.

Schedule:
- April 19, 2022 to November 4, 2022. Fixed-term contract.
- Monday to Friday – 37.5 hours per week, with some flexibility to accommodate Canadian time zones

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Job Title: Indigenous Scientific Writer

Job description:
The Indigenous Scientific Writer will be the lead staff support for the Indigenous Health and Human Resources (HHR) Committee. The Indigenous Scientific Writer will work in collaboration with the staff team to design and implement an engagement process for organizations representing Indigenous Peoples and will prepare evidence summaries particularly related to Indigenous HHR.

Responsibilities:
- Develop and support implementation of a proposed approach to identify and engage with organizations representing Indigenous Peoples with involvement in healthcare. This may include conducting key informant interviews or focus groups.
- Conduct and summarize reviews of the literature on identified issues.
- Support and integrate the Indigenous HHR Committee's analysis of the evidence.
- Contribute to the writing of the assessment report.

Experience:
- 5 to 10 years of experience of research within the field of health sciences or Indigenous social or health services/policy
- Excellent written and spoken communications skills
- Experience with working remotely and collaboratively in a virtual environment
- Ability to work independently in a fast-paced work environment
- Strong attention to detail and academic rigour
- Experience as a scientific writer, including conducting structured and/or systematic literature reviews, spanning both academic and grey literature, and eliciting and integrating expert input
- Experience related to Health Human Resources is an asset

Qualifications:
- First Nations, Métis or Inuit applicants preferred
- Master's degree in health sciences or related field
- Bilingualism (English and French, written and verbal) is an asset

Must have:
- Computer with internet and phone etc.

Schedule:
- April 19, 2022 to January 31, 2023. Fixed-term contract.
- Monday to Friday – 37.5 hours per week, with some flexibility to accommodate Canadian time zones

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Job Title: Senior Scientific Researcher

Job description:

The Senior Scientific Researcher will work in collaboration with the staff team, primarily to assist with planning and implementing the stakeholder consultation and supporting the reviews of the evidence.

Responsibilities:
- Support the design, implementation, and analysis of the stakeholder consultation (e.g. large group sessions, focus groups, key informant interviews).
- Implement aspects of the stakeholder consultation (e.g., conduct interviews and focus groups), including preparation of the analysis and a summary reports of these sessions
- Support reviews of the research evidence.

Experience and Assets:
- 2 to 5 years of experience of qualitative research within the field of health sciences or public health policy is required
- Excellent written and spoken communications skills
- Experience with working remotely and collaboratively in a virtual environment
- Ability to work independently in a fast-paced work environment
- Strong attention to detail and academic rigour
- Experience working with and/or conducting research on projects related to the field of Health Human Resources is an asset

Qualifications:
- Master's degree in health sciences (or related field)
- Bilingualism (English and French, written and verbal)

Must have:
- Computer with internet and phone etc.

Schedule:
- April 19, 2022 to Jan. 31, 2023
- Monday to Friday – 37.5 hours per week, with some flexibility to accommodate Canadian time zones

Job Title: Data Lead

Job description:
The Data Lead will work with large and varied datasets to perform data forecasting, mining, modeling, and analysis. The incumbent will work in collaboration with the staff team to identify, gather, interpret and present data from a variety of sources.

Responsibilities:
- Develop a proposed approach to identifying, prioritizing, and analyzing relevant health human resources (HHR) data
- Provide advice in the identification of data sets, interpretation of raw data, statistical results or otherwise compiled information, and research key areas identified by the Assessment Panel
- Synthesize and summarize data for presentation and consideration by the Assessment Panel
- Contribute to the assessment report, primarily through data summaries, tables, figures, etc.

Experience and Assets:
- Familiarity with federal, provincial and territorial health and human resources data sources
- Experience in independently interpreting large data sets and working with various data formats
- Excellent written and spoken communication skills
- Experience with in data management, analysis, interpretation and reporting
- Experience with working remotely and collaboratively in a virtual environment
- Ability to work independently in a fast-paced work environment
- Strong attention to detail and academic rigour and knowledge of data science principles

Qualifications:
- Completion of an undergraduate degree and current enrollment (Masters or Ph.D.) in an area of study related to Health Human Resources data analysis
- Bilingualism (English and French, written and verbal) is an asset

Must have:
- Computer with internet and access to statistical software and phone

Schedule:
- May 1, 2022 to October 31, 2022. Fixed-term contract.
- Monday to Friday – up to 37.5 hours per week, with some flexibility to accommodate Canadian time zones

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Job Title: Graduate Students

Job description:
Graduate Students will work in collaboration with the staff team, primarily to assist with the stakeholder consultation and supporting the reviews of the evidence.

Responsibilities:
Graduate students' roles may include any or all of the responsibilities dependent on skills and project timelines:
- In collaboration with the Senior Scientific Researcher, support the implementation of the stakeholder consultation, including preparation summary reports on the sessions
- In collaboration with the Senior Scientific Writer, support the reviews of the research evidence, using methods determined by the Senior Scientific Writer
- In collaboration with the Workforce Planning Lead, support statistical data collation/preparation, entry, analysis, and summaries
- Other minor assignments as defined by the Project Director

Experience and Assets:
- Excellent written and spoken communications skills
- Experience working in or researching the field of Health Human Resources
- Experience with working remotely and collaboratively in a virtual environment
- Ability to work independently in a fast-paced work environment
- Strong attention to detail and academic rigour

Qualifications:
- Completion of an undergraduate degree and current enrollment (Masters or Ph.D) in an area of study related to Health Human Resources.
- Bilingualism (English and French, written and verbal)

Must have:
- Computer with internet and phone etc.

Schedule:
- Between May 1, 2022 to Sept. 30, 2022. Term varies with assignment
- Part time hours vary with assignments.