Job Posting
Alzheimer Society of Canada

The Alzheimer Society's vision is a world without Alzheimer’s disease and other dementias. Our mission is to alleviate the personal and social consequences of Alzheimer’s disease and related dementias and to promote research.

OUR VALUES
Collaboration Accountability Respect Excellence

The Alzheimer Society is an equal opportunity employer, and we are dedicated to building a workforce that reflects the diversity of our communities in which we live and serve. We are also committed to inclusive, barrier-free recruitment and selection processes in accordance with the Human Rights Code and AODA and encourage applications from people with disabilities. Accommodations are available on request for candidates taking part in all aspects of the selection process.

Research Scientist

Reports to: Chief Research & Knowledge Translation and Exchange Officer
Supervises: N/A

Job Summary

The Research Scientist will be involved in research development, from conceptualizing to completion, contributing to the achievement of the organization’s strategic objectives, and delivering on the Mission, Vision, and Values. This position is responsible for overseeing research operations for portfolios of ongoing research projects and/or major research projects. The Research Scientist independently conducts and coordinates complex projects. In addition, devises new procedures and protocols requiring an understanding of associated technical fields in the health and data sciences fields. They will support the direction of scientific research conducted by ASC and initiatives to meet the Alzheimer Society’s strategic goals and to improve quality of life for people living with dementia.

Essential Duties and Responsibilities:

Strategic Accountabilities:

• Develops and oversees practice change protocols, providing implementation science expertise, working with critical stakeholders and evaluating relevant metrics to report on the impact of those projects.
• Designs and implements research programs to advance knowledge in the area of Alzheimer and dementia.
• Provides information and support to internal and external stakeholders seeking information and/or offering products and ideas for implementation, assisting across the possible life cycle of an implementation project from initial concept to final report.
• Applies for and manages research grants as needed in accordance with sponsor requirements.
• Seeks new research opportunities and leads or participates in the development of new projects and proposals, including those regarding issues related to the implementation of practice change strategies and monitoring.
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• Reviews and analyzes data from a variety of data sources including those generated by programs and gaining access to other population-level data sources.
• Conducts quantitative and qualitative needs assessments to assist in prioritizing practice change efforts, and provide analyses of data from survey studies assessing psychosocial characteristics.
• Analyze and document results, or oversee documentation submit results and analysis to scientific publications as well as for policy-focused reports.
• Carries out literature reviews and environmental scans to inform the development of practice change projects, program development, and to inform policy.
• Collaborates with a wide network of experts while also being involved with research initiated by or for ASC.
• Supports partnerships to leverage investments and increase impact.
• Prepares data for leadership reports, scientific presentations, and publications.
• Develop & strengthen relationships with the dementia research community and ASC.
• Leads the adoption of data science within the organization and a research-to-KTE-to-advocacy approach.
• Directs research according to the mission and strategic goals of the Alzheimer Society.
• Reinforces the Alzheimer Society as the "go-to" organization for cutting edge research and evidence informed information about Alzheimer’s, dementia and their impact on people living with dementia.

Operational Accountabilities:
• Well established with the ability to initiate, develop, conduct the research, and publish all research projects end to end.
• Expected to communicate with their colleagues about their scientific research as required.
• Work closely with the Director, Research, Knowledge Translation and Exchange and Chief Research & Knowledge Translation and Exchange (KTE) Officer to support the findings to help create a compelling case for support for scientific research; communicate that vision to diverse audiences.
• Proven expertise in their area of research.

Job Qualifications

Education:
• Doctoral level education or Master’s degree and experience in sciences, social sciences or health sciences or equivalent.
• An equivalent combination of education and experience will also be considered.

Experience:
• At least three years of practical experience as an independent scientist related to this role.
• Scientific research experience, preferably in an implementation science or similar field.
• Experience with the translation of research into practice.
• Expert interpersonal, technical, scientific and communications skills (written/oral).
• Excellent organizational and analytical skills in choosing best protocol/adapting procedures to meet changing needs.
• Strong academic record in all the designated areas. Academic record can be proven by publications in journals, patents, or postgraduate theses at major universities.
• Ability to exercise initiative and vision, be resourceful, work independently, work cooperatively, and adapt easily to changes in direction.
• Ability to maintain confidentiality of sensitive information.
• Strong ability to communicate information to a variety of audiences and for different purpose.
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- Demonstrated ability to set direction, lead and drive change in an organization with minimal resourcing.
- Committed to excellence, continuous improvement, and lifelong learning.
- Building strong relationships and working collaboratively to achieve the goals of the organization.
- Ability to lead collaborative work amongst varying groups both internally and externally.
- Developing and inspiring commitment to the organization’s strategic plan; supporting, promoting, and ensuring alignment with the organization’s mission, vision, and values.

Commitment to Equitable Recruitment
The Alzheimer Society recognizes the value and dignity of each individual and ensures everyone has genuine, open, and unhindered access to employment opportunities, free from any barriers, systemic or otherwise. We are dedicated to building a diverse and inclusive work environment, where the rights of all individuals and groups are protected and all members feel safe, respected, empowered, and valued for their contributions.

Our values include justice and connection and are the guideposts we use for decision-making of all kinds. We believe that this will guide the organization toward a place of inclusion for all - where equity and access to essential supports and services becomes the reality.

We are committed to inclusive, barrier-free recruitment and selection processes in accordance with the Human Rights Code and AODA. The Alzheimer Society welcomes those who have demonstrated a commitment to upholding the values of equity and social justice and we encourage applications from First Nations, Inuit and Métis, Indigenous Peoples of North America, Black and persons of colour, persons with disabilities, people living with dementia, care partners and those who identify as LGBTQ2S+.

COVID-19 Vaccination
The Society requires that you be fully vaccinated for COVID-19, subject to any accommodation obligations you may have under human rights legislation.

We thank all who apply, but only those selected for an interview will be contacted.

Please submit your resume and cover letter to: resumes@alzheimerssc.org
Please include the ‘Job Title’ in the subject line.

Closing Date: November 4, 2022