



Algoma University is committed to undoing systemic and institutional discrimination and being publicly transparent and accountable. Diversity, equity, and inclusion are fundamental to our Special Mission. In keeping with the Seven Grandfather teachings that are the core values that inform our decisions as an institution, we are committed to creating a welcoming, inclusive, respectful, and safe environment where everyone belongs. We live these values through the strength and richness that diversity brings to our workforce and welcome contributors from equity-deserving groups including: Indigenous Peoples, Black and racialized persons, women, Persons with Disabilities, 2 Spirit, Lesbian, Gay, Bisexual, Transgender, and Queer persons.

Job Title:	Post-Doc (Quantitative/Quantitative) Non-Union
Position Status:	Temporary, Full-time (1-Year Contract, 40/hrs)
Department:	Faculty of Business & Economics (GLOCAL)
Supervision Received:	Jody-Lynn Rebek
Supervision Exercised:	N/A
Location:	Sault Ste. Marie
Number of Positions:	1

PRIMARY FUNCTIONS:

A.	Post-Doctoral Researcher for the interdisciplinary research project on eco-leader development and systems change	100%
TOTAL		100%

Join our dynamic research team as a Post-Doctoral Researcher for the interdisciplinary research project on eco-leader development and systems change. The training program focuses on (developing and testing) an intervention for leaders/entrepreneurs and students (mentor/mentee) that investigates their ability to make transformative change - particularly with regenerative and sustainable organizational/community decisions that action positive change.

This mixed-methods study will involve leaders and students from diverse backgrounds, focusing on intercultural eco-leader development that integrates conscious-raising and regenerative practices. The research will analyze the impact of these programs on



participants' attitudes and their ability to enact transformative changes in their approaches. The study aims to foster a deeper understanding of the interplay between leader development and sustainable practices, providing insights that could influence global policy and educational approaches towards achieving the SDGs or Regenerative Practices - improving whole-system health and well-being perpetually (Gibbons, 2020). The methodology includes surveys, interviews, artifacts and observational studies across multiple international locations, ensuring a comprehensive analysis of the effectiveness of leader development in promoting regenerative initiatives. The aim is to discover attitudes and characteristics that link to regenerative solutions/practices and systems transformation.

This position offers a unique opportunity for a motivated researcher to contribute to cutting-edge research at the intersection of intercultural learning, mindfulness, leadership, relational systems change and regenerative practices. Working closely with faculty mentors and interdisciplinary collaborators, the Post-Doctoral Researcher will play a key role in conducting research, analyzing data, and disseminating findings to advance knowledge in this critical area.

RESPONSIBILITIES:

- Conduct empirical research as part of the Glocal project, including designing studies, collecting data, and analyzing results to investigate the impact of mindful interventions on business leaders' decision-making processes.
- Collaborate with faculty mentors and interdisciplinary research team members to develop research methodologies, protocols, and data collection instruments aligned with project objectives.
- Utilize quantitative and qualitative research methods to gather and analyze data, employing statistical analysis software and qualitative data analysis techniques as appropriate.
- Contribute to the development of research publications, including manuscripts for peer-reviewed journals, conference presentations, and reports summarizing research findings
- Participate in interdisciplinary collaborations and engage with external stakeholders to share research findings, foster knowledge exchange, and promote awareness of sustainability issues in business leadership.
- Mentor graduate and undergraduate students involved in the research project, providing guidance and support in research methodologies, data analysis, and academic writing.
- Assist in securing funding and resources for the project through grant writing, proposal development, and collaboration with funding agencies and industry partners.



- Familiarity with theories and practices of leadership development or psychological development, especially in the context of sustainability and regenerative practices.
- Skills to manage aspects of the research project, including timelines, interdisciplinary relationships/team, deliverables, and coordination of project activities.
- Ability to write clearly and effectively for academic publications, grant applications, and reports, including creative and public communications.
- Competence in presenting research findings at conferences, workshops, or other scholarly or public venues (to a variety of interdisciplinary audiences).
- Participate in other regenerative research projects such as, freshwater and the blue economy in the nexus of the upper Great Lakes.

MINIMUM QUALIFICATIONS

- Ph.D. in related discipline: This could include psychology, business management, organizational behavior, sustainability, environmental studies, environmental economics, or related interdisciplinary fields
- Demonstrated ability to design and conduct both or either quantitative and qualitative research. This includes experience with statistical analysis software (e.g., SPSS, STATA, R) and/or qualitative analysis software (e.g., NVivo, ATLAS.ti).
- Excellent oral communication skills and a strong publication record. Proven track record of peer-reviewed publications in related fields, showing capability to conduct and disseminate research findings.
- The capacity to work both independently and as part of a team.

Salary Scale: **\$45,000 to \$60,000 annually**

What we offer:

- A supportive and vibrant team environment.
- Opportunities for professional development and growth.
- Mentorship and engagement opportunities to enhance personal and professional growth.
- A chance to make a significant impact on the lives of young professionals and students.

CLOSING DATE: Please submit a resume and cover letter (combined PDF), including the



names and contact information of three (3) referees, to BRIDGElab@algonau.ca no later than 4:00 p.m. on August 10, 2024.

Algoma University is strongly committed to fostering diversity and inclusivity within our community and is an equal-opportunity employer. The university invites and encourages applications from all qualified individuals who would contribute to the further diversification of our Institution, including equity-deserving groups that are traditionally underrepresented in employment (Indigenous peoples, racialized persons, women, persons with disabilities, and 2SLGBTQQIPA+ persons).

In accordance with the Accessibility for Ontarians with Disabilities Act, 2005, upon request, accommodation will be provided by Algoma University throughout the recruitment, selection, and/or assessment process to applicants with disabilities.

This position is open to all qualified applicants, although preference will be given to Canadian citizens, permanent residents, and those qualified to work in Canada.

REF - Gibbons, L. V. (2020). Regenerative—The new sustainable?. *Sustainability*, 12(13), 5483. <https://doi.org/10.3390/su12135483>