Director, Division of Comparative Medicine

**Date Posted:**12/01/2020  
**Req ID:** 1986  
**Faculty/Division:** Temerty Faculty of Medicine  
**Department:** Division of Comparative Medicine  
**Campus:** St. George (Downtown Toronto)

**Description:**

**About us:**

Home to over 40 departments and institutes, the University of Toronto's Temerty Faculty of Medicine lies at the heart of the Toronto Academic Health Science Network and is a global leader in ground-breaking research and education, spanning clinical medicine, basic science and the rehabilitation sciences sectors.

**Your opportunity:**

The Division of Comparative Medicine (DCM) is responsible for the administration of the animal care program for the Faculty of Medicine. Its mission is to provide excellent care built on professional dedication to animal welfare, to support the Faculty’s research endeavor by serving as an important resource of in-vivo research expertise and best practices, and to provide animal use training and research support services. As a result of an unprecedented $250 million gift in support of the Faculty of Medicine, over the next five years DCM will be entering a new era of change and opportunity with great potential to reshape the Faculty’s animal care program.

As Director, DCM, you will be responsible for overseeing the operation of this local animal care program. You will work with the University Veterinarian and DCM veterinary staff to ensure that all animals used in research and teaching are cared for and used in accordance with University requirements, the Animals for Research Act (Ontario) and guidelines of the Canadian Council on Animal Care. You will also play a pivotal role in re-imagining the Faculty’s animal care facility based on best practices and advances in technology that includes dedicated containment level 2 and 3 and germ-free facilities.

**Your responsibilities will include:**

* Providing strategic leadership, guidance and expertise to researchers and staff
* Overseeing the operation of the animal care program to ensure cost-effective services are provided and appropriate resources, including dedicated equipment are in place
* Collaborating  with researchers on research projects and develop applications for grants with scientists to obtain funding for research projects and equipment
* Overseeing the development and administration of the University’s animal care training program for staff and researchers
* Develops short- & long-term financial plans, and finalizes annual budget for DCM based on an understanding of resources required and forecasted revenues
* Providing support to researchers on the development and use of appropriate animal models working closely with veterinary experts
* Representing the Faculty at the University level in determining responses to requests from the media, the public as well as private, professional and government agencies in all matters relating to the Faculty’s animal care program

**Essential Qualifications**:

* Graduate training at the PhD or equivalent level in biomedical research that required the use of mammalian animal models
* A minimum of ten years’ experience in a senior position overseeing a major academic, hospital or industry-based animal care program.
* Experience with operational management, including financial and human resource management
* Experience building relationships with and providing expert consultation to a wide variety of stakeholders, both internal and external to the organization
* Strong leadership/managerial experience including the ability to inspire, motivate and mentor staff
* Experience in managing and implementing major change projects
* Proficiency with MS Office Suite and database/information systems
* Excellent oral and written, communication and interpersonal skills
* Demonstrated decision-making ability with respect to organizational structure, staff and management
* Demonstrated strategic planning, change and project management skills
* Discretion and confidentiality in dealing with sensitive issues
* Demonstrated judgment and problem-solving skills

**Assets (Nonessential):**

* Doctor of Veterinary Medicine with a license to practice in Ontario considered a strong asset
* Experience managing staff in a unionized environment
* Business development experience

**To be successful in this role you will be:**

* Accountable
* Decisive
* Entrepreneurial
* Goal oriented
* Perceptive

**Closing Date:** 01/08/2021, 11:59PM EDT  
**Employee Group:** Salaried   
**Appointment Type**: Budget - Continuing   
**Schedule:** Full-Time  
**Pay Scale Group & Hiring Zone:**    
PM 8 -- Hiring Zone: $141,797 - $165,431 -- Broadband Salary Range: $141,797 - $236,329 (Open)   
**Job Category:** Administrative / Managerial  
**Recruiter:** Dinuka Perera

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

**Diversity Statement**  
The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from racialized persons / persons of colour, women, Indigenous / Aboriginal People of North America, persons with disabilities, LGBTQ persons, and others who may contribute to the further diversification of ideas.  
  
As part of your application, you will be asked to complete a brief Diversity Survey. This survey is voluntary. Any information directly related to you is confidential and cannot be accessed by search committees or human resources staff. Results will be aggregated for institutional planning purposes. For more information, please see <http://uoft.me/UP>.

**Accessibility Statement**  
The University strives to be an equitable and inclusive community, and proactively seeks to increase diversity among its community members. Our values regarding equity and diversity are linked with our unwavering commitment to excellence in the pursuit of our academic mission.  
  
The University is committed to the principles of the Accessibility for Ontarians with Disabilities Act (AODA). As such, we strive to make our recruitment, assessment and selection processes as accessible as possible and provide accommodations as required for applicants with disabilities.  
  
If you require any accommodations at any point during the application and hiring process, please contact [uoft.careers@utoronto.ca](mailto:uoft.careers@utoronto.ca).  
All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

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