Post-doctoral Fellow Employment Opportunity

The North American Observatory on Health Systems and Policies (NAO) is a collaborative partnership of interested researchers, research organizations, governments, and health organizations promoting evidence-informed health system policy decision-making. Due to the high degree of health system decentralization in the United States and Canada, the NAO is committed to focusing considerable attention to state and provincial health systems and to creating a foundation for more systematic health system and policy comparisons among sub-states. The NAO, located at the Institute of Health Policy Management and Evaluation (IHPME), is leading several policy research projects focusing on subnational, national and international comparisons.

POSITION OVERVIEW

The NAO at IHPME, Dalla Lana School of Public Health (DLSPH) is accepting applications for a post-doctoral fellow for one year (full time or 0.8 FTE) starting as soon as possible on two projects: the first involves a comparative analysis of primary care governance in Canada and Australia, in partnership with collaborators at the University of Sydney, with a focus on provincial/state-level reforms in both countries; the second involves an evaluation of health system resilience in Canada, as part of an international project led by collaborators at the London School of Economics and Political Science (LSE), considering aspects of health system governance, and financing, workforce. Both projects require training in quantitative (e.g., survey data analysis) and qualitative methods (e.g., interviews, case study methods) and experience with policy research, literature reviews, and evidence synthesis.

Project information:

Reforms to Primary Care Governance in Canada and Australia

The post-doctoral fellow will contribute to multiple mixed-methods case studies of primary care governance reforms in two Canadian provinces and two Australian states, in collaboration with colleagues in both countries, by:

• Conducting literature reviews (including academic and grey literature)
• Submitting research ethics board protocols
• Analyzing publicly available survey data in both countries
• Conducting key-informant interviews with Canadian and Australian stakeholders
• Lead writing of one rapid review (based on the literature review) and at least one manuscript for submission to an academic journal

Health System Resilience in Canada

The post-doctoral fellow will support the PI in conducting an assessment to identify strengths and weaknesses within the health system’s sustainability and resilience, and to generate policy solutions, guided by an analysis template developed by collaborators in LSE by:

• Conducting literature reviews (including academic and grey literature)

1 The normal hours of work are 32 hours per week for a 0.8 FTE postdoctoral fellow (pro-rated for those holding a partial appointment) recognizing that the needs of the employee’s research and training and the needs of the supervisor’s research program may require flexibility in the performance of the employee’s duties and hours of work.
• Consulting expert stakeholders in interviews, emails/written submissions, and if possible in the form of policy dialogues (virtual)
• Lead writing of background documents/draft reports for expert review, and in advance of policy dialogues
• Lead or co-author a public report summarizing the key strengths and weaknesses and outlining the policy recommendations

QUALIFICATIONS AND SKILLS
The successful candidate will possess a PhD in Health Services Research, Health Economics, Policy Studies, Political Science, or a related field, obtained within 5 years of hiring, and have experience with applied policy research. In addition, the successful candidate will possess experience with qualitative research methods, with quantitative analysis of survey and/or administrative health care data, and in supporting funding applications to peer reviewed granting agencies.

Other requirements include:
• High personal motivation, self-management, professionalism, and ability to take responsibility in meeting deadlines;
• Ability to work independently and without direct supervision, problem solve technical and methodological issues that arise during the course of the research;
• Experience working in a team-focused environment with multi-disciplinary team members from diverse backgrounds;
• Strong interpersonal, networking and partnership building skills and ability to collaborate effectively with colleagues, decision makers and various stakeholders;
• Sound judgement, problem solving and strategic planning skills, commitment to high quality work and attention to detail, and leadership;
• Experience using Office 365+ applications and reference management software.
• Fluency in French is an asset.

APPLICATION INSTRUCTIONS
Interested applicants should provide a cover letter and CV to Sara Allin (sara.allin@utoronto.ca). In your cover letter, please address the following:
• Any relevant research experience
• Your work style and communication skills
• When you would be available to begin work on this project

PAY SCALE: $60,000-$65,000 depending on qualifications

SUPERVISOR: Sara Allin

In addition, please include a sample of your work (e.g., research paper or policy brief) that demonstrates your writing ability.
Applications will be accepted until the position is filled.
Employment as a Postdoctoral Fellow at the University of Toronto is covered by the terms of the CUPE 3902 Unit 5 Collective Agreement.

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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.