Canada Impact+ Emerging Leader

Advancing Critical Minerals Research Through Sustainable Geoscience and/or Engineering

Queen's University, Kingston, Ontario, Canada

October 8, 2026

This recruitment is being undertaken by an interdisciplinary appointment committee spanning Smith Engineering and the Faculty of Arts and Science. A concurrent search will identify a nominee for a Tier 2 Canada Research Chair in a complementary area. Candidates who are eligible and interested in either position are encouraged to apply for both.

Position Summary

Queen's University invites applications from outstanding early career researchers for tenure-track appointment at the rank of Assistant Professor. The successful candidate must start their position at Queen's University, on a full-time basis, by July 2, 2027.

We are seeking a scholar with a demonstrated record of, or potential for, research excellence and knowledge translation and mobilization in the strategic priority area of Environment, Climate Resilience, and the Arctic. Preference will be given to applicants whose research has the potential to advance this priority area through a focus on critical minerals.

The successful candidate will have established an independent program of research or demonstrated the ability to develop one, in Geology, Earth Sciences, Physical Geography, Geological Engineering, Mining Engineering, Civil Engineering, or a related discipline with potential for impact through collaborations with, but not limited to, Dr. Gabriel Walton, Eddie Goldenberg Research Chair of Canada in Slope Geohazards. Research areas of interest include but are not limited to:

> Geomechanics and ground stability, geotechnical engineering and rock mechanics, in-situ recovery and geomechanics, deep mining and stability, rock-fluid-ice interactions, permafrost and cold-region geosciences and engineering, geohazards, and applications within Arctic systems;
>
> Sustainable and low environmental-impact mineral exploration and characterization, advanced geophysics and earth imaging, data-driven geospatial modeling, and critical minerals extraction;
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> Environmental stewardship, life-cycle management to mitigate environmental impacts, tailings and waste management, and environmental monitoring.

This posting is for a new position within the University through the Canada Impact+ Emerging Leaders Program. Canada Impact+ Emerging Leaders awards are valued at $600K over six years ($100K per year), with the possibility of a six-year funded extension at the same yearly award value.

The Canada Impact+ Emerging Leaders program is part of the Canada Global Impact+ Research Talent Initiative, a one-time $1.7 billion investment which aims to attract leading international researchers to Canada. The program emphasizes both research excellence, knowledge translation and mobilization, and tangible impact. Emerging Leaders awards facilitate the recruitment of an internationally based early career researcher in the same strategic priority area as an awarded Eddie Goldenberg Research Chair of Canada (previously Canada Impact+ Research Chair), thereby adding more global talent to the Canadian research ecosystem, bringing in fresh ideas, diverse perspectives and significant potential.

Impact+ Emerging Leaders are expected to undertake research programs that are transformational and translational, garnering new partnerships and collaborations (e.g., with industry, government, and/or community). Queen's encourages applications from individuals whose work advances knowledge translation and mobilization and whose careers may reflect diverse pathways, experiences, and perspectives. Where appropriate, Chairs are also expected to engage with Indigenous Peoples and communities in ways that respect Indigenous rights and knowledges.

Extension of the Emerging Leaders award for an additional six years will be contingent on confirming the person recruited as an early career researcher has progressed in their academic career and demonstrates the research conducted since the recruitment has been transformational, translational and has garnered partners.

Eligibility

In keeping with the eligibility requirements of the Canada Impact+ Emerging Leaders program, the successful candidate will be an early career researcher who, on July 2, 2026, was internationally based (both working and residing outside of Canada) and within five years (minus eligible delays) from the date of their first research-related appointment, defined as an appointment where the individual has the autonomy to conduct research independently (postdoctoral research appointments do not qualify as independent for the purpose of determining eligibility). All eligible delays in research (e.g., maternity, parental, medical, bereavement) are credited at twice the amount of time taken. Professional leaves (e.g., training, sabbatical, administrative) are not credited as eligible leaves. Contact research@queensu.ca for more information. Expatriate Canadian citizens wishing to relocate to Canada are encouraged to apply.

Qualifications

Queen's University requires candidates to have a Ph.D. or equivalent in Geology, Earth Sciences, Physical Geography, Geological Engineering, Mining Engineering, Civil Engineering, or a related discipline, completed by the start date of the appointment, preferably combined with postdoctoral and/or industrial experience.

The main criteria for selection are research excellence and translation potential, which should be demonstrated by:

- Evidence of high-quality scholarly output that demonstrates independent research, research creativity, and the development of an original research program leading to peer-assessed publications and the securing of external research funding.
- Evidence of the potential for research leadership and the development of an international research profile, with the ability to establish and sustain an innovative research program.
- A commitment to knowledge mobilization, translation, and scholarly impact through engagement with collaborative networks, strategic partnerships, and other diverse forms of scholarship (e.g. community partnerships, industry collaborations, policy engagement,

commercialization activities, etc. as appropriate to the discipline).
- Evidence of effective mentorship and trainee development, and the potential to attract and develop highly qualified personnel.
- The ability to work collaboratively in an interdisciplinary research environment and to build productive research teams and partnerships across sectors and disciplines.
- A demonstrated commitment to the principles of Indigenization, equity, diversity, inclusion, anti-racism, and accessibility (I-EDIAA), and to fostering equitable and inclusive research, training, and teaching environments.

The diverse backgrounds of applicants and the type of scholarship appropriate to their research areas, as well as the diverse range of scholarly methodologies and ways of measuring impact will be taken into account when assessing the quality of the scholarly or creative work. Candidates will be evaluated using the principles of the Declaration on Research Assessment (DORA) and with attention to the diverse ways excellence can be demonstrated. The successful candidate will also be expected to make contributions through service to the department, the Faculty, the University, and/or the broader community. The annual salary for this appointment is expected to be between $150,000 to $175,000. Actual Salary will be commensurate with qualifications and experience.

Research Security

To ensure that the Canadian research ecosystem is as open as possible and is safeguarded as necessary, the Government of Canada has introduced the Policy on Sensitive Technology Research and Affiliations of Concern (STRAC Policy) and the National Security Guidelines for Research Partnerships (NSGRP). Canada Impact+ Emerging Leaders are required to comply with the STRAC Policy and additionally the NSGRP when the research involves one or more partner organizations from the private sector. Candidates in strong consideration will be supported by Queen's to determine whether any mitigation steps are necessary to ensure eligibility for the Canada Impact+ Emerging Leader award and relevant funding programs.

Vaccination Requirements

Prior to May 1, 2022, the University required all students, faculty, staff, and visitors (including contractors) to declare their COVID-19 vaccination status and provide proof that they were fully vaccinated or had an approved accommodation to engage in in-person University activities. These requirements were suspended effective May 1, 2022, but the University may reinstate them at any point.

About Queen's University

From Nobel Prize-winning research exploring the building blocks of the universe to cancer care and treatment to sustainable technologies, Queen's University is tackling humanity's most pressing challenges.

A member of the U15 group of Canadian research universities, Queen's is home to a vibrant research community that includes 46 Canada Research Chairs, two Canada Excellence Research Chairs, and over 20 research institutes who work in partnership with communities, governments, and industry to advance research and innovation, making a measured impact on Canada and the world.

Queen's is in the top 200 of the QS World University Rankings. In 2025, for the fifth straight year, Queen's ranked among the global top 10 in the Times Higher Education (THE) Impact Rankings. THE Impact Rankings, an international ranking of universities that are advancing the UN Sustainable

Development Goals within and beyond their local communities. Queen's placed sixth worldwide and first in Canada out of over 2,300 universities in more than 120 countries.

At Queen's University, we are committed to advancing Indigenization, Equity, Diversity, Inclusion, Accessibility, and Anti Racism (I-EDIAA) as core priorities that shape our workplace and research culture. We recognize that diversity drives innovation, strengthens collaboration, and helps remove barriers so that everyone can thrive. Our eight employee resource groups (ERGs) play a vital role in fostering belonging, amplifying diverse voices, and supporting employees across the university. Faculty and their dependents are eligible for an extensive benefits package that includes prescription drug coverage, vision care, dental care, long term disability insurance, life insurance, and access to the Employee and Family Assistance Program. Employees also participate in a pension plan, and tuition assistance is available for qualifying employees, their spouses, and dependent children. Queen's values families and provides a "top up" to government parental leave benefits for eligible employees on maternity/parental leave, as well as partial reimbursement for eligible daycare expenses. Full details are outlined in the Queen's–QUFA Collective Agreement, and more information on employee benefits can be found through Queen's Human Resources.

The City

The University is situated on the traditional territories of the Haudenosaunee and Anishinaabe, in historic Kingston on the shores of Lake Ontario. Queen's is an integral part of the Kingston community, with the campus nestled in the core of the city, only a 10-minute walk to downtown. Kingston's residents enjoy an outstanding quality of life with a wide range of cultural and creative opportunities, with access to many natural areas and proximity to vibrant First Nations Communities including Tyendinaga and Akwesasne.

Kingston is a unique Canadian city of 125,000 with a distinct blend of history, recreation, industry, and learning. Kingston offers unique waterfront living with many recreational opportunities. It is within a two-and-a-half hour drive (two-hour train ride) to the commercial, industrial and political hubs of Toronto, Montreal, and the nation's capital, Ottawa, and a thirty-minute drive from the international bridge linking Ontario and upstate New York. The city is also the origin of the historic Rideau Canal system – a UNESCO International Heritage site, and is close to Frontenac Provincial Park, the Thousand Islands National Park, and the Frontenac Arch UNESCO World Biosphere Reserve. The Queen's University Biological Station, north of the city, encompasses 34 km^2 of diverse lands, affording premier learning and research opportunities. Visit Inclusive Queen's for information on equity, diversity and inclusion resources and initiatives.

How to Apply

The University invites applications from all qualified individuals. Queen's is strongly committed to employment equity, diversity and inclusion in the workplace and encourages applications from Black, racialized/visible minority and Indigenous people, women, persons with disabilities and 2SLGBTQ+ persons. All underrepresented, equity-deserving, and rights-seeking populations are encouraged to apply.

In addition, life circumstances such as illness, disability, family and community responsibilities (e.g., maternity leave, parental leave, leaves due to illness, leaves due to caring for family members, slowdowns due to chronic illness or disability, or COVID-19 impacts) are often an expected part of life and are likely to have an impact on a nominee's record of research achievement. These impacts will be given careful consideration during the assessment process. Candidates are encouraged to provide any relevant information about their experience and/or career interruptions that they wish

the selection committee to consider when evaluating their record of achievement. Information shared for this purpose will be treated confidentially and used only to support an equitable and contextualized assessment of applications.

Queen's is committed to providing support and accommodation for applicants with disabilities at all stages of the recruitment process. If you require accommodation for submitting your application or during the interview process, please contact Sarah Bernard in the Department of Geological Sciences and Geological Engineering at bernards@queensu.ca.

Applications from all qualified candidates will be considered in the applicant pool. To facilitate international recruitment, Queen's will have access to an account manager from the Dedicated Service Channel of Immigration, Refugees and Citizenship Canada to guide the immigration process.

Those interested in this position should submit a complete application package, including the following documents:

i) a cover letter confirming your alignment with the eligibility criteria of the Impact+ Emerging Leader program;
ii) a current Curriculum Vitae including a list of publications (publications with students should be clearly indicated), awards, grants (secured and pending), and other evidence of scholarly impact;
iii) a summary of the proposed research program, and the ways in which the program is/will make an impact in the field, which could include, but is not limited to, community partnerships, policy influence and/or knowledge mobilization;
iv) a statement of teaching interests and experience (including teaching outlines and evaluations if available);
v) a statement describing your experience with and commitment to advancing Indigenization, equity, diversity, inclusion, accessibility, and anti-racism (I-EDIAA), including how these principles inform your research, training, and teaching; and,
vi) contact information for three referees. Referees will be contacted only for shortlisted candidates, with advance notice.

Closing Date: The deadline for applications is **November 15, 2026.**

Applicants are encouraged to apply and upload all documents in their application packages electronically as PDFs on the following website:
https://apply.smithengineering.queensu.ca/124121

Applications submitted after the deadline may be considered until the position is filled; however, the search committee reserves the right to proceed with the review and selection process based on applications received by the deadline.

As part of the application process at Queen's University, our recruitment process uses Artificial Intelligence (AI), as defined under the Ontario Employment Standards Act, to ask job-related questions and assess suitability for hire. All final hiring decisions are made using non-AI related processes

Academic staff at Queen's University are governed by a Collective Agreement between the University and the Queen's University Faculty Association (QUFA), which is posted at http://queensu.ca/facultyrelations/faculty-librarians-and-archivists/collective-agreement and at http://www.qufa.ca.