



Postdoctoral Fellow, Lakehead University/St. Joseph's Care Group

Campus/Sites: Thunder Bay Lakehead University Campus, St. Joseph's Hospital, and Hogarth Riverview Manor

Departments: [Health Sciences](#) (Lakehead University) and [Centre for Applied Health Research](#) (St. Joseph's Care Group)

Job Title: Postdoctoral Fellow

Annual Salary: \$45,000

Status: Full Time, Temporary (2 years)

Working Conditions: Alternative work arrangements available. Specifically, hybrid work, a compressed work week, and/or flexible work hours, while delivering upon required work responsibilities.

Closing Date: Wednesday, January 31st, 2024 or until position is filled

Application Submission Instructions: In one pdf document, please submit your curriculum vitae (CV), along with a one page maximum cover letter, to the Centre for Applied Health Research team email at sjcg.cahr@tbh.net, with an email subject line of, "Postdoctoral Fellow Job Application: First Name Last Name".

Notification: Reviewing of applications will begin immediately after the closing date. Those selected for an interview will be notified.

About the Job

Under the direct supervision of the Lakehead University Faculty Member/Scientific Director at the Centre for Applied Health Research (CAHR), and supported by the Research Coordinator and Research Statistician at CAHR, the Postdoctoral Fellow (PDF) is responsible for working with the research team to develop and validate a care-partner version of a compassion questionnaire to support the provision of compassionate care within St. Joseph's Care Group's long term care division. Key responsibilities include securing research ethics board (REB) approval; developing, piloting, and validating a care partner compassion questionnaire; utilizing the tool to examine compassionate care from the care partner perspective; and, assessing congruence between feedback from residents and that received from their care partners. Additionally, the PDF will help

in the development of a compendium of potential interventions to enhance compassionate care.

Job Duties

- **Developing questionnaire:** Develop a preliminary care-partner compassion questionnaire with the research team by modifying an existing tool, the Sinclair Compassion Questionnaire, which measures compassionate care from the perspective of healthcare patients. Following research ethics approval (see "Securing REB approval" below), the revised instrument is to be piloted with a sample from the target population.
- **Securing REB approval:** Lead the process to secure multi-site REB approvals with assistance from the research team.
- **Recruiting participants:** Recruit the necessary number of care partner and client participants with management and the research team.
- **Collecting data:** Collect data with assistance from the CAHR research intern over two stages:
 1. Pilot stage: Qualitatively assess how participants respond to the tool through semi-structured interviews; this feedback will inform refinement for the modified instrument.
 2. Validation stage: Administer the revised tool to a sample of client-caregiver dyads.
- **Analyzing data:** Upon revisions to the modified instrument from the pilot stage feedback, and with support from the research team, verify the internal consistency, convergent validity, and test-retest reproducibility of the modified instrument.
- **Developing a compendium:** With the research intern, along with reviewers from the research team, develop a compendium of potential interventions to enhance compassionate care.
- **Disseminating findings:** Develop a dissemination plan to include scientific manuscripts and presentations, as well as dissemination within St. Joseph's Care Group (SJCG), and to other groups associated with long-term care.

Qualifications

Education:

- PhD completion within the last 6 years in a relevant field (e.g., health sciences, psychology, public health, health policy, nursing, social work, health systems)

- Tri-Council Policy Statement: Ethical Conduct for Research Involving Humans (TCPS 2) certificate

Experience:

- Developing and validating questionnaires
- Recruiting participants and collecting data
- Conducting semi-structured interviews
- Writing and submitting manuscripts for peer-reviewed journals
- Disseminating findings in both an academic and non-academic/industry setting
- Utilizing reference management software (e.g., Zotero)
- Utilizing statistical software (e.g., SPSS, STATA), and using such software to conduct analyses such as internal consistency, convergent validity, and test-retest reproducibility

Skills/Abilities:

- Superior ability to communicate effectively and concisely, both orally and in writing to a variety of audiences that builds support, educates and promotes understanding.
- Ability to develop and deliver presentations, information sessions, and education modules to groups using language appropriate to the audience.
- Ability to establish and maintain effective working relationships with colleagues, volunteers, stakeholders, and general public.
- Ability to work independently, interdependently, and participate as a contributing member of a variety of teams within the workplace, community and ministries/agencies to meet program goals and objectives.
- Strong project/time management, analytical/critical thinking, problem-solving, and decision making skills.
- Flexibility with the ability to manage changing priorities.
- Ability to use independent judgment and maintain confidentiality of records, actions, and information.

Health and Safety

Employee Health & Safety:

- Responsible for following all Occupational Health and Safety regulations and relevant organizational policies and procedures to ensure personal safety and safety of others

- Participates in monthly safety inspections, emergency drills and training programs as required
- Reports any equipment, safety concerns or hazards to supervisor

Client Safety: Supports and contributes to a culture of safety and promotes client safety:

- Responsible for following organizational policies and procedures
- Identifies and informs managers/supervisors of client safety problems and concerns, including actual and potential adverse events and incidents
- Assesses client safety issues and concerns and actively participates in improvement activities
- Utilizes effective and appropriate mechanisms for the transfer of information at interface points
- Utilizes verification processes and other checking systems for high risk care/service activities
- Participates as required in training on targeted client safety focus areas

Conditions of Employment

- Police Vulnerable Sector Check (Level 3)
- Will be required to travel to various site locations from time to time and provide own reliable transportation
- Travel to present research findings at national and/or international scientific conferences may be required
- Offers of employment made to external candidates are conditional upon approval by [Mitacs](#), providing proof of COVID-19 vaccination as per the SJCG Immunization Policy IMS-04-005 or proof of valid medical exemption, prior to the offered effective date. If proof of vaccination or valid medical exemption is not provided, the offer of employment is rescinded.

Lakehead University is committed to creating a diverse, inclusive, and accessible environment and welcomes applications from all qualified individuals including women, racialized persons, Indigenous people, persons with disabilities and other equity-seeking groups. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. This is in accordance with Canadian immigration requirements. Applicants requiring accommodation during the interview process should contact the Office of Human Resources at (807) 343.8334 or human.resources@lakeheadu.ca to make appropriate arrangements.