

**Posting:** Two Postdoctoral Fellow Positions at McGill University

**Location:** Montreal, Quebec, Canada

**Start Date:** January 2017 or as soon as possible

**Salary:** \$45,000 per annum

**Duration:** 2 years, with possibility of 1 year extension

We are seeking candidates for two fully-funded Postdoctoral Research Associate positions. One position will be primarily supervised by [Steve Maguire](#), Professor of Strategy & Organization in the Desautels Faculty of Management and Director of the Marcel Desautels Institute for Integrated Management (<http://www.mcgill.ca/desautels/integrated-management>). The other position will be primarily supervised by Gordon Hickey, Associate Professor in the Department of Natural Resource Sciences, Faculty of Agricultural and Environmental Sciences (<http://sustainability-research.mcgill.ca>).

The successful candidates will conduct individual and team-based research on ecological chemical risk management, policy and regulation, with a particular focus on the role of institutional entrepreneurship in complex innovation systems. Both postdoctoral fellows will have substantial freedom to define their research focus as long as it aligns with the general focus on understanding (1) the organizational challenges posed by ecological chemical risk management, policy and governance; and (2) the process of deinstitutionalizing prevailing practices of ecological chemical risk management and institutionalizing new ones based on toxicogenomics. Initial areas of focus include:

- How do institutional entrepreneurs transform the field of ecological chemical risk assessment by catalyzing the abandonment of prevailing practices and adoption of new ones based on toxicogenomics?
- How can new practices based on toxicogenomics have the most significant – and beneficial, from the perspectives of diverse stakeholders – impact on ecological chemical risk assessment, policy and governance networks in terms of the outcomes they achieve?

The project is funded by a large Government of Canada grant in partnership with key government agencies and industry partners in Canada and the USA. As a result, the successful candidates will be offered a high degree of professional exposure through a range of networking opportunities with actors involved in chemical risk assessment, ecotoxicology, chemicals management and environmental protection in Canada, the USA and internationally.

**Essential Duties:** The primary responsibilities of the post-doctoral fellows (PDFs) will be to conduct innovative research and outreach in collaboration with a diverse group of university scientists as well as their industry and government partners. The specific duties will include literature reviews; stakeholder liaison activities; project management; data collection, analysis and interpretation (via ethnographic, qualitative and/or quantitative methods, depending upon each PDF's interest and experience); report writing; and the preparation of manuscripts in cooperation with the supervisors. The successful candidates will also be responsible for training graduate students and contributing to the development of competitive research grants as needed.

Applicants must have completed a Ph.D. in a relevant discipline within the last three years and have primary publications in refereed, English language journals, fluency in written and spoken English, the ability to work cooperatively with the supervisors, and strong organizational skills. Our ideal candidates will have expertise in management & organization studies, public administration, political science,

and/or chemicals management, excellent communication skills, a desire to immerse themselves in the exciting empirical field of ecological chemical risk assessment, and the ability to work semi-independently. It is anticipated that the data collected and analyzed will have the potential for significant contributions to literatures on the following topics:

- Institutional stability and change
- Institutional entrepreneurship
- Institutional work
- Innovation and commercialization of new technologies
- Innovation systems
- Risk work
- Risk assessment and management
- Public policy and regulation
- Network governance
- Transboundary environmental governance

For more information, or to apply for this position, please send a cover letter describing your research background, interests, and qualifications; a sample publication highlighting your qualitative research experience; plus a curriculum vitae and contact information for at least three references to [steve.maguire@mcgill.ca](mailto:steve.maguire@mcgill.ca) and [gordon.hickey@mcgill.ca](mailto:gordon.hickey@mcgill.ca).

Application deadline: 31 October 2016. **Only short-listed candidates will be notified.**