



FACULTY OF HEALTH
School of Global Health

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Postdoctoral Fellow 3 YEARS Equitable Global Health Research and Systems Approaches

Job Information

Position Title	Postdoctoral Fellow – Equitable Global Health Research
Category	Postdoctoral Visitor
Supervisor(s)	Dr. Tarra L Penney, tpenney@yorku.ca
Hourly wage	\$50,000 – 65,000/year - depending on level of experience
Hours per week	Full time
Application deadline	May 19 th , 2023
Start Date	Jun 1 st , 2023
End Date	May 31 st , 2026
Unit	Global Food System and Policy, School of Global Health, York University https://globalfoodsystempolicy.org
Location	Keele Campus, York University

About Global Food Systems & Policy Research

Transitioning toward healthy, sustainable and equitable food systems is at the center of many of the shared health challenges being faced across the globe. The prevention of chronic disease, pandemics and antimicrobial resistance, as well as building resilience against the impacts of climate change, are just a few. The [Global Food System and Policy Research group](#) are conducting research across a range of projects that explore the role that food systems and policy have in building a more healthful and equitable future. We also are [working with partners at WHO Europe to build capacity in the use of systems approaches for disease prevention and global health research](#), much of our research use these innovative methods to support evidence-based policy.

We engage in highly collaborative research that values global partnerships and the generation and integration of evidence to inform policy using multiple methods, including qualitative, quantitative and systems methods. We work with the WHO European Office for Prevention and Control of NCDs, Food and Agriculture Organization of the United Nations, the Public Health Agency of Canada, Health Canada and Agriculture and Agri-food Canada. We also partner with other researchers from a range of academic disciplines such as social science, law, economics and environmental science and partners across multiple country contexts spanning the Global North and South including Canada, UK, Australia, Philippines, DRC, China, Senegal, Haiti, India, Palestine and Ghana.

Our research is therefore multi-disciplinary, multi-country and committed to building and supporting authentic and equitable partnerships and conducting responsible, inclusive, and responsive research.

Purpose of the Position

A full Post-Doctoral Fellow will be appointed for approximately 36 months to support a project funded by the International Development Research Centre (IDRC) on mobilizing principles for equitable global health research and other research activities.

As a Junior or Senior Post-Doctoral Fellow, the candidate will work with **Dr. Tarra Penney** and her team to complete the project '*Delivering on the promise of equitable global health research: positioning for use, ensuring legitimacy and changing systems*'. This is a three-year collaborative project including a range of partners from the global north and south.

About the project

Challenge: The global health research (GHR) community has a responsibility to ensure that the process of scientific inquiry does not contribute to the very inequities and structural disparities that it seeks to overcome. The Canadian Coalition for Global Health Research has conducted a robust review and consultation to develop [equity-focused principles](#), guide GHR and improve practice. However, modifying current structures, processes and incentives that shape GHR practice requires overcoming several challenges.

Approach: A systems thinking approach to research and knowledge mobilization could accelerate efforts to institutionalize the principles. Systems methods and multi-disciplinary lenses are proposed to develop a nuanced understanding of the status quo, engage in collaborative learning, address power imbalances, and embrace adaptation to respond to institutional and individual realities.

Outputs and outcomes: Building on established partnerships, the School of Global Health, along with our Global South partners and wider GHR community, will mobilize the principles for equitable GHR by building a network and community of practice; developing a foundation of shared understanding and vision across the community; assessing the current reach of the principles to better position them for use; and ensuring relevant resources and tools are available to implement the principles in a manner that holds legitimacy from a Global South perspective.

Beyond the project, there are also opportunities to get involved in other related research to expand and support professional development, build a network of connections and collaborators and develop skills for career transition within or beyond the academy. In particular to support building training materials for the use of systems approaches with our WHO Europe partner.

Key Responsibilities

- Research coordination and project management – coordinate and manage the research activities (e.g. developing a protocol, attaining ethical approval, data management, publication policy, timeline, milestones). Engaging and consulting all project partners throughout the process, scheduling meetings, email communication, developing meeting agendas, taking minutes and presenting progress and updates
- Lead the systems analysis research activities – collect and analyze a variety of qualitative and quantitative data with appropriate systems approaches: network analysis, facilitating group model building workshops, generating causal loop diagrams (i.e., using Kumu and Dedoose), systems archetypes and system-level framework analysis
- Support design thinking research activities – support a review on design thinking approaches for policy and support the planning of design thinking workshops.

- Organize network meetings and events – coordinate and organize in person network meetings in Canada involving project partners, booking international flights, arranging accommodation, booking space and planning event agendas etc.
- Generate project outputs from research activities and support dissemination activities within and beyond the project. Including drafting manuscripts for systems analysis and other project outputs including reports or presentations of findings as needed
- Support the development of instruments and tools needed to facilitate mobilizing principles of equitable global health research, as identified by partners. Identifying and engaging with contractors to commission technical or design support as needed.
- Contribute to evidence synthesis – support searching, identifying, coding and summarizing peer-reviewed literature as part of ongoing systematic scoping reviews, using a collaborative platform (i.e., Covidence)
- Co-supervise research assistants, undergraduate or graduate students – support trainees on the project, provide guidance and direction when needed, check-in on progress, and provide updates as needed
- Manage peer-reviewed literature using the group bibliography software (i.e. Zotero)
- Attend and actively participate in weekly team meetings and other project meetings as required
- Support research administration and coordination as needed

Skills

Essential skills

- Completed a PhD and independent research related or relevant to population health or disease prevention
- Demonstrated interest in supporting and advancing equitable research practice in global health
- Demonstrated skills in qualitative data collection and evidence synthesis
- Experience working with people from a variety of backgrounds, cultures, languages
- Keen interest in developing skills in systems thinking and complexity science methods and approaches
- Highly organized and excellent time management skills, ability to adapt to changing circumstances
- Strong writing and communication skills, especially professional email etiquette and presentation skills
- Ability to work as part of a team and also independently, think critically, problem solve and provide solutions when challenges arise

Desirable skills

- Experience using systems approaches and methods applied to disease prevention or global health research
- Experience using analysis software including Dedoose, Kumu, Covidence, Zotero etc.
- Quantitative skills that could be used for exploring quantitative systems modelling
- Speak another language, French, Spanish or other

Training that will be available

- Systems methods and approaches for disease prevention
- Use of systems analysis software
- Use of Dedoose software for qualitative analysis
- Use of Covidence software for evidence synthesis

Educational Qualifications

Training/Experience Required

Essential

- Applicants have an PhD in health, social sciences or other related discipline

Desirable

- Applicants have expertise in systems thinking methods and approaches

Terms and Conditions

This post-doctoral fellow position based in the School of Global Health will be approximately 3 years. Could start as early as June 1st, 2023 with an end date of May 31st, 2026.

The role has the potential for hybrid working that can be explored. Applicants outside of the Toronto area are able to apply but need to have the legal right to work in Canada.

We welcome applications from all qualified individuals, including, but not limited to women, persons with disabilities, visible minorities (racialized), Indigenous Peoples and persons of any gender identity and sexual orientation. York University is committed to a positive, supportive, and inclusive environment. Applicants from diverse programs of study are also encouraged to apply.

How to Apply

To apply for this position, please submit the following documents:

- i. A detailed cover letter explaining your suitability for the position;
- ii. An updated CV with 2-3 references; and
- iii. A writing sample of your choice.

Applicants should direct their application to Dr. Tarra Penney at tpenney@yorku.ca by [May 19th, 2023], with the subject line: **Postdoctoral Fellow Application – Equitable Global Health Research.**