

Qualities Sought in a Canada Research Chairholder

Tier 1

- Be an exceptional and innovative researcher of world-class caliber whose achievements have had a significant impact in their field;
- Be an internationally recognized leader in their field;
- Have an excellent track record in recruiting and supervising graduate students and postdoctoral researchers;
- Propose an original, innovative, and top-quality research program.

Tier 2

- Be an emerging researcher of world-class caliber who has demonstrated particular creativity in research;
- Have shown the potential to gain an international reputation in their field within the next five to ten years;
- Have the potential to recruit, train, and retain excellent trainees, students, and researchers;
- Propose an original, innovative, and high-quality research program.

Evaluation Grid for the Hiring Process of a Canada Research Chairholder

Evaluation Criteria	Examples of Indicators Demonstrating Fulfillment of Criteria	Rating
Candidate Quality	- Technical reports, proceedings, popular science articles, etc. - Presentation of papers at conferences, university seminars, exhibitions, or performances - Responsible and ethical conduct in research - Engagement of research users and dissemination of results at all levels - Articles and manuscripts accepted for publication in peer-reviewed journals (if applicable) - Research grants obtained (number and amount contextualized by funding availability, discipline, etc.) - Contribution to research with social impact at local, regional, national, or international levels - Awards, patents, or distinctions - Ability to attract excellent trainees, students, and researchers - Recruitment strategies demonstrating understanding of barriers faced by underrepresented groups - Experience in supporting, mentoring, or supervising diverse students or trainees (including relevant experience outside academia) - Contributions to departmental, institutional,	☐ A (1st–10th percentile) ☐ B (10th–20th percentile) ☐ C (20th–30th percentile) ☐ D (30th+ percentile)

Canada Research Chairs

	or professional association committees - Participation in government consultations or policy development	
Research Program Quality	- Clarity and coherence of the proposed research vision and program - Originality and creativity in methodology or application - Collaborations and engagement with local communities - Collaborations and engagement with community, public, or parapublic organizations	☐ A (1st–10th percentile) ☐ B (10th–20th percentile) ☐ C (20th–30th percentile) ☐ D (30th+ percentile)
Structural Impact	- Potential to increase research capacity in the field, strengthen a center of excellence at the university, or stimulate an emerging field - Impact on developing a stimulating research and training environment within the candidate’s lab and especially for the university - Anticipated leverage effect for the academic unit, school, institute, and university nationally and internationally - Exposure of trainees and students to diverse research environments (e.g., interdisciplinary research, partnerships) - Ability to transmit research and professional skills adapted to diverse learner backgrounds - Commitment to a caring and stimulating environment	☐ A (1st–10th percentile) ☐ B (10th–20th percentile) ☐ C (20th–30th percentile) ☐ D (30th+ percentile)