



**Posting Date: September 14, 2023**

North American Observatory on Health Systems and Policies,  
Institute of Health Policy, Management and Evaluation,  
Dalla Lana School of Public Health (DLSPH)  
University of Toronto

## **JOB POSTING – POSTDOCTORAL FELLOW**

Salary range: \$60,000 – \$70,000 plus benefits per annum  
Term: October 1, 2023 – September 30, 2024 with option of extension (grant funded)  
FTE: Full time (1.0 FTE)<sup>i</sup>

### **OVERVIEW**

The [North American Observatory on Health Systems and Policies \(NAO\)](#) is a collaborative partnership of interested researchers, research organizations, governments, and health organizations promoting evidence-informed health system policy decision-making. The Observatory, located at the [Institute of Health Policy Management and Evaluation \(IHPME\)](#), is leading several comparative projects focusing on subnational level policies and reforms.

The Post-doctoral fellow (PDF) will support the team leads (Professors Peter Berman, Sara Allin, Lara Gautier, Amelie Quesnel-Vallee, and Katherine Fierlbeck) and senior team members in a CIHR-funded research project titled **‘Upstream determinants of effective COVID-19 response: learning from comparisons across Canada’s provinces.’**

The project aims to explore and compare the institutional, organizational, governance, and political (IPOG) factors<sup>ii</sup> that influenced the public health response to COVID-19 across British Columbia, Ontario, Quebec, and Nova Scotia (see below for more details). A comparative analysis across the four provinces will seek identify areas that can be strengthened in preparation for future health crises.

### **DESCRIPTION OF DUTIES:**

The PDF’s tasks will primarily be to analyze and synthesize quantitative and qualitative evidence and data collected in each of the provinces to identify learnings resulting from cross-province comparisons. In collaboration with the province-based research teams, the PDF will be expected to produce at least 2 first-author publications from this comparative analysis.

The incumbent will perform the following duties:

- Perform quantitative and qualitative analysis. This will primarily focus on data collected by the provincial teams, although as needed some additional data collection could be required.



- Synthesize findings and develop comparative analyses across the project provinces, in collaboration with provincial team leads
- Contribute to academic papers (with the aim to produce at least 2 first-author papers)

### **REQUIRED QUALIFICATIONS**

- PhD in a relevant discipline such as public health or health policy
- Minimum of 3 years related experience or the equivalent combination of education and experience. Familiar with public health structures and experiences in Canada.
- Experienced in quantitative data analysis with statistical software such as STATA.
- Experienced in qualitative data (interviews, focus groups, etc.) analysis using NVivo.
- Proven experience (publications) in research and implementation work in health economics, health policy, public health, or health systems. First author publications preferred.
- Ability to communicate effectively in English both verbally and in writing. Bilingual (French) preferred
- Ability to exercise sound judgment. Ability to work effectively independently and in a team environment.
- Able to identify and relate to the concerns of others and to exercise good judgment when resolving difficulties.
- Ability to prioritize and work effectively under pressure to meet deadlines.
- Ability to maintain accuracy and attention to detail.

### **APPLICATION INSTRUCTIONS**

Interested applicants should provide a cover letter and CV to Sara Allin ([sara.allin@utoronto.ca](mailto:sara.allin@utoronto.ca)). In your letter, please address the following:

- Any relevant research experience
- Your work style and communication skills
- When you would be available to begin work on this project.

In addition, please include a sample of your work (e.g., research paper or policy brief) that demonstrates your writing ability.

Closing date: until filled

*Employment as a Postdoctoral Fellow at the University of Toronto is covered by the terms of the CUPE 3902 Unit 5 Collective Agreement.*

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*The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from racialized persons / persons of colour, women, Indigenous / Aboriginal*



*People of North America, persons with disabilities, LGBTQ persons, and others who may contribute to the further diversification of ideas.*

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<sup>i</sup> The normal hours of work are 40 hours per week for a full-time postdoctoral fellow (pro-rated for those holding a partial appointment) recognizing that the needs of the employee's research and training and the needs of the supervisor's research program may require flexibility in the performance of the employee's duties and hours of work.

<sup>ii</sup> For more information on the IPOG framework please see:

Berman, P. et al "Improving the response to future pandemics requires an improved understanding of the role played by institutions, politics, organization, and governance" PLOS Global Public Health 3:1 2023.

Brubacher LJ, Hasan MZ, Sriram V, Keidar S, Wu A, Cheng M, Lovato CY; U. B. C. Working Group on Health Systems Response to COVID-19; Berman P. Investigating the influence of institutions, politics, organizations, and governance on the COVID-19 response in British Columbia, Canada: a jurisdictional case study protocol. Health Res Policy Syst. 2022 Jun 21;20(1):74.