



## Executive Director, SNOLAB

SNOLAB is currently seeking a dynamic individual to lead the organization as its Executive Director.

### About Us

SNOLAB is a unique, world-class, international facility for deep underground scientific research, located on the traditional territory of the Robinson-Huron Treaty of 1850, shared by the Indigenous people of the surrounding Atikameksheng Anishnawbek First Nation as part of the larger Anishinabek Nation.

At a 2km depth in Vale's Creighton Mine, SNOLAB is the deepest and cleanest lab in the world. It is an expansion of the facilities constructed for the Nobel Prize winning Sudbury Neutrino Observatory (SNO) solar neutrino experiment and has 5000m<sup>2</sup> of clean space underground for experiments, as well as surface laboratories and supporting infrastructure. A staff of over 100 support the science, providing business processes, engineering design, construction, installation, technical support, and operations. The science program at SNOLAB is primarily focused on subatomic and astroparticle physics, specifically the search for dark matter and neutrino studies. SNOLAB research scientists provide expert and local support to the experiments and undertake research in their own right as members of experimental collaborations.

SNOLAB's vision is *to be the location and partner of choice for deep underground science, delivering world-class science and benefit to Canada, and its international partners, by providing and promoting national and international access to the unique facilities and expertise at SNOLAB.*

With financial support from the Government of Canada and the Province of Ontario, and in collaboration with five Canadian partner institutions (University of Alberta, Carleton University, Laurentian University, Université de Montréal and Queen's University) SNOLAB delivers on its mission to:



- Enable and spearhead world-class underground science;
- Develop and maintain world-class facilities and infrastructure;
- Educate, inspire and innovate; and
- Develop quality delivery systems of internationally recognized standards.

## About the Role

Reporting to the SNOLAB Institute Board of Directors, the Executive Director has overall responsibility for the annual operating plan and budget, the facility, science program management and for fulfilling the vision and mission of SNOLAB. Key operational responsibilities include:

- Leading all aspects of health and safety;
- Development and implementation of the strategic plan;
- Leading, developing and mentoring effective teams;
- Business process development;
- Pursuing funding and leading the management and oversight of budgets;
- Fostering the development of the scientific program;
- Overseeing facility infrastructure maintenance;
- Developing, managing, and maintaining stakeholder relationships with funding partners, academia, public sector entities, key industry partners, and the broader astroparticle physics community;
- Encouraging scientific interaction between member institutions, collaborating scientists and students;
- Interfacing with Vale on matters related to facility operation and the experimental program; and
- Overseeing public outreach activities.

## Ideal Candidate Profile

The ideal candidate would possess a combination of the following skills, experiences and leadership attributes:

- Demonstrated leadership abilities, coupled with scientific insight and vision;
- An international research record in a senior role and a demonstrated international stature in astroparticle physics, particle physics, and/or nuclear physics;
- A proven track record for attracting operational and capital funding for research projects;
- A demonstrated passion for research and innovation and the capacity to provide leadership across a range of disciplines;



- Strong financial and operational acumen;
- Experience with the administration and financial management of large scale science projects;
- Strong communication, interpersonal, negotiating and relationship building skills;
- Strong people leadership skills, including experience with talent attraction and retention.
- A demonstrated commitment to equity, diversity, inclusion and Indigeneity; and
- An advanced degree in a physics related discipline or a combination of relevant education and experience.

The Executive Director position will be a five-year initial appointment associated with one of the member institutions and is renewable. Salary will be commensurate with that for Canadian full professors at top tier universities and with equivalent positions at comparable science and research facilities. Qualified candidates may also be offered an academic appointment at Queen's University or Carleton University, subject to appropriate appointment processes.

Applications are invited from all qualified individuals. SNOLAB is strongly committed to employment equity, diversity, and inclusion in the workplace and encourages applications from Black, racialized/visible minority and Indigenous/Aboriginal people, women, persons with disabilities, and 2SLGBTQ+ persons. SNOLAB will provide support in its recruitment processes to applicants with disabilities, including accommodation that takes into account an applicant's accessibility needs.

To formally apply for the SNOLAB Executive Director role, please submit your CV and cover letter, outlining how your skills, experience and vision align with SNOLAB. All applications should be submitted electronically to [boyden.thriveapp.ly/job/1011](https://boyden.thriveapp.ly/job/1011). Any inquiries can be submitted directly to Paul Marshall and Jenny Zhang of Boyden at [pmarshall@boyden.com](mailto:pmarshall@boyden.com) and [jzhang@boyden.com](mailto:jzhang@boyden.com).

Consideration of candidates will begin immediately and the deadline for submission is September 24th, 2021. The initial interviews will be undertaken using video-conference technology with subsequent interviews taking place on-site at SNOLAB, if conditions permit.

SNOLAB thanks all applicants for their interest; however, only those candidates considered for an interview will be contacted. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

Further information about SNOLAB may be found at [www.snolab.ca](http://www.snolab.ca).

