STATLAB - CANSSI Postdoctoral Fellowships

Calendar and procedure

- Announcement of the competition: **October**, via the StatLab website, CANSSI website, members networks. The announcement will be distributed widely, including to venues serving underrepresented and disadvantaged communities.
- Deadline for the application: **January 31.**
- **Feb 1- Feb. 15**: Head of the StatLab acknowledges/gathers applications, asks STATLAB members to nominate potential candidate(s), constitutes a selection committee.
- **Feb. 15 – March 15:** evaluation of nominated applicants by the selection committee.
- Selection committee :
    - formed by 3 to 5 members from STATLAB and one person from CANSSI ;
    - After the evaluation by members of the committee (see below for proposed criteria), the committee has an informal meeting (online) to discuss and propose a joint ranking of applicants.
- **March 15:** offer letter sent to the selected candidate(s) by StatLab.
- Postdoctoral should start between **April 1 and Oct 31**

Criteria for the selection of applicants :

1) excellence of the dossier;
2) integration of the candidate into a research group or supervisor lab.

Supervisor nomination letters should include a statement addressing the incorporation of equity and inclusion in mentoring of HQP, and acknowledge the commitment to attend a CANSSI or CRM EDI event over the course of the laureate's fellowship. This statement shall be taken into consideration in (2) above.

Guiding principles:

The StatLab-CANSSI Selection Committee also adopted three guiding principles for the selection of postdoctoral fellows:

- ✓ Preference is given to candidates who completed their doctorates within the last three years.
- ✓ Preference is given to candidates from outside Quebec; Fellowships are generally not awarded to candidates who did their Ph.D. at a university affiliated to CRM. For the fellowship to be awarded to a candidate who is already here, the dossier must be truly exceptional.
- ✓ All applications are assessed according to common criteria.

At least two members of the selection committee must have followed a course on unconscious bias awareness/EDI best practices.

As noted above, the supervisor(s) and laureate must agree to participate in at least one CANSSI or CRM EDI event.