

Position/Candidate Profile

For the Position of:	Director, CancerCare Manitoba Research Institute Chief of Research, CancerCare Manitoba
Reports Directly to:	President & Chief Executive Officer (CancerCare Manitoba)
Direct Reports:	Manager, Research Administration Manager, Research Operations Administrative Officer Senior Scientists Adjunct Scientists
Location:	Winnipeg, Manitoba, Canada

The Organization:



Description of the CancerCare Manitoba Research Institute (CCMR)

The CancerCare Manitoba Research Institute is located at CancerCare Manitoba (CCMB) in Winnipeg. CCMB is the provincial organization dedicated exclusively to improving cancer control in Manitoba through prevention, early detection, screening, treatment, research and innovation. Founded in 1969 as a joint initiative between CCMB and the University of Manitoba (UofM) with a focus on cell biology, the Research Institute expanded its scope in 2015 to include clinical, translational, health services, and population-based research and became known as the Research Institute in Oncology and Hematology (RIOH).

In May 2021, RIOH was renamed the CancerCare Manitoba Research Institute (CCMR) and moved from a joint venture in partnership with the UofM, to under the sole governance of CCMB, while still retaining a strong affiliation with the UofM. It is with this organizational governance change that CCMB is seeking a leader in order to establish the most appropriate model based on national best practices.

At a Glance

CCMR has over 70 scientists and clinical scientists with various levels of CCMR affiliation. CCMR currently hosts ten laboratories within its MacCharles site, with each senior scientist/laboratory head having their own respective team. CCMR receives significant funding from the CancerCare Manitoba Foundation (CCMF) in addition to funding from provincial, national, and international granting agencies.

Although not a degree-granting institution, CCMR plays a major role in training scientists at the undergraduate, graduate, and post-doctoral level as well as medical students and residents and investigators from around the world to work in an emerging and unique translational cancer research environment. By working in transdisciplinary teams that include clinicians, scientists, technicians, research nurses, trainees, and statisticians, CCMR brings together diverse skill sets to translate basic science discoveries into improved patient and population-level outcomes. This includes pursuing collaborations with new partners and stakeholders. By fostering relationships with other researchers, institutions and partners and matching the team's research goals to

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funding opportunities, CCMR develops strategies to increase research, training and funding opportunities and ultimately, enhance translational research outputs.

CCMR is undergoing an exciting expansion and transformation as it continues to grow its presence and impact as a major player in research across the cancer control continuum. This includes investments into new: i. infrastructure with state-of-the-art single-cell analysis, genomics and cell analysis resources, and ii. research personnel including the recent recruitment of three new investigators supported by significant start-up funding, resources and modern lab space as well as significant funding to support health services research. Therefore, the new Director of CCMR has the unique opportunity to herald the newly expanded and resourced Research Institute into a top-tiered inter-disciplinary cancer research institute backed by significant commitment and funding from a variety of stakeholders, including the CancerCare Manitoba Foundation as the core funder.

For more information visit: <https://www.cancercare.mb.ca/Research/research-institute-at-cancercare-manitoba>

CancerCare Manitoba (CCMB)

CancerCare Manitoba is the provincially mandated cancer agency and is responsible for setting strategic priorities and long-term planning for cancer and blood disorders, as well as responsibility for early detection and screening, prevention and education, multidisciplinary cancer treatment, as well as supportive and end-of-life care. CancerCare Manitoba is also responsible for radiation protection throughout the province. CancerCare Manitoba has six locations in Winnipeg and 17 locations throughout rural Manitoba. New legislation has granted CCMB, as an entity, provincial authority to conduct cancer research as part of its core mission in addition to patient care. Manitoban cancer patients, clinicians, scientists, an active comprehensive tumour bank, the Manitoba Cancer Registry, and three population-based cancer screening programs are all connected making CCMR uniquely able to conduct patient-focused and population-based research.

For more information visit: <https://www.cancercare.mb.ca/About-Us/who-we-are>

CancerCare Manitoba Foundation (CCMF)

In partnership with its donors, the mission of CancerCare Manitoba Foundation is to support the strategic priorities of CancerCare Manitoba. The financial assistance provided by the donations of Manitobans to CancerCare Manitoba Foundation is vital to undertaking research and providing quality care to Manitobans. As the only charitable organization exclusively fundraising for CancerCare Manitoba, all funds donated to the Foundation remain in Manitoba. These funds support CancerCare Manitoba's internationally recognized team of health professionals who provide outstanding care for patients and their families. CancerCare Manitoba Foundation presents a number of major fundraising events annually.

For more information visit: <https://www.cancercarefdn.mb.ca>

The Opportunity:

The Director of the CancerCare Manitoba Research Institute and Chief of Research at CancerCare Manitoba has an exceptional opportunity to build upon the strong foundation of a relatively young and unique cancer research institute and develop its research agenda and drive a new growth strategy. The Director will lead the Research Institute through an unprecedented period of transformation focused on expansion, innovation, and integration. The Director is expected to elevate the Institute's profile ("brand") and its impact - locally, nationally, and internationally - by establishing a unique research focus and identity. In executing this mandate and advancing the Research Institute the Director will be granted the requisite authority, autonomy, and resources to foster an environment conducive for research excellence, collegiality, and collaboration between CancerCare Manitoba and the University of Manitoba.

In this capacity, the Director will assume responsibility for the executive-level leadership and strategic management of the operations of the CancerCare Manitoba Research Institute and for promoting and maintaining its scientific credibility and integrity. Under the direction of CancerCare Manitoba’s President and CEO and the Research Institute’s Advisory Board, the Director will drive the growth and development of cancer research, of the Research Institute collectively, and of the facility’s senior scientists, and their respective research platforms. In so doing, the Director will build critical mass and formulate cross-disciplinary research teams and programs. As a key member of the CancerCare Manitoba executive leadership team, the Director’s ability to grow the profile of the Research Institute will be an integral part of CancerCare Manitoba’s long-range vision and goals.

In addition, the Director will play a major role in promoting a strong research culture, which includes the promotion of cancer research through community engagement and fundraising campaigns in support of CancerCare Manitoba Foundation. The Director will also be required to hold an academic appointment at the University of Manitoba’s Rady Faculty of Health Sciences. The Director may, as well, choose to develop a clinical practice, or continue a research program, in their specialty which will be competitively and comprehensively funded and resourced.

Key Competencies: (Ideal Candidate Specification)

1. **Vision:** A strong, visionary leader and strategic builder who understands scientific enterprise and has successfully led a similar organization through a period of transformation, growth, innovation, and increased community impact. These require demonstrable experience, credentials, and a leadership ‘presence’ that inspires confidence, garners trust and respect, and instills motivation amongst Research Institute members.
2. **Leadership & Inspiration:** Taking ‘ownership’ of the organization and making difficult decisions is paramount, coupled with the ability to engage, inspire, and empower others in the achievement of the organization’s vision and mission while inspiring a culture of success and accountability. These must be balanced between strategic visioning (executive-level) and tactical execution (technical-level), that balances collective/organizational success in addition to self-achievement. The ideal candidate will utilize an inclusive leadership style that exemplifies the importance of internal and external collaboration, be highly skilled in identifying common threads, leveraging natural synergistic opportunities, fostering strategic relationships, partnerships and alliances, driving collaborations, and leading by influence.
3. **Scientific Expertise & Mentorship:** Scientific credibility demonstrated by a strong background as a clinician-scientist/researcher (i.e., clinical or population oncology, genomics or other related field(s)), or as a basic scientist in an emerging/leading-edge area of cancer research. This includes a broad understanding of fundamental, clinical, health services, and population-based research, the ability to expand clinical trials as an outcome of translational research, and a track record demonstrating a solid, top-tiered, well-published, and well-funded research program. In this regard, the candidate would serve as a credible champion and mentor with the ability to attract, motivate, and develop the next generation of scientists (trainees, other HQP and researchers). Therefore, building and mentoring high-performance teams and promoting high-level scientific research outputs are critical.
4. **Strategic Thinking & Communication Skills:** The ability to connect and effectively integrate all types and varieties of research (fundamental, translational, clinical, health services, population) in a manner that portrays and promotes unity of purpose and the pursuit of a common vision, and that maximizes the correlation between research and clinical activities. This requires the candidate to be politically astute and sensitive, with an ability to build bridges in order to effectively navigate sometimes competing mandates, interests, and/or priorities of diverse stakeholder groups (locally, nationally, internationally).
5. **Managerial Competence:** Research project management experience, including strong knowledge of budget

development in a research setting and of research funding mechanisms within the private, industry/pharma, and public sectors.

6. A demonstrated ability to impact funding levels, through a combination of the following:
 - a. well-developed public and media relations skills with a record of success in continuously raising the profile of an organization, and in engaging stakeholders, partners, and the public in its work locally and beyond;
 - b. high level of comfort, credibility, and confidence in a high-profile role as spokesperson/champion/ambassador for, and as the ‘face’ of, the organization;
 - c. track record of success in attracting investment, both philanthropic donations and grant funding, as well as in negotiating research agreements and contracts; and
 - d. demonstrated ability to leverage funding from federal institutions and other sources.
7. Senior-level leadership experience in reporting to, engaging with, and challenging a Board in successfully working towards the achievement of an organization’s vision, mission, and strategic plan.
8. A history of active involvement in the broader cancer research community – nationally and internationally. Strong networking skills.

Education:

- MD, PhD and/or MD/PhD in a relevant field.