

Recruiting Postdoctoral Scientists in Canada

Postdoctoral scientists across Canada are among those leading the highest-impact research in astronomy and represent the immediate future for our faculty leadership. These scholars work within an extremely precarious environment, however, resulting in a “leaky pipeline” to continuing positions [1,2,3]. The Long Range Plan 2020 (LRP2020) has identified this as a critical problem within the Canadian community, contributing in particular to a sustained bias against the inclusion of under-represented populations in Astronomy. To make the first steps toward mitigating this problem, CASCA strongly recommends that any prospective employer posting a job ad for a postdoctoral position in astronomy observe the following:

- We recommend that all astronomy postdoctoral positions in Canada be advertised with clearly stated **options for reduced/flexible hours, remote work, or part-time employment**, and note the availability of **paid family leave**. Furthermore, it should be clear from the advertisement that applicants are not required to indicate their interest in such options until after an offer is made.
- We recommend that all job advertisements explicitly state that accommodations will be made for **career interruptions or other extenuating circumstances** when evaluating applications.
- We recommend that any **availability and amount of relocation funds be explicitly stated** within the posted job advertisement, including, where possible, reimbursement of fees for visa applications, security clearances, health checks, and quarantine on arrival.
- We recommend that posted job advertisements clearly state a **starting salary or expected range** as a function of experience; in the case of the latter, a clear metric should be provided.
- We recommend that posted job advertisements clearly state the **term of contract** as well as the **possibility of extension** and the **conditions** thereon.
- We recommend that other **employment benefits be explicitly enumerated** in brief within any posted job advertisement and that **a link be provided to the relevant contract** or otherwise exhaustive list of available benefits.
- We recommend that all job advertisements explicitly **state the relevant union representation** for the position upon hiring and provide contact details; if there is no formal union representation expected, that this be explicitly stated.

[1] Milojević, S. et al. (2018) PNAS, 115, 1261

[2] Ngo H., et.al., (2019), clrp, 2020, 63.

[3] Flaherty, K. et al., (2018) <https://arxiv.org/pdf/1810.01511.pdf>