

# Royal Military College of Canada — Call for Applications

Canada Impact+ Research Chairs

**Location:** *Kingston, Ontario, Canada*

**Job Posting Date:** April 17<sup>th</sup>, 2026

**Application Deadline:** *May 19<sup>th</sup> 2026*

**Award Value:** Up to \$500,000 or \$1,000,000 per year over 8 years **Program:**

[Canada Impact+ Research Chairs - 2026 Competition](#)

## Overview:

The Royal Military College of Canada (RMC) invites applications for a Canada Impact+ Research Chair under the 2026 Impact+ competition. The Canada Impact+ Research Chairs program is a **federal initiative to attract exceptional internationally-based researchers** whose work demonstrates transformational potential, excellence in research, and significant benefits for Canada and the global research ecosystem. The successful chairholder will join the institution as faculty member and contribute to advancing RMC's research leadership and impact.

The selected chair holder is expected to advance one or more of the following strategic priority areas (interest in defence-related expertise is an asset):

- advanced digital technologies;
- biotechnology;
- clean technology and resource value chains;
- environment, climate resilience and the Arctic;
- democratic and community resilience;
- advanced materials;
- defence and dual-use technologies.

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## Position Description

We seek outstanding candidates with an established record of research excellence, leadership in their field, and the ability to drive high-impact research programs to support innovation in a rapidly evolving global context. The successful nominee will be expected to:

- Advance cutting-edge research spanning in one of the strategic priority areas of the Canada Impact + program
- Lead and mentor research teams, foster collaborations, knowledge mobilization, and translation activities.
- Engage with academic, industry, and community partners to maximize research impact.
- Contribute to institutional strategic priorities and strengthen Canada's international research competitiveness.

To support the research programs of Impact+ Chairs, the RMC will strategically leverage the full range of funding opportunities available through the Canada Global Impact+ Research Talent Initiative. These include the Canada Impact+ Research Infrastructure Fund, which provides access to state-of-the-art research equipment and facilities, as well as the Canada Impact+ Emerging Leaders and Research Training Awards, which support the recruitment of scholars at various career stages to advance shared strategic priorities.

Canadian citizens living abroad who wish to relocate to Canada are invited to apply. Successful candidates will be required to take up their position at the RMC Impact+ Research Chair within 12 months of receiving the award.

The Government of Canada is committed to protecting Canadian research ecosystem using an as open as possible and as safeguarded as necessary model. The Chairholder will be required to comply with the Sensitive Technology Research and Affiliations of Concern ([STRAC Policy](#)) STRAC Policy and National Security Guidelines for Research Partnerships ([NSGRP](#)) for their research programs. Support from the institution will be provided to the Chairholders to comply with the policy including mitigation plans if applicable.

Equity, Diversity, and Inclusion (EDI) are embedded as core principles within the Impact+ program's objectives, expected outcomes, and reporting requirements. The program expects institutions and chairholders to uphold and demonstrate the highest EDI standards throughout the duration of the award. The Chairs and host institutions are expected to implement targeted measures that actively support a diverse cohort of early-career researchers within chairholders' research programs. This approach implies that robust EDI principles must be integrated into research design, methodologies, analysis, interpretation, and the dissemination of findings to ensure that outcomes are meaningful and relevant to the diverse Canadian population.

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## Eligibility Requirements

Applicants must:

- Be internationally based (working and residing outside Canada) at the time of the competition deadline.
- Hold qualifications suitable for appointment at the senior professor level as defined by the Canada Impact + Chair Program.
- Demonstrate a track record of research excellence.
- Demonstrate research leadership of international stature.
- The position at RMC is open to Canadian Citizens or Permanent Residents of Canada.

Appointment to RMC will be subject to academic and internal institutional requirements consistent with the Impact+ program. Appointments are subject to review and final approval by the Principal. Professors at RMC are governed by a [Collective Agreement](#) between Treasury Board and the Canadian Military Colleges Faculty Association (CMCFA).

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## Application Submission

To apply, candidates should submit the following *electronically* via email to [VPR@rmc.ca](mailto:VPR@rmc.ca) by *May 19<sup>th</sup> 2026* with “**Application – Canada Impact + Chair 2026**” in the title line:

1. Cover letter outlining fit with the Impact+ Chair objectives and priority areas.
2. Curriculum vitae, including a complete list of publications and key contributions.
3. Proof of Canadian citizenship or Permanent Resident of Canada.
4. Statement research achievements and future research program (max 2 pages).
5. Statement of proven research leadership of international stature (max 1 page).
6. Experience in knowledge mobilization, translation and commercialization .
7. List of 3 sample Journal Publications to demonstrate expertise.
8. Names and contact information of 4 referees, the referees will only be contacted if the application is selected for nomination to the program.

All applications will be reviewed by a Committee following pre-established selection criteria aligned with Impact+ program expectations.

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## Recruitment Process and Equity, Diversity & Inclusion

**In alignment with** the *Impact+* recruitment requirements RMC is committed to an open, transparent, and barrier-free search process that advances employment equity through the proactive identification and removal of systemic barriers and the promotion of equitable participation.

Within the academic and research environment, Equity, Diversity and Inclusion (EDI) are essential to recognizing the full range of contributions of researchers and to fostering creativity, innovation, and excellence. RMC is committed to ensuring that the inclusion, retention, advancement, and success of individuals from employment equity–designated groups and other equity-seeking and rights-seeking populations remain a sustained institutional priority.

Consistent with the modernized Employment Equity framework, RMC encourages applications from members of employment equity–designated groups, including **women, Indigenous Peoples, racialized persons, and persons with disabilities**, as well as individuals from other underrepresented and equity-seeking communities, including **2SLGBTQIA+ individuals**. RMC recognizes that employment equity extends beyond representation to encompass equitable access, meaningful participation, and an inclusive institutional culture.

To ensure fairness, transparency, and inclusivity, the following practices are integral to this search:

- Recruitment materials and processes are designed using inclusive, bias-aware, and gender-neutral language, with a focus on essential qualifications and research excellence, while minimizing systemic barriers.
- The selection and nomination committee reflects diverse perspectives and includes members with demonstrated expertise in EDI, including training in unconscious bias mitigation and inclusive recruitment practices.
- Candidate assessment processes consider diverse career paths and lived experiences, including the impact of life circumstances such as disability, leaves of absence, and caregiving responsibilities, consistent with equitable evaluation principles.

RMC is committed to providing an inclusive, accessible, and barrier-free environment. Accessibility is recognized as a fundamental component of employment equity, and the institution actively works to identify, prevent, and remove barriers to full participation.

Applicants who require accommodation at any stage of the recruitment process are encouraged to contact: Ana Androsik, EDI Officer at [Anastasiya.Androsik2@forces.gc.ca](mailto:Anastasiya.Androsik2@forces.gc.ca)

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## **The Royal Military College of Canada**

RMC is located traditional territories of the Haudenosaunee, Anishinaabe, and Huron-Wendat on a peninsula in Kingston on the shores of Lake Ontario. The Royal Military College of Canada (RMC) in Kingston is one of Canada's oldest and most distinctive educational institutions, founded in 1874 with the purpose of providing a complete military and academic education. Over time, RMC evolved from a narrow focus on military tactics and engineering to a modern university offering a broad spectrum of undergraduate and graduate programs in arts, sciences, engineering, and professional military education.

RMC's mission emphasizes the integration of academic excellence with military leadership development. As Canada's federal degree-granting military university, RMC prepares naval and officer cadets for careers in the Canadian Armed Forces while also serving the broader needs of the Department of National Defence through continuing education for military members and civilian students.

Innovation and research are at the heart of RMC's success and impact for the Department of National Defence, with faculty and graduate researchers engaged in scholarship that supports Canada's defence, security, and broader technological, scientific and social challenges. RMC fosters an inquiry-based research culture aimed at advancing knowledge on emerging national and global issues. RMC has a total of five Canada Research Chairs, and the college participates in initiatives enhancing connectivity and collaboration with national and international partners. Research spans diverse areas including engineering resilience, critical security, leadership and ethics, cybersecurity, communications, satellite technology, health and resilience and defence technologies, supported by facilities such as high-performance computing resources and specialized laboratories. This environment encourages interdisciplinary cooperation, partnerships, and innovation that benefit both military and civilian sectors. In collaboration with the Department of National Defence and the Canadian Armed Forces, RMC's research enterprise is strengthened

by the development of Defence Research unit. This initiative will connect research groups and centres with defence related priorities, expand opportunities for collaboration, and enhance RMC's advisory role within both defence and academic communities. It will promote communication on emerging research needs, support innovation in a rapidly evolving global context, and foster new collaborations, symposiums, and connections between faculty and stakeholders.

Together, this distinctive history, mission and research enterprise make RMC a unique institution where a tradition of excellence meets cutting-edge inquiry, producing leaders who are academically accomplished and prepared to address complex challenges for Canada and beyond.

### **Equity, Diversity and Inclusion at RMC**

Equity, Diversity and Inclusion (EDI) at RMC is grounded in its Institutional EDI Action Plan, developed in alignment with the Canada Research Chairs Program and federal public service frameworks. At RMC, EDI is understood, consistent with definitions outlined in the Action Plan and its Appendix 1, Main Definitions, as the fair and barrier-free treatment of individuals (equity), the presence and representation of diverse identities and perspectives (diversity), and the creation of an environment where all members experience respect, belonging, and full participation (inclusion), supported by intersectional approaches such as Gender-Based Analysis Plus (GBA+). The Action Plan mandates that EDI be embedded across all institutional processes, including recruitment, research, governance, and data practices, with a particular focus on addressing underrepresentation of the four federally designated groups (women, Indigenous Peoples, persons with disabilities, and racialized individuals) and removing systemic barriers through measurable, monitored objectives. At the same time, the Department of National Defence (DND), through its 2024–2027 Employment Equity, Diversity and Inclusion (EEDI) Plan, advances a complementary framework emphasizing representation, inclusive leadership, intersectionality, data-driven decision-making, and a culture of belonging, with updated terminology that foregrounds racialized groups (including Black employees), self-identification, proportional promotion, and accountability across all levels of the Defence Team. Together, these frameworks establish a common, institutionally aligned set of EDI principles and definitions to guide candidates, committees, and leadership in fostering equitable, inclusive, and excellence-driven academic and defence environments.

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### **Location: Kingston, Ontario**

Kingston, Ontario offers a compelling combination of academic excellence, economic opportunity, and quality of life that makes it highly attractive for academics. At the heart of the city's appeal is its vibrant research ecosystem anchored by the Royal Military College of Canada, Queen's University, and St. Lawrence College. These institutions collectively contribute to an exceptionally rich academic and research environment. This unique ecosystem fosters collaborative work across disciplines, encouraging innovation and impactful discoveries. The broader Kingston economy complements this intellectual vibrancy with a dynamic mix of startups, established companies, and innovation hubs. Kingston's research-driven startup ecosystem ranks

highly among Canadian small cities, supported by incubators and accelerators that help bridge the gap between academic research and commercialization.

Beyond intellectual and economic opportunities, Kingston offers a high quality of life that balances professional ambition with natural beauty and cultural richness. Located on the shores of Lake Ontario, the city's scenic waterfront, historic limestone architecture, and access to outdoor recreation, which includes waterfront trails, parks, and boating. The city's vibrant cultural calendar includes theatre, festivals, art galleries, and film events, adding depth to community life and opportunities for engagement outside the academy.

The city is well positioned at the center of three major Canadian political, economic and industrial cities of Toronto, Ottawa and Montreal within a 2.5-hour drive. In Kingston, professors benefit from a supportive professional ecosystem and a lifestyle that prioritizes both intellectual fulfillment and personal wellbeing all within a mid-sized city that combines affordability, connectivity to larger urban hubs, and a welcoming community.