JOB POSTING
Postdoctoral Associate in Healthy Aging and Health Equity
Age Friendly Communities Evaluation

Appointment
Temporary, full-time, one year, with potential for renewal subject to funding and performance.

Salary
CAD $65,000–$75,000 per year, based on experience.

Start date
Flexible and negotiable.

Application deadline
Applications will be reviewed on a rolling basis until the position is filled.

The opportunity
Western University invites applications from Canada and internationally for a Postdoctoral Associate to contribute to a Canadian Institutes of Health Research (CIHR)-funded evaluation of Canada's Age-Friendly Communities (AFC) initiatives. Working with Dr. Piotr Wilk, the successful candidate will take a leading analytical role in research examining how community environments support healthy aging and whether benefits are shared equitably across populations.

We seek a researcher with advanced quantitative training and a demonstrated ability to take population-health analyses from research question and data preparation through modelling, interpretation, and publication. The successful candidate will bring the methodological expertise and research judgement needed to make substantive contributions from the outset, while collaborating with an interdisciplinary team.

The project
This four-year project examines how AFC participation and implementation relate to health, social, and equity outcomes among older adults. It brings together researchers, the Public Health Agency of Canada, the Centre for Studies in Aging and Health at Queen's University, and provincial and community partners.

The position will focus on two complementary studies. The National Study combines population surveys, administrative health data, and community-level measures to examine differences in outcomes and inequities over time between and within communities. The Ontario Study examines how AFC implementation patterns, including intensity, continuity, governance, and resources, relate to these outcomes.

Schulich School of Medicine & Dentistry, Western University
Western Centre for Public Health and Family Medicine
1465 Richmond St. London, Ontario N6G 2M1
t. 519.661.2162 f. 519.661,3766 www.schulich.uwo.ca/epibio

Methods include multilevel modelling, difference-in-differences analysis, and classification of implementation patterns. Findings will also inform synthesis with a complementary study of small, rural, and remote communities.

Key responsibilities

- Develop and implement rigorous analysis plans for the National and Ontario studies, in collaboration with the investigators.
- Prepare, harmonize, and analyse large survey, administrative health, and community datasets, maintaining reproducible code and clear documentation.
- Apply multilevel and quasi-experimental methods; assess assumptions, confounding, missing data, and sensitivity to analytical choices.
- Examine variation in outcomes by socioeconomic circumstances, sex and gender, and community context, and help develop and evaluate AFC implementation typologies.
- Lead manuscripts and contribute to presentations, policy briefs, and interpretation of findings with research and community partners.
- Provide methodological guidance to graduate students and research assistants and coordinate analytical work with the project team.

Required qualifications

- A PhD, completed by the position start date, in epidemiology, biostatistics, population or public health, quantitative social science, or a closely related discipline.
- Substantive applied population-health research experience, demonstrated through completed empirical studies and peer-reviewed publications with a clear personal contribution to analysis and writing.
- Demonstrated practical experience with multilevel modelling and quasi-experimental evaluation, such as difference-in-differences, including interpretation of assumptions and limitations.
- Experience analysing large population surveys and/or administrative health datasets, with sound understanding of complex survey design, clustering, and data quality.
- Proficiency in statistical programming sufficient to independently implement, troubleshoot, and document reproducible analyses.
- Evidence of independent research judgement, effective project organization, and the ability to deliver analytical work and manuscripts with limited day-to-day direction.
- Strong written and spoken English and the ability to explain complex findings clearly to academic and non-academic audiences.

Desirable experience

Experience in healthy aging, AFC, health equity, social determinants of health, or evaluation of community-based interventions; structural equation modelling, latent class analysis, or clustering methods; geographically linked or repeated cross-sectional data; and collaboration with policy or community partners. Direct AFC

experience is an asset. Candidates from related fields should explain how their substantive and methodological experience transfers to this project.

Research environment and location
Western is a research-intensive university in London, Ontario, Canada. The position offers opportunities to lead publications, collaborate across institutions and disciplines, and work with partners who can apply the findings to healthy-aging policy and practice.

The primary work location is Western University. The successful candidate must be based in Canada, as some project data require access through a secure Research Data Centre (RDC). An arrangement based elsewhere in Canada may be considered by agreement, subject to suitable RDC access and project needs. Access to restricted data is subject to the relevant approvals and confidentiality requirements.

How to apply
Email a single PDF to Alana Maltby, AFC Project Coordinator, at alana.maltby@schulich.uwo.ca, using the subject line “AFC Postdoctoral Associate Application”. Include:

1. A cover letter describing your fit, preferred start date, and one or two relevant studies. Specify the datasets, methods, analytical decisions, and writing for which you were personally responsible, and explain how this experience prepares you to contribute to the National and Ontario studies.
2. An academic CV, including publications and relevant research experience.
3. One relevant publication or research writing sample, accompanied by a brief description of your contribution to the analysis and writing.
4. Names and contact details, including email addresses, for three referees who can comment on your research independence, quantitative skills, and ability to complete and publish work.

Please direct application enquiries to Alana Maltby. Dr. Piotr Wilk will supervise the position and lead the selection process.

Equity and accessibility
The University invites applications from all qualified individuals. Western is committed to employment equity and diversity in the workplace and welcomes applications from women, members of racialized groups/visible minorities, Indigenous persons, persons with disabilities, persons of any sexual orientation, and persons of any gender identity or gender expression. Accommodations are available for applicants with disabilities throughout the recruitment process; please contact Alana Maltby to discuss your needs.