



Algoma University is committed to undoing systemic and institutional discrimination and being publicly transparent and accountable. Diversity, equity, and inclusion are fundamental to our Special Mission. In keeping with the Seven Grandfather teachings that are the core values that inform our decisions as an institution, we are committed to creating a welcoming, inclusive, respectful, and safe environment where everyone belongs. These values, commitments, and practices are highlighted in our institutional strategies, including the Strategic Plan; Academic Plan; Research Plan, and EDI Plan. We live these values through the strength and richness that diversity brings to our workforce and welcome contributors from equity-deserving groups including Indigenous Peoples, Black and racialized persons, women, Persons with Disabilities, 2 Spirit, Lesbian, Gay, Bisexual, Transgender, and Queer persons.

Algoma University (www.algomau.ca) is an innovative institution that embraces research, scholarship, and teaching to pursue its Special Mission. The Special Mission is founded upon cross-cultural learning between Indigenous and other communities within a spirit of healing and reconciliation. Algoma University's five faculties — Business and Economics, Computer Science and Technology, Cross-Cultural Studies, Humanities and Social Sciences, and Science — provide students with rich experiential learning opportunities across all of its campuses in Brampton, Sault Ste. Marie and Timmins. Algoma University works to enhance its research capacity through community engaged partnerships and ongoing development of graduate programming. We welcome those interested in this exciting time of growth!

Algoma University has an existing vacancy in the position of:

Job Title:	Canada Impact+ Research Chair Nominee in Advanced Digital Technologies
Position Status:	Permanent; OPSEU Local 685
Department:	The Department of Computer Science and Mathematics in the Faculty of Computer Science and Technology
Location:	Sault Ste. Marie Ontario
Posting Date:	May 4, 2026
Preferred Start Date:	November 2026, or as negotiated

The Faculty of Computer Science and Technology at Algoma University invites applications for nomination to the Canada Impact+ Research Chairs (Impact+) program under the Government of Canada's priority area of Advanced Digital Technologies (including artificial intelligence,



quantum and cybersecurity) . This prestigious appointment will advance Canada's global leadership in immersive technologies, focusing on transformative research in XR that integrates cutting-edge hardware, software, and human-centered design and leverage the advancements in AI. The Faculty of Computer Science and Technology (FCST) is a rapidly expanding unit recognized for its strengths in Artificial Intelligence (AI), Data Science, Software Engineering, and Extended Reality (XR). The faculty, together with Algoma National Centre of Excellence in Immersive Technologies, supports interdisciplinary research and industrial partnerships in immersive media, virtual/augmented/mixed reality, and human-computer interaction.

The Canada Impact+ Research Chairs (Impact+) program is a one-time initiative that offers eligible Canadian, degree-granting institutions an opportunity to attract world-leading and internationally based researchers whose work addresses critical national and global challenges. The program is awarded in \$1 million per year or \$500 thousand per year for eight years, with the possibility of a 4-year extension at 50% of the original award value, determined by an external review in Year 7 of the award. Impact+ emphasizes both research excellence and tangible impact to advance ambitious and transformative projects in Canada's [strategic priority areas](#), build and maintain exceptional research teams, and collaborate with partners across sectors and borders. Impact+ Chairs are expected to drive the translation of discoveries into applications, commercialization and social and economic benefits for Canada and the world, while also developing the next generation of highly qualified personnel.

Impact+nominees must:

- be internationally based (both working and residing outside of Canada) as of the Impact+ application deadline
- have a recent track record of research accomplishments and significant interest in making new contributions to Canada
- be full or associate professors or, if recruited from outside the academic sector, possess the necessary qualifications to be appointed at these levels.

Please consult the [Canada Impact+ Research Chairs website](#) for full program information, including further details on eligibility criteria.

Algoma University Impact+ Strategic Priority Area: Advanced Digital Technologies

We seek to hire a renowned expert in Extended Reality (XR). The successful candidate will lead a world-class research program in XR, contribute to building research capacity within the Faculty of Computer Science and Technology, and foster interdisciplinary collaboration across Algoma and its industry and academic partners. The Chair will also play a key role in mentoring graduate students and postdoctoral fellows, attracting research funding, and enhancing Algoma's global research profile in immersive technologies.



The successful candidate will develop a world-leading research program in Extended Reality (XR), with an emphasis on at least one of the following:

- Extended, Virtual, Augmented, and Mixed Reality (XR/VR/AR/MR) – development of novel immersive systems, environments, and applications.
- Human-Computer Interaction (HCI) and Immersive User Experience Design – investigating human perception, interaction, and engagement within immersive spaces.
- Immersive Learning, Simulation, and Training Environments – designing XR solutions for education, skills development, and workforce training.
- XR for Health, Education, and Cultural Heritage – applying immersive technologies to support healthcare delivery, cultural preservation, and inclusive learning.
- XR Content Creation and Real-Time 3D Rendering – advancing tools, engines, and pipelines for generating dynamic and realistic immersive content.
- Artificial Intelligence and Machine Learning for XR – enabling adaptive, intelligent, and context-aware XR experiences.
- Next-Generation XR Infrastructure and Devices – innovating in hardware design, networking, and distributed XR architectures.

This Chair will collaborate closely with Algoma University's National Centre of Excellence in Immersive Technologies, fostering interdisciplinary research and partnerships with industry, government, and community organizations to advance Canada's leadership in XR innovation and application.

Qualifications, Application Process & Requirements

Qualifications

- **Only candidates who are internationally based (both working and residing outside of Canada) at the time of the Impact+ Program application deadline for each intake are eligible.**
- Hold a Phd in Computer Science or closely related discipline (This is a requirement of the OPSEU Local 685 Full-time Faculty Collective Agreement at Algoma University).
- Be an established full professor, or an associate professor expected to advance to full professor within 1–2 years.
- Demonstrate a record of outstanding research contributions, including high-impact publications, mentorship, and external research funding.
- Show a proven ability to lead large interdisciplinary teams and foster collaborations with academia, industry, and government.
- Exhibit a strong commitment to equity, diversity, inclusion, and accessibility (EDIA) in research, mentorship, and recruitment.



- Expectations
 - Teaching undergraduate and graduate courses in virtual reality and HCI
 - Teaching general undergrad computer science courses as required
 - Supervision and advising of (undergraduate/graduate) students
 - Participation in service to the university, such as student mentorship, research advising, and academic committees.
 - Other duties and responsibilities as outlined in the [OPSEU Local 685 Full-time faculty collective agreement](#).

Application Process:

The Impact+ recruitment process consists of two stages. First, candidates apply to an open job posting at Algoma University. The successful candidate will then work with Algoma University to co-develop an application for the federal funding program. **Appointment to an Impact+ university position is contingent upon receiving an Impact+ award.** Impact+ awardees must begin their appointment within 12 months of accepting the award. The term is for eight years, after which other funding sources may be leveraged to facilitate a permanent position within our faculty.

Application Packages shall contain the following:

1. Cover letter outlining your interest in the position and alignment with the Impact+ position in the priority area of Advanced Digital Technologies.(2 pages)
2. Current Curriculum Vitae (CV) if applicable, we encourage applicants to explain any career interruptions that might have affected research productivity
3. Research and Training Vision Statement that details the short (1-2 years) and long-term (5+ years) research vision for elevating Algoma's existing strengths, and for pioneering new directions in Advanced Digital Technologies via the Impact+ position. The statement should highlight why the applicant is competitive for this position based on the profile criteria mentioned above. (3 pages)
4. Teaching statement, outlining the candidate's teaching philosophy, approach and methods, and how they will apply as a Impact+ Chair at Algoma. (2 pages)
5. Indigenization, Equity, Diversity and Inclusion (I-EDI) Statement- that describes the applicant's philosophy and strategies for incorporating I-EDI considerations into research design, team building, teaching, and mentorship activities. It



should explain how the applicant provides equitable opportunities for collaborators and students from diverse backgrounds and how they foster a welcoming and inclusive environment and aligns with Algoma's Special Mission. (2-3 pages)

6. Sample research publications
7. Full Contact information of three referees, who are established authorities in the field, who are not in a conflict of interest.

Note: Application materials should be submitted as a single combined PDF file, with a file name that identifies the applicant.

Salary Scale:

Associate Professor \$121,216 - \$160,248

Full Professor \$141,211-\$174,403

Candidates shall address their application to: Dr. Simon Xu, Acting Dean of the Faculty of Computer Science and Technology. All applications must be submitted electronically through [this link](#). Applications received by 4:00 pm EST June 5, 2026 will be assured of consideration, though the posting remains open until the position is filled. The position is subject to budgetary approval. Any questions may be sent to faculty.relations@algomau.ca

The Canada Impact+ Research Chair program requires institutions to collect self-identification data from all applicants, in accordance with best practices. As part of Algoma's efforts to fulfill our commitment to equity, diversity and inclusivity, all applicants will be required to submit a brief online survey as part of the application process. While completion and submission of the survey is mandatory, applicants may decline to answer any of the questions. Applicant self-identification information is confidential, and access is limited and restricted to designated individuals.

Algoma University is strongly committed to fostering diversity and inclusivity within our community and is an equal-opportunity employer. The university invites and encourages applications from all qualified individuals who would contribute to the further diversification of our Institution, including equity-deserving groups that are traditionally underrepresented in employment (Indigenous peoples, racialized persons, women, persons with disabilities, and 2SLGBTQQIPA+ persons).



Algoma University recognizes that life circumstances such as illness, disability, family and community responsibilities (e.g., maternity leave, parental leave, leaves due to illness, leaves due to caring for family members, slowdowns due to chronic illness or disability, or COVID 19 impacts) are often an expected part of life and are likely to have an impact on a nominee's record of research achievement. You are not required to disclose these life circumstances in the hiring process. If you choose to do so, Algoma University will ensure that these obligations do not negatively impact the assessment of your qualifications for the position.

In accordance with the Accessibility for Ontarians with Disabilities Act, 2005, upon request, accommodation will be provided by Algoma University throughout the recruitment, selection, and/or assessment process to applicants with disabilities. Algoma University welcomes and encourages applications from people with disabilities. Accommodations are available on request to Natasha Miller at natasha.miller@algomau.ca, for candidates taking part in all aspects of the selection process.