

Guidelines for the McDonald Institute Experimental Postdoctoral Fellow Award in Astroparticle Physics: MI-EPDF Round 1

The McDonald Institute Experimental Postdoctoral Fellow Award in Astroparticle Physics is to support faculty at a recognized Canadian academic institution to hire a postdoctoral fellow. Each award will support a postdoctoral fellow by covering 75% of the direct cost, up to an annual salary of \$70,000 CAD plus benefits, for up to two years. Other components of the package (e.g., relocation, travel allowance, etc.) are 100% paid by the host institution. Recognizing that the salary packages may vary by institute, applicants should outline the total salary, the source(s) of other funding with an explanation, and the amount of funding requested.

The positions are available for any PIs/Groups/Institutions doing research in experimental astroparticle physics in Canada that is in alignment with the [McDonald Institute Research Strategy](#). The application process involves submitting an application form together with a 2-page response to section B. It will be evaluated based on scientific merit, alignment with the objectives of the McDonald Institute, and incorporation of equity, diversity, inclusion, and Indigenization (EDII) principles into their research environment and recruitment and onboarding processes. For more details on expectations with regards to EDII, please refer to Appendix A.

Award recipients will be required to cross-post their job ad on the [Careers in Astroparticle Physics website](#) hosted by the McDonald Institute. If an applicant advertises the proposed position before an award is confirmed, they must promptly share with the McDonald Institute their job advertisement for cross-posting (as we encourage for all job postings relating to astroparticle physics in Canada). **Please share job ads by email to admin@mcdonaldinstitute.ca.**

Application Process

For each position, applicants must complete the application form (section A) and answer the questions (section B) found on the [McDonald Institute website](#). Note there are assigned page limits.

Applications that fail to follow the template will not be considered. Completed applications should be sent to admin@mcdonaldinstitute.ca with the subject line “MI-EPDF Awards R1 – {Supervisor Last Name}”.

Applications must be received by **January 14, 2026**. Notice of awards will be issued by mid-February.

Eligibility

The applicant must be able to supervise at an associated Canadian institution and be eligible to hold an institutional account for grants or awards. The proposed research must be related to the field of astroparticle physics. Proposals must be in line with the [McDonald Institute's research strategy](#).

Ticket Value:

The McDonald Institute recognizes that different institutions have different pay scales and arrangements for salaries. The expectation is for salaries to be consistent with the norms in your department, but the ticket value will not exceed 75% of \$70k per year maximum (plus benefits in line with institutional norms) over two years. Indirect funds are also made available to the host institute, with specific details provided in the award letter.

Successful applicants will be granted one ticket for each successful position. The awarded ticket is expected to be filled (i.e., a future or current postdoctoral fellow has been identified for this funding) by early June 2026. To ensure the two full years of funding, the postdoctoral must be using the funds by September 2026, unless an explicit exception is granted. All unused tickets and/or portions of funding will be returned to the pool.

The annual base pay for the postdoctoral appointment must be declared in the application form and be consistent with departmental norms at the supervisor's institution.

Reporting Requirements:

All tickets awarded and claimed will be required to submit a midterm and final report on completion. Report templates will be shared.

Reviewing Committee:

A Scientific Review Committee of experimental faculty (including early career and established researchers) from across Canada adjudicates applications and forwards recommendations to the Scientific Director.

The committee will rank applications as per the matrix available at the end of the application form. The PI is authorized to make an offer to their top-ranked applicant as usual, with all hiring and on-boarding processes following the standard postdoctoral hiring conventions at the host institute.

APPENDIX A: Equity, Diversity, Inclusion, and Indigenization (EDII)

EDII considerations are a key evaluation criterion in this competition. Applicants will be assessed on how they incorporate equity, diversity, inclusion, and Indigenization into both their recruitment and onboarding of research personnel and the research environment they establish for Highly Qualified Personnel (HQP) to thrive.

Evaluation points include the applicant's efforts to foster diversity and promote equity within their research group, strategies to attract candidates from equity-seeking groups, sustainment approaches, and how accommodations are provided to support individuals. For faculty unsure of where to start, we highly encourage you to utilize the Diversity and Equity Assessment Planning (DEAP) Tool or other equivalent tools or resources to help demonstrate how you are advancing equity within your training environments. The DEAP Tool can be found on the McDonald Institute website here:

<https://mcdonaldinstitute.ca/deap-tool-for-researchers/>.

The McDonald Institute acknowledges that individuals hold intersectional identities (e.g., race, socioeconomic class, gender, sexuality, disability, nationality, religion, language) and that categorizing HQP can marginalize their lived experiences. Categorization is grouping individuals based on demographic traits (e.g., sex, age, ethnicity, or religion), personality and interests (e.g., introversion), or health status. **It is inappropriate to disclose an individual's medical status, sexual orientation, sex, ethnicity, race, religion, or other personal characteristics in this application.** Observations about others may not reflect their self-identification and sharing such information infringes on personal privacy.

Instead of categorizing individuals, applicants should highlight activities and initiatives that demonstrate their approach to integrating EDII principles into their research environment. For example:

Example 1: "I foster a research environment that has supported a senior master's student, passionate about advocating for the LGBTQ2S+ community, in launching a mentorship program for new students at our institution."

Example 2: "I have implemented flexible meeting schedules and remote work options to accommodate a research assistant who balances academic responsibilities with caregiving. This approach ensures they can fully participate in our research activities while maintaining their other commitments."

Example 3: "In my research group, I have established a peer-support system where new team members are paired with experienced researchers who share similar academic interests. This initiative has helped foster an inclusive environment where all students, including those from underrepresented backgrounds, feel supported in their professional and personal growth."