

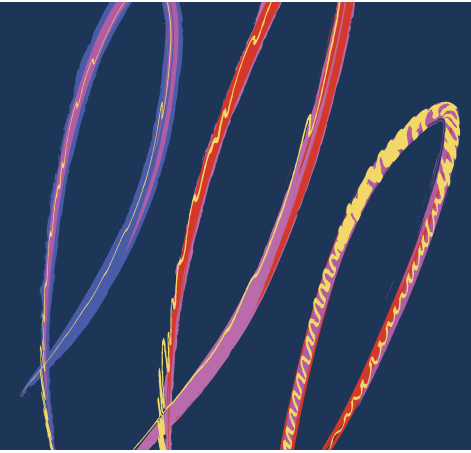


# Research Careers at The Royal

IS YOUR FUTURE WITH US?

THE  
/LE **ROYAL**

# AN INVITATION TO SHAPE THE FUTURE OF MENTAL HEALTH RESEARCH



Mental health research is at a turning point. Groundbreaking technologies are converging with urgent global need, creating unprecedented opportunities for researchers who dare to think differently, work boldly, and translate discovery into human impact.

At The Royal, we want to seize the moment, recruiting researchers whose presence will have a cascading impact on those around them, and will not just advance knowledge but transform lives.

The Royal and the University of Ottawa are jointly offering you something truly exceptional: the chance to conduct your life's most important work in an institution anchored by leading technology, and a commitment to evidence-based, personalized, research within a regional partnership designed to move quickly and seamlessly from insight to intervention, from brain scan to breakthrough.

At the heart of our offering is our simultaneous tri-modal brain imaging platform dedicated to mental health research – one of just three such facilities worldwide. This isn't simply advanced technology; it's a fundamentally new way

of understanding the human brain. Simultaneous PET, MRI, and EEG imaging. Real-time visualization of structure, chemistry, function, and electrical activity. Datasets rich enough to unlock the power of AI and computational psychiatry. All of this embedded within a leading mental health care delivery system where your discoveries become treatments, anchored in the principle that Research is Care.

But we know that breakthrough science requires more than cutting-edge equipment. It requires the right environment – intellectual freedom, collaborative colleagues, institutional support, a commitment to diversity, equity and inclusion, and crucially, a place where you and your family can thrive.

This is where Ottawa distinguishes itself. Globally ranked #5 for work-life balance. The second-highest quality of life in North America. A safe, welcoming capital city where your children can walk to school, where housing remains attainable, where nature is at your doorstep, and where a vibrant, bilingual culture enriches daily life. This is a city where you can build not just a career, but a life.

We won't pretend the decision to relocate internationally is simple. You'll have questions about research funding in Canada, about housing costs, about moving your family and potentially your team across borders, about leaving established networks. We are committed to honest conversations about any

apprehensions. We've tried here to design support to make your transition as smooth as possible – anticipating your needs as a whole person, just as we do with our research.

What we're offering is a partnership in the fullest sense: two institutions – The Royal and uOttawa – amidst a regional cooperative ecosystem, united in our commitment to your success, combining the research intensity of a top-tier university (third in Canada for health research) with the clinical integration of a leading mental health hospital. Joint appointments. Shared infrastructure. Collaborative teams. And a genuine Research is Care philosophy that ensures your work matters beyond publications and citations.

We invite you to explore what we've built for researchers like you. Read about our capabilities, consider the opportunity, and then let's talk. Because the most important conversations happen person-to-person, researcher-to-researcher, when we can understand your specific goals and show you exactly how we'll help you achieve them.

Your next chapter could be your most impactful. Let's write it together.  
With warmest regards,



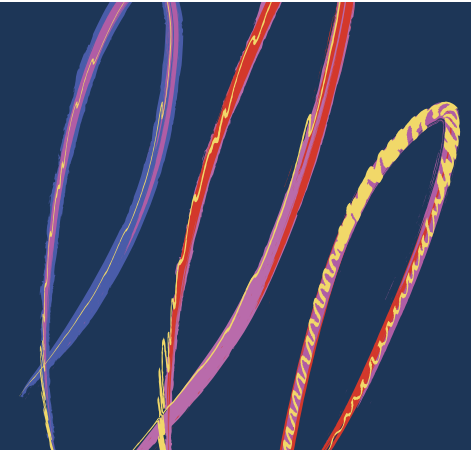
A handwritten signature in black ink, appearing to read 'Florence Dzierszynski'.

**Florence Dzierszynski, PhD**  
President & CEO, IMHR / Vice President  
Research, The Royal

P.S. We understand you may want to explore confidentially. All initial inquiries are handled with complete discretion, and we're available for informal conversations at your convenience.



# WHY NOW, WHY CANADA, WHY OTTAWA



## THE GLOBAL RESEARCH LANDSCAPE (2026)

The research world is shifting. Seventy-five percent of U.S. scientists are considering leaving the country due to federal funding cuts, immigration crackdowns, and political interference in research. For many researchers, the stability and intellectual freedom they've long taken for granted can no longer be assumed. Elsewhere around the world, researchers who might once have dreamed of a move to the U.S. are looking to Canada.

**Canada has recognized this moment.** The federal government's Budget 2025 committed \$1.7 billion over 12 years toward the [Canada Global Impact+ Research Talent Initiative](#)—one of the largest recruitment programs of its kind globally, designed to attract and support more than 1,000 leading international researchers.

The centerpiece is the [Canada Impact+ Research Chairs](#) program, investing \$1 billion over 12 years to recruit world-leading international researchers across strategic priority areas including health and biotechnology, advanced digital technologies, clean technology, and climate resilience. An additional \$400 million over six years establishes the [Canada Impact+ Research Infrastructure Fund](#), providing up to \$6 million per chair for laboratories, equipment, and research facilities.

The [Canada Impact+ Emerging Leaders](#) program invests \$120 million over 12 years to recruit early-career researchers into tenure-track positions, and the [Canada Impact+ Research Training Awards](#) provide \$133.6 million over three years to bring up to 600 international doctoral students and postdoctoral researchers to Canada.

This isn't rhetoric – it's a deliberate and comprehensive national strategy to position Canada as the destination for research talent seeking stability, support, and the freedom to pursue transformative work. The window is open. The commitment is real. And institutions like The Royal and the University of Ottawa are ready to make it happen.

# THE OTTAWA AND CANADA ADVANTAGE

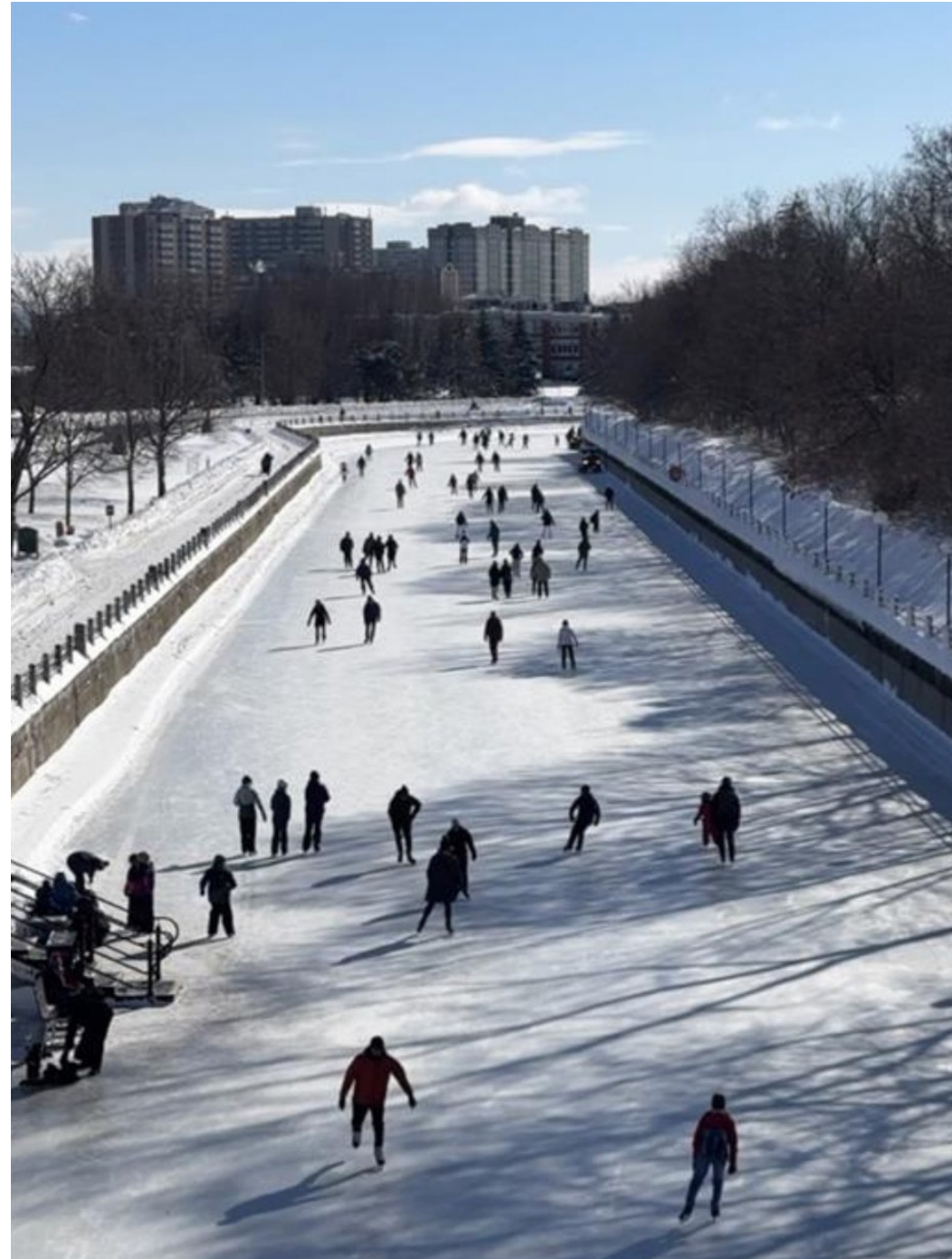
## Research Career Considerations

### Ottawa

- North America's highest concentration of tech talent at 13.3% of total employment, with 88,000+ tech workers in 1,800+ companies
- Canada's largest technology park in Kanata North: 540+ companies, 33,000 employees, \$13 billion GDP contribution
- Robust health tech ecosystem: 140 companies, 6,500+ researchers and clinicians, \$380M in annual research funding
- Direct access to federal research infrastructure: National Research Council facilities, federal government laboratories, and policy makers in Canada's capital
- Strong cross-sector collaboration opportunities: AI, cybersecurity, connected vehicles, photonics, clean tech – industries actively seeking mental health research integration

### Canada

- Medically necessary hospital and physician services are free, eliminating financial barriers to specialized medical care; broad spectrum of patients have access to research participation.
- Extremely low administrative overhead (less than 2%) in the single-payer system, allowing research to focus on science rather than insurance complexities
- Stable, democratic governance with long-term commitment to science and academic freedom
- International research collaboration networks: Open borders for scientific exchange, collaborative grant opportunities with global partners



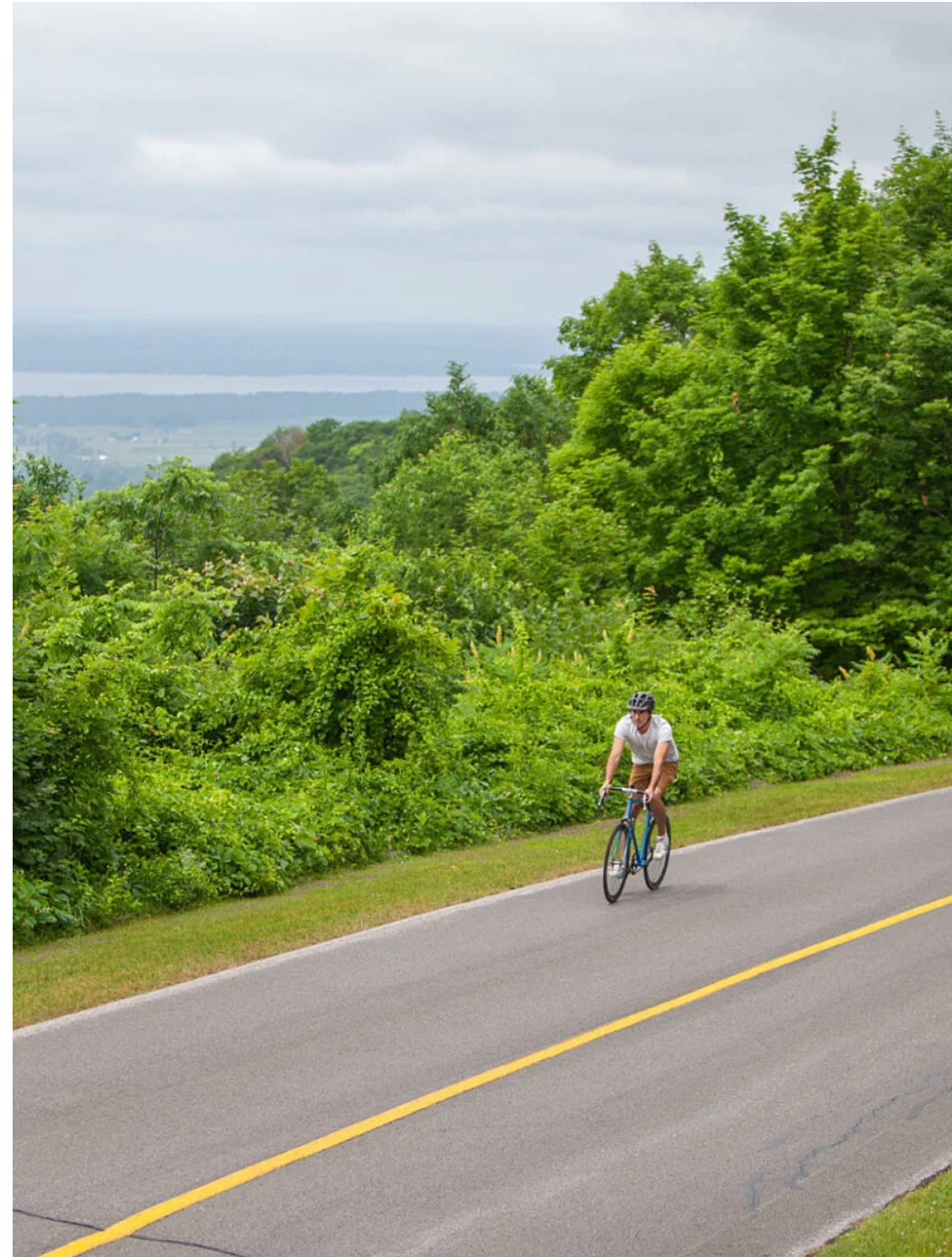
## Quality Of Life Considerations

### Ottawa

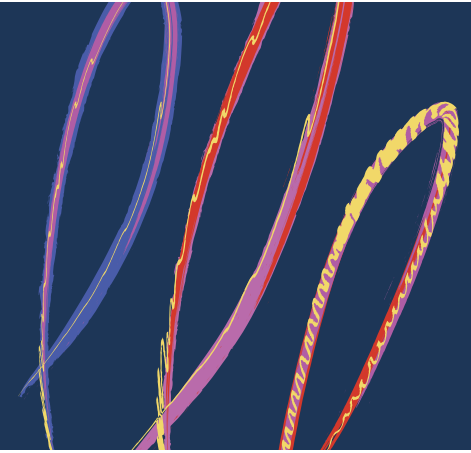
- **Ranked #5 globally** in 2025 for work-life balance – the highest-ranked city in North America. (Blueground)
- Second-highest quality of life in North America; third cleanest city in the world
- Very good Quality of Life Index score of 171.40
- Safe, family-friendly environment with one of the lowest crime rates of major Canadian cities
- Four-season climate with abundant outdoor recreation: skating on the Rideau Canal (world's largest skating rink), cycling, hiking, skiing
- Proximity to other cities: 4.5 hours from Toronto, 2 hours from Montreal by car

### Canada

- Universal healthcare coverage for all citizens and permanent residents – access to comprehensive medical services without worrying about medical bills
- Government-legislated maternity and paternity leaves: up to 12 months at 55% of earnings or 18 months at 33% of earnings, with maternity benefits adding up to 15 weeks
- French immersion programs widely available throughout public school systems, starting from kindergarten
- Nearly one in four Canadians (23%) was born outside the country – the highest proportion in over 150 years and among the highest of any major industrialized nation, creating a welcoming environment where international researchers can thrive
- Political stability and progressive values that prioritize equity and social solidarity



# INSTITUTIONAL EXCELLENCE



## UNIVERSITY OF OTTAWA RESEARCH STRENGTHS

The University of Ottawa (uOttawa) stands among Canada's top research-intensive universities, ranked 187th globally in the 2026 Times Higher Education World University Rankings (up from 191 in 2025) and recognized as one of the top four universities in Canada for research intensity. (It's one of only a few Canadian universities that is rising across various global ranking lists over the past decade.) As the world's largest bilingual university and a member of the prestigious U15 group of research-intensive institutions, uOttawa leverages its strategic location at the heart of a G7 capital to break new ground in areas including AI, cybersecurity, quantum technologies, life sciences, geopolitics, public policy, climate change, and the Arctic. The Faculty of Medicine alone attracted close to \$180 million in research funding in 2020-2021, ranking among the top three in Canada for research intensity in medicine and science.

For researchers focused on mental health and neuroscience, uOttawa offers exceptional breadth and depth across disciplines. The Faculty of Medicine and the Department of Psychiatry brings together nearly 300 faculty members across five hospitals and five research institutes, fostering critical thinking that integrates biology, psychology, and social forces to benefit patients and practice. The Faculty of Social Science and the School of Psychology – home to one of the largest doctoral programs at the university – specializes in behavioral neuroscience, cognition, developmental psychology, and social/

community psychology, with researchers holding prestigious Canada Research Chairs in mental health disparities, stress and mental health, and child and youth mental health. This interdisciplinary ecosystem, enhanced by 23 research centres and institutes that cut across faculties, creates unparalleled opportunities for collaboration among neuroscientists, psychiatrists, psychologists, engineers, data scientists, and policy researchers – all working together to advance understanding of the brain and transform mental health care.

The university is also the hub of the [Ottawa Academic Health Sciences Network](#) (OAHN), which brings together its affiliated teaching and research hospitals, including The Royal. Together we prioritize ecosystem collaboration over institutional isolation. As part of the OAHN, The Royal connects with a constellation of regional research hospitals, creating opportunities for multi-site studies, shared expertise, and accelerated knowledge translation across the region's health care system.

## THE ROYAL AND RESEARCH EXCELLENCE

The Royal stands as one of Canada's foremost research hospitals focused exclusively on mental illness and addiction. Recognized as one of Canada's Top 40 Research Hospitals since 2015, The Royal is ideally positioned to translate cutting-edge discoveries into transformative mental health care.

Our foundational philosophy – Research is Care – reflects a commitment to embedding research into clinical practice, creating seamless pathways from laboratory insight to patient impact. This approach is central to The Royal's SPARQ strategic plan (Sustainability, People, Access, Research, and Quality) and our Strategic Research Plan, which set out clear goals for building interdisciplinary research teams that include clinicians, scientists, learners, clients/patients, and their families.

At the heart of The Royal's capabilities is the Brain Imaging Centre (BIC), home to world-leading neuroimaging technology. The centre houses Canada's first PET-MRI scanner dedicated solely to mental health and neuroscience research, and recently secured \$1.9 million from Brain Canada to launch the BIC Advanced Multi-modal neuroimaging Platform for Psychiatry (BIC-AMPP) – Canada's first tri-modal brain imaging platform. This groundbreaking infrastructure enables simultaneous MRI, PET, and EEG imaging, making it one of only three facilities worldwide with this advanced capability. By capturing the brain's structure, chemistry, function, and electrical activity in real-time, BIC-AMPP generates extremely rich datasets ideally suited for AI integration and computational psychiatry, positioning researchers at the forefront of understanding mental illness at a level of detail previously impossible.

Our excellent technical team guides researchers who are unfamiliar with the potential for the technology.

The Royal is committed to the complete integration of research and clinical care. With a 284-bed psychiatric hospital serving patients with complex and treatment-resistant mental illness, researchers have direct access to patient populations, real-world testing environments, and immediate opportunities

for bench-to-bedside translation. The Royal's research operates through three pillars: Innovation (taking novel approaches and harnessing cutting-edge technologies), Intervention (developing personalized treatment options), and Prevention (advancing prevention strategies).

Research brings together interprofessional and interdisciplinary teams – researchers, clinicians, learners, administrative staff, patients, and families – working collaboratively to accelerate the mission of delivering excellence in specialized mental health care.

Further expanding access to care and research opportunities, The Royal plans to open an Urgent Care Clinic in spring 2026, offering same-day and next-day psychiatric assessment, crisis counseling, and system navigation – creating additional pathways for research integration and evidence-based treatment development. The Royal offers researchers the rare combination of world-class technology, clinical integration, and a focused mission: unlocking the mysteries of the brain to help people get better, faster.

## OUR RESEARCHERS AND RESEARCH PRIORITIES

Our [strategic research plan](#) and recent annual reports, linked at the end of this brochure, will give you an excellent overview of our priorities, research clinics, team members and environment. Our strategic research plan identifies four goals, with five priority areas of focus:

- Depression and Anxiety
- Trauma and Stress-Related Disorders
- Schizophrenia, severe and Complex Mental Illness
- Addiction
- Mental Health in Equity-Deserving and At-Risk Populations.

Sleep, Cognition, Suicide Prevention, Culture/Gender, and Music, all notable strengths of The Royal, represent cross-cutting/intersectional elements of mental health, and intersect with our priority areas of focus.

Our scientists bring remarkable range to the questions that matter most in mental health. You'll find colleagues investigating the neural signatures of mood disorders alongside those exploring how sleep disruption contributes to psychiatric illness. Researchers examining cognitive rehabilitation in schizophrenia work across the hall from teams studying trauma and PTSD using multimodal neuroimaging. Others are advancing suicide prevention science, investigating how culture and gender shape mental health outcomes, pioneering psychedelic-assisted therapies, or deepening our understanding of forensic mental health. This breadth isn't accidental. It reflects our belief that mental illness demands investigation from multiple angles simultaneously, and that the most generative conversations happen when diverse perspectives meet. While most are affiliated with the University of Ottawa, a few are with Carleton University and l'Université du Québec en Outaouais.

Because our team is comparatively small, researchers have the white space to pursue their interests without finding themselves in competition with their peers, and to develop multiple areas of expertise. Our relatively smaller size also means that competition for scanner time is not fierce, a key consideration.



### GOAL 1

Propel The Royal's impact and profile by focusing on distinctive research in specialty areas

### GOAL 2

Advance the evolution of The Royal into a rapid learning health system

### GOAL 3

Reduce the gap between discovery and impact for clients, patients, families, the community and society at large

### GOAL 4

Become a globally renowned academic health science centre for mental health research and innovation

### CLINICAL BRAIN RESEARCH CENTRE

Integrated and coordinated platforms

### INTERVENTIONAL PSYCHIATRY PROGRAM

Our umbrella approach that connects all our services for the patient

### BRAIN IMAGING CENTRE

Brings together cutting-edge technology including MRI, PET and EEG scanning, powerful tools to investigate brain function, structure, and neuropsychiatric disorders.

#### PREVENTION

Suicide Prevention  
Community  
Lifestyle (Exercise, Sleep)  
Arts

#### DIAGNOSIS

PET-MRI (Bic) | Sleep | EEG Biomarkers  
| Advanced Scales

#### INTERVENTION

Brain Stimulation  
Esketamine | IV Ketamine | (Psychedelics)  
ECT | rTMS-ECT | MRI Guided-rTMS  
Cognitive Remediation (VR) | Sleep

### CARDIO-NEURO-MIND DATA PLATFORM

Integration of heterogenous data

## THE INTEGRATED PARTNERSHIP

The partnership between The Royal and uOttawa exemplifies the power of integrated academic health science collaboration. With a relationship spanning more than 25 years, the two institutions have built deep structural connections that go far beyond traditional academic affiliations. Joint faculty appointments allow researchers to maintain clinical practice while pursuing fundamental discovery science and enable clinicians to bring research insights directly into patient care. The partnership is formalized through mechanisms like the Ottawa Academic Health Network University Research Chairs program, which explicitly fosters collaboration between uOttawa faculties and affiliated institutes, providing sustained funding and infrastructure support for researchers working across institutional boundaries.

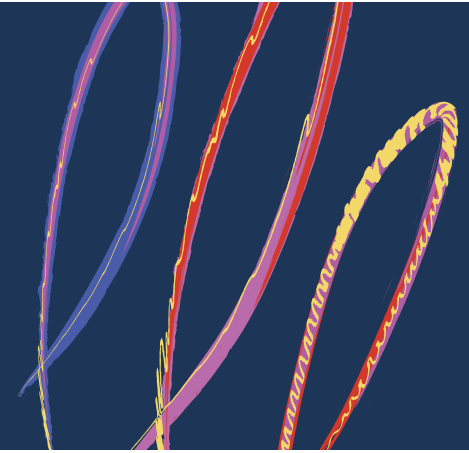
This integration extends to shared research infrastructure – most notably the Brain Imaging Centre – collaborative grant applications, joint training programs for graduate students and postdoctoral fellows, and coordinated strategic priorities that ensure both institutions move forward with aligned vision and complementary strengths.

Our partnership with Invest Ottawa links mental health research to the capital's thriving technology sector, opening pathways for commercialization, startup incubation, and industry collaboration in areas like digital mental health, AI-driven diagnostics, and neurotechnology. Community partnerships with organizations like Wabano Centre for Aboriginal Health ensure research remains grounded in the real needs of diverse populations, particularly Indigenous communities who have historically been underserved by mental health systems.

This collaborative, interprofessional, and interdisciplinary ecosystem is how The Royal punches above its weight – by recognizing that mental health research requires not just excellent scientists, but networks of engaged partners spanning clinical care, technology innovation, community service, and lived experience. For researchers joining The Royal and uOttawa, this means access to a uniquely rich collaborative environment where your work

can connect across disciplines, sectors, and communities to drive change far beyond what any single institution could achieve alone.

# WHAT WE CAN OFFER YOU



## RESEARCH SUPPORT & RESOURCES

- Chair opportunities, information about other big grants and grant strategy
- Access to unique neuroimaging capabilities
- Integrated interdisciplinary teams are the expectation and the norm.
- Startup packages and laboratory/research space
- Grant writing and administrative support
- Expert scientific staff and secure, open-access data-sharing infrastructure. (Read more about the Cardio-Neuro-Mind Data Platform.)

## UNIQUE RESEARCH ADVANTAGES

- Access to The Royal's Brain Imaging Centre, a facility 100% dedicated to research, with PET, MRI and EEG scanning onsite
- Launch in October 2026 of Ottawa-region integrated electronic health records, creating accessible whole-person data

- Integration of clinical care and research in a specialized mental health environment
- Patient and family advisory councils embedded in research
- Computational psychiatry and AI integration opportunities
- Translational research pathway from discovery to clinical implementation
- Research embedded within a leading mental health care delivery system





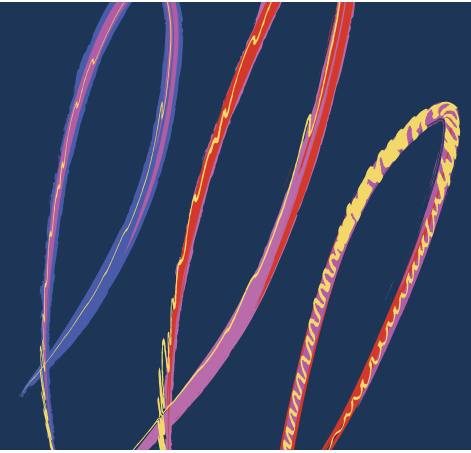
## COLLABORATIVE ENVIRONMENT

- Academic freedom and long-term stability
- Integrated into the Ottawa Academic Health Network
- Interdisciplinary teams across the hospital and university
- International research networks
- Industry and community partnerships
- Cross-sectoral partnerships
- Interprofessional research
- Collaboration with patient partners

## CAREER DEVELOPMENT

- Leadership opportunities in a growing mental health research institute
- Mentorship programs
- Professional development, e.g., intellectual property management and commercialization, media training, leadership development, cross-sectoral partnership development
- Teaching and mentoring opportunities including for medical students, fellows and residents at North America's premier bilingual university
- Clinical academic pathways available

# RESEARCH FUNDING



## FUNDING OPPORTUNITIES TODAY

Federal research funding in Canada faces real challenges. Grant sizes from the three federal funding agencies – Canadian Institutes of Health Research (CIHR), Natural Sciences and Engineering Research Council of Canada (NSERC), and the Social Sciences and Humanities Research Council (SSHRC) – are modest by international standards, and competition is intense – success rates have been difficult in recent years, with many excellent proposals going unfunded. Additionally, Tri-Council grants cannot be used to pay principal investigators' salaries – only research personnel, students, equipment, and operating costs. Universities and hospitals must cover faculty salaries from institutional budgets, which is fundamentally different from systems where grant funding includes investigator salary support. A separate but related challenge is insufficient indirect cost support, meaning institutions struggle to cover the full infrastructure costs of research (facilities, administration, utilities). These are constraints that Canadian researchers navigate daily, and it would be misleading to suggest otherwise.

But this is only part of the story. The Fall 2025 federal budget's \$1.7 billion commitment to research talent recruitment signals meaningful recognition that Canada needs to invest in its research capacity. Critically, this includes \$1 billion over 12 years specifically to recruit 1,000 exceptional international researchers through an accelerated Canada Research Chairs initiative. Canada Research

Chairs are prestigious, salaried positions – essentially endowed professorships funded by the federal government – that provide research funding, institutional support, and stable five-to-seven-year terms (renewable). This program has been Canada's primary mechanism for attracting and retaining world-class researchers since 2000, and the new accelerated stream is explicitly designed to capitalize on current global research instability by fast-tracking appointments for international talent. For researchers being recruited now, this represents a genuine opportunity: institutions like uOttawa and The Royal are actively nominating candidates for these positions, which provide the salary support and research infrastructure that Tri-Council grants alone cannot offer.

The Canadian funding landscape has made The Royal an expert at leveraging every dollar we receive. For example, a contribution of \$6 million over five years from Waverley House Foundation enabled the first iteration of our Emerging Research Innovators in Mental Health (eRIMh) initiative, an approach designed to encourage and enable young talent to pursue high-risk high-reward research in mental health and support early productivity. We leveraged that \$6 million into \$37.8 million, an average of \$5.4 million in funding for each of the six early-career scientists.

Waverley House Foundation has since committed an additional \$15 million to research at The Royal, including:

**Waverley House Accelerator for Mental Illness and Addiction Research:** A renewed investment in early- and mid-career researchers, providing start-up funding, mentorship, and capacity-building to accelerate their careers and the impact of their research on mental illness and addiction care.

**Research Chairs:** Five term-limited Clinical Research Chairs focused on depression and anxiety, addiction and concurrent mental illness, transitional age youth (16–25), geriatric mental health including dementia, and schizophrenia and complex mental illness in community settings.

## OUR APPROACH TO SUPPORTING YOUR RESEARCH FUNDING

We're committed to collaborative solutions. Both The Royal and uOttawa actively work with researchers to pursue diverse funding streams: U.S. federal grants – National Institute of Health (NIH), National Science Foundation (NSF) (which are open to Canadian researchers at U.S. institutions), industry partnerships, provincial programs, and philanthropic support. The recent \$1.9 million Brain Canada Platform Support Grant for the tri-modal imaging platform demonstrates our competitive strength and ability to secure major infrastructure funding.

We're building interdisciplinary teams to pursue the large-scale, multi-investigator grants where success rates are often higher. And we're engaged in active, joint advocacy – working with other research-intensive universities to lobby for increased federal investment in discovery research. The partnership between uOttawa and The Royal creates opportunities to combine complementary expertise and infrastructure in ways that strengthen grant applications.

Recent success matters. The Brain Canada award, the Strategic Research Plan, and The Royal's [SPARQ priorities](#) all demonstrate institutional commitment to

creating the conditions for research excellence despite funding constraints. Our researchers consistently secure competitive grants because they're doing exceptional work with strong institutional support.

The funding landscape is challenging, but it's navigable – especially for researchers bringing international reputation, innovative approaches, and collaborative mindset. You won't face these challenges alone. We're invested in your success, and that means working alongside you to build a sustainable, well-funded research program from day one.

“You get to be very independent at The Royal... In Boston, I felt you have to define yourself very narrowly, and be careful you're not stepping on someone's toes.”



**Dr. Lauri Tuominen**  
Scientist at The Royal  
Assistant Professor, uOttawa

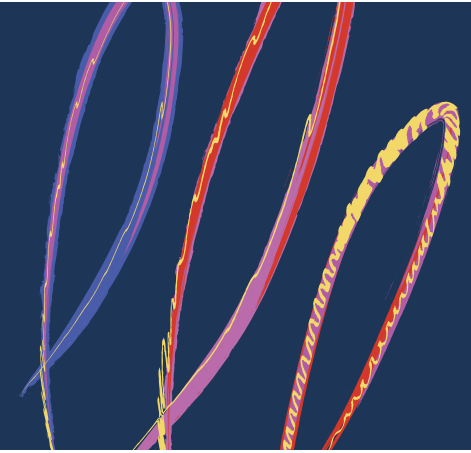
**Expertise:** PET, fMRI & Schizophrenia

**Moved:** From Boston's Harvard University together with his Canadian partner Dr. Synthia Guimond, in 2018. Originally from Finland.

**Driven by:** A more affordable place to build a family. The opportunities presented by the IMHR's Emerging Research Innovators in Mental Health program, and The Royal's PET imaging facilities.

**Appreciates:** The outdoor life offered by Ottawa – skiing, cycling, running.

# LIFE IN OTTAWA



We genuinely believe Ottawa offers an exceptional environment for researchers and their families – outstanding quality of life, world-class research infrastructure, and a welcoming community. But we also know that every place has its challenges, and making an informed decision about international relocation requires honest information, not just promotional language. So here are a few things to consider.

## HOUSING

- **Ottawa housing costs compared to major research hubs:** Average home prices around C\$700,000, significantly lower than Toronto (C\$1.1M) or Vancouver (C\$1.2M), and comparable to or below major U.S. research cities like Boston, Seattle, or San Francisco.
- **Rental market:** Two-bedroom apartments near The Royal/uOttawa typically C\$1,800-\$2,500 /month; three-bedroom houses C\$2,500-\$3,500 /month. Vacancy rates are low (under 3%), and competition can be intense; expect to provide references, proof of income, and possibly first/last month's rent upfront. International newcomers without Canadian rental history may face additional scrutiny.
- **Mortgage qualification for newcomers:** Canadian banks typically require 20-35% down payment for non-permanent residents (vs. 5-10% for permanent residents/citizens), plus proof of Canadian employment and

often a larger cash reserve. Work permits are generally acceptable, but the higher down payment requirement can be a significant barrier. Once permanent residency is obtained, standard mortgage terms become accessible.

- **Commute considerations:** Most neighbourhoods within 20-30 minutes of The Royal and uOttawa campus; public transit includes bus rapid transit and light rail, though many researchers own vehicles for flexibility.
- **Neighborhood diversity:** Established urban areas like the Glebe, Westboro, and Old Ottawa South offer walkability, heritage homes, and proximity to both institutions; suburban areas like Kanata and Barrhaven offer larger homes, yards, and newer construction at lower prices.
- **Typical relocation path:** Most international recruits rent initially with standard 1-year leases; home purchase typically occurs 1-2 years after arrival once permanent residency is secured and Canadian credit history established.

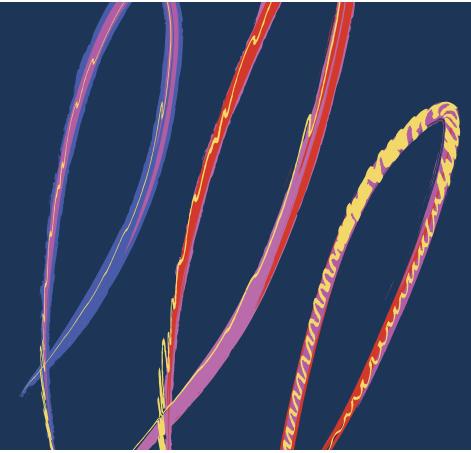
## EDUCATION

- **Public education is free and high-quality:** No tuition from kindergarten through Grade 12 for residents; Ontario's education system consistently ranks among top performers globally in PISA assessments.
- **Four public school board options in Ottawa:** English public, English Catholic, French public, French Catholic.
- **French immersion widely available:** Most English school boards offer French immersion programs starting in kindergarten or Grade 1.
- **Post-secondary cost advantage:** Children who become permanent residents or citizens pay domestic tuition rates at Canadian universities (C\$6,000-\$8,000 annually vs. \$25,000-\$45,000 for international students).
- **School structure and philosophy:** Academic year runs September to June; curriculum emphasizes critical thinking, inquiry-based learning, and strong STEM foundation; standardized testing is minimal compared to many countries.
- **Partner credential recognition:** Ontario offers pathways for internationally trained professionals to obtain credential recognition, though it can be challenging: processes can take a few years, often require bridging programs or re-certification exams, and some highly regulated professions (medicine, law, engineering, teaching) have substantial barriers. Many partners find employment in related fields while pursuing full credential recognition, or pivot to new career paths.

## HEALTHCARE

- **Universal coverage with no user fees:** Once enrolled in the Ontario Health Insurance Plan (OHIP), all medically necessary hospital care, physician visits, diagnostic tests, and emergency services are free at point of service. No co-pays, no deductibles, no bills for covered services.
- **OHIP eligibility timeline:** New permanent residents are covered immediately; work permit holders typically have a three-month waiting period. During the waiting period, private insurance is essential and can cost \$150-\$300/month per person.
- **Family doctor shortage is real:** About 17% of Ontarians don't have a family physician, with a forecast of one in four by 2026. While waiting for a match to a family doctor, walk-in clinics provide non-emergency care but lack continuity.
- **What's not covered:** Prescription drugs and dental care for most adults, vision care for adults, and most mental health counseling outside of hospital settings. Most employers, including universities and hospitals, provide extended health benefits that cover these gaps.
- **Quality of care:** Ottawa has world-class academic hospitals including The Ottawa Hospital, CHEO (Children's Hospital of Eastern Ontario), the University of Ottawa Heart Institute, Montfort, Bruyère, and The Royal, as well as many community-based health providers. Medical outcomes are excellent, and the system prioritizes evidence-based care over profit-driven decision-making.

# SUPPORT FOR YOUR TRANSITION



International relocation is complex, involving countless practical decisions about housing, banking, schools, and navigating a new country – several of our researchers at The Royal have been there. Because we recruit only a few people internationally in any given year, we don't have dedicated relocation support, but we're committed to providing support on a case-by-case basis to help you succeed, both professionally and personally.

## HOW WE CAN HELP

We offer a one-time relocation allowance that can be used to hire a relocation services company, along with an allowance for financial advice to manage investment and taxation considerations.

Naturally, we also provide official letters of support for work permit, permanent residency and housing applications, referrals to immigration lawyers who specialize in academic and healthcare professionals, and guidance through the documentation process. We'll introduce you to colleagues in your research area before you arrive, connect you with existing international faculty who can share their experiences, and match you with a 'First Friend' at each of The Royal and uOttawa to help you navigate the myriad questions that inevitably arise.

The transition won't be without challenges and there's a learning curve to any new place. But you won't navigate it alone. We're here to help you get settled so you can focus on what matters: transformative research in mental health.

## NAVIGATING IMMIGRATION FOR YOU AND YOUR TEAM

Recent changes to Canada's international student policies have generated headlines, and it's creating legitimate concerns about whether Canada is closing its doors. Here's what matters for you and your research team.

## YOUR OWN IMMIGRATION PATHWAY:

Work permits for recruited faculty operate under different immigration streams than student permits and have not been subject to the caps and restrictions affecting international students. The Fall 2025 federal budget's \$1.7 billion commitment to recruiting international researchers confirms that highly skilled academic talent remains a national priority. Your path to working in Canada as faculty is clear and actively supported.

## BUILDING YOUR RESEARCH TEAM

Foreign graduate students, particularly at the master's and doctoral levels, have been affected by recent immigration policy changes. Study permit caps introduced in 2024 now include graduate students (who were previously exempt), and there is additional scrutiny and longer processing times. That said, the [Canada Impact+ Research Training Awards](#) announced in December 2025 will provide 600 doctoral scholarships and 400 postdoctoral research awards through the Canada Research Training Awards Suite (CRTAS), focused on eight priorities. And, Canada, of course, has an excellent offering of graduate students to support your work.

## THE UNCERTAINTY

Canada is adjusting immigration policy across multiple categories in response to housing pressures and public sentiment, creating genuine uncertainty about future directions. We can't guarantee current pathways will remain unchanged. What we can say is that faculty recruitment and research capacity remain distinct policy priorities with dedicated federal funding. Don't let headlines about undergraduate restrictions deter you from considering this opportunity, but do factor policy uncertainty into your planning.

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"The thing I think I've love most about working at The Royal is the ability to be creative, reinvent myself, because the fields move. I was able to stay ahead of that and develop some AI expertise, and it's fun. That's what I've loved most about the Royal: the ability to be creative, reinvent myself."



**Dr. Zachary Kaminsky**

DIFD Mach-Gaensslen Chair of Suicide Prevention Research  
at The Royal

Associate Professor, Department of Cellular and Molecular  
Medicine, uOttawa

**Expertise:** Epigenetics, Suicide Prevention

**Moved:** from Baltimore's John Hopkins University, where he was an associate professor in 2018. Baltimore is his hometown.

**Driven by:** His Canadian wife's desire to move home.

**Appreciates:** Quality of life, academic freedom and collaborative culture at The Royal, accessibility of higher education for his family.

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## I'M INTERESTED – WHAT NOW?

Tell us you're interested! You can reach Dr. Florence Dzierszinski at [fdzierszinski@theroyal.ca](mailto:fdzierszinski@theroyal.ca). She can tell you more about current opportunities and discuss your interests.

## READ MORE

We've tried to anticipate your initial questions as you consider a move to The Royal / University of Ottawa. But you will have many more questions, we know, about our teams, our facilities and our work. Here are a few links to documents and sites we highly recommend reading.

### **The Royal**

[The Royal's Strategic Plan](#)

[Strategic Research Plan](#) – For more about our research pillars and priorities.

[Research Annual Report - 2025](#)

[Research Annual Report - 2024](#) – For an overview of our work, and the teams doing them. Each report highlights different research and researchers.

### **University of Ottawa**

[uOttawa Strategic Areas of Research](#)

[uOttawa Faculty of Medicine](#)