



STANDARDS DEVELOPMENT DIRECTOR

The Canadian Council on Animal Care (CCAC) is the national not-for-profit organization responsible for setting, maintaining, and overseeing high standards for the ethical care and use of animals in Canadian science. We are seeking a **Standards Development Director** to lead the creation and support the implementation of national standards, including ethics principles, policies, and guidelines, as well as deliver research to support Three Rs initiatives. This is a full-time position in downtown Ottawa. The CCAC has a hybrid work model where staff are in the Ottawa office three days out of ten.

Purpose

- Lead the development and support the implementation of CCAC standards, engaging with subcommittees to produce policies and guidelines for senior administrators, animal care committees, protocol authors, and animal care staff across Canada
- Lead projects for quality improvement, integrating both program metrics and risk management principles to inform standards and the CCAC program
- Advance the ethical use of animals through training, tools, and resources that implement the Three Rs

Responsibilities

- Lead the development and revision of CCAC standards, including ethics principles, policies and guidelines
- Lead the development and continuous improvement of standards development methodologies, including risk management frameworks
- Collaborate with CCAC teams to develop standards, risk frameworks, and data collection methodologies
- Manage multi-disciplinary subcommittees and working groups
- Manage the systematic search, synthesis, and application of evidence across multiple domains
- Conduct and lead research that strengthens the CCAC's evidence base, ensuring data integrity
- Translate complex technical data and scientific literature into actionable deliverables for diverse audiences
- Provide recommendations on animal welfare, metrics, and data interpretation to support evidence-based decisions
- Harmonize the CCAC's program and policies with international and national regulations

- Monitor emerging trends in science, animal welfare, and regulation to inform standards and Three Rs initiatives
- Identify and address barriers to implementation through the development of supporting tools and resources
- Represent the CCAC in external collaborations, workshops, and training activities related to standards and the Three Rs

Education and Experience

- Post-graduate degree in animal welfare science, statistics, or related field (preference for PhD or DVM)
- Minimum 5 years relevant experience in scientific research, animal welfare, or standards development
- Minimum 5 years of experience designing and conducting research in either life or social sciences

Technical Skills

- High level of skill in written English, specifically the ability to synthesize scientific literature into regulatory or standard-based language
- Strong skills in critical appraisal for research studies
- Quantitative and qualitative skills in the design and analysis of research studies
- Experience delivering workshops, presentations, or training

Core Competencies

- Strategic thinking: Awareness of national and international trends in ethics, animal welfare, and the Three Rs
- Adaptability: Learns and applies new tools, technologies, and methods independently
- Consensus building: Facilitates discussions to reach agreement among diverse stakeholders
- Diplomacy and tact: Maintains professional relationships with volunteers, colleagues, and stakeholders

Assets

- Bilingual (English/French) oral and written communication skills
- Knowledge of the CCAC program nationally and at local institutions
- Knowledge of research ethics for animals used in science, including harm-benefit analysis
- Knowledge of risk management principles
- Experience in evidence synthesis and implementation science methods
- Experience using software such as R to manage, manipulate, and analyze databases

- Experience using machine learning or large language models
- Experience drafting animal use protocols or reviewing them

Compensation

This is a full-time position with a competitive salary range of \$92,484 to \$138,730 and a complete benefits package. There are also opportunities for professional development and training.

Applications

Please send your resumé and cover letter detailing how your experience maps to the specific responsibilities of the position to Ms. Debbie Biehler, Director of Operations, at dbiehler@ccac.ca by **May 29, 2026**.

Only those selected for an interview will be contacted. We would like to thank all candidates who apply.