

Editorial Director, Biological and Environmental Science Journals

About us

Canadian Science Publishing is Canada's largest independent, not-for-profit leader in mobilizing science-based knowledge. As a publisher of international science journals, we're committed to strengthening the integrity, relevance, reach and impact of vital knowledge and research, across Canada and around the globe. We have ambitious plans to move to open access and open science publishing, and this role will be key in helping us achieve our goals.

Our work environment includes:

- Flexible remote working arrangement within Canada, providing the flexibility to work where you're most comfortable and productive
- Great benefits and leave allowances
- A team of highly engaged individuals, bound by mutual commitment to our open science mission
- A culture that values and celebrates diversity

Summary of position:

The Editorial Director, Biological and Environmental Journals, is responsible for spearheading the growth and development of CSP's biological and environmental journal portfolio, which entails;

- Developing strategies and overseeing the implementation of action plans to drive content growth for the existing portfolio of journals;
- Identifying and developing opportunities to launch new open access journals and grow CSP's open access portfolio;
- Building and fostering relationships with diverse stakeholders, including editorial boards, societies, institutions, and researchers;



- Developing initiatives in support of CSP's commitment to the [SDG Publishers' Compact](#);
- Striving to ensure that journals respond to the needs of their research communities and actively promote diversity and inclusion of underserved groups and organizations; and
- Providing direction and leadership to an enthusiastic team of direct reports.

The role reports to the Senior Director, Editorial, and manages a team of three Journal Development Specialists.

CSP's Biological and Environmental Sciences journals portfolio

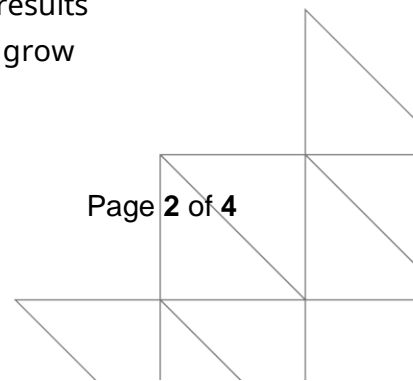
This portfolio consists of

- [Arctic Science](#), an open access, quarterly journal
- [Botany](#), a hybrid, monthly journal
- [Canadian Journal of Earth Sciences](#), a hybrid, monthly journal
- [Environmental Reviews](#), a hybrid, quarterly journal
- [Canadian Journal of Fisheries and Aquatic Sciences](#), a hybrid, monthly journal
- [Canadian Journal of Forest Research](#), a hybrid monthly journal
- [Canadian Journal of Zoology](#), a hybrid monthly journal

Key behaviours

Throughout their day-to-day activities, the successful candidate will demonstrate CSP's core values:

- Integrity – be truthful, transparent, ethical, and fair in all of their work
- Openness – advocate for accessible information and be open to new ideas and changes
- Inclusivity – support diverse teams where everyone works together to advance shared goals
- Ambition – strive for excellence and take bold action to achieve results
- Curiosity – seek opportunities to learn, experiment, change and grow





Responsibilities include but are not limited to the following:

- Managing a team of Journal Development Specialists, providing direction, coaching, and feedback.
- Developing content commissioning strategies and action plans to drive growth of submissions, revenue, and usage.
- Assessing and prioritizing sponsorship, promotion, and conference attendance opportunities.
- Identifying and developing opportunities to launch new OA journals.
- Leading the implementation of new OA journal launches.
- Assessing readiness of hybrid journals to transition to fully OA and leading the implementation of these transitions.
- Fostering editorial board engagement.
- Cultivating strong relationships with researchers, societies, institutions, and other stakeholders.
- Analyzing and interpreting market research, emerging trends, evolving customer needs, and developments in the publishing industry and journal disciplines.

Experience and qualifications:

- Must be based in Canada with a permanent right to work in the country.
- Bachelor's degree in science or engineering or a Bachelor's degree and significant experience in scholarly publishing. A post-graduate degree would be considered an asset.
- 5-10 years' experience working for a research journals publisher.
- 2-3 years' experience managing teams and developing direct reports.
- Passionate about research journal publishing and has a deep understanding of current trends and best practices.
- Demonstrates integrity, transparency, and openness in all interactions.
- Empowers colleagues and staff to produce their best work by driving continuous improvement and promoting a psychologically safe environment.
- Ability to think strategically and critically, and to develop and implement innovative solutions.



- Highly developed and persuasive communication skills with the ability to establish, develop, and maintain relationships with internal and external stakeholders.
- Ability to work independently and collaboratively as needed.
- Possesses excellent organizational and time-management skills with the ability to pivot between tasks to support business needs.
- Ability to travel to editorial board meetings, conferences, institutions, and other external events.

Salary range: CAD 93,800 – 117,300

CSP offers flexible work arrangements, a culture that prioritizes and celebrates diversity, and competitive compensation packages. If you are a motivated individual with a commitment to excellence and strong journal development skills, we would love to hear from you.

Please submit your resume and a cover letter to people@cdnsiencepub.com