



# Research that makes a difference.

At Kaiser Permanente, we believe in equity and inclusion for all. To make equity, inclusion, and diversity a reality for our workforce, members, and communities, we value each other equally. We adopt practices that identify and reduce avoidable barriers limiting full health and participation. We weave equity and inclusion into the fabric of everything we do, from the research questions we ask to the staff and scientists who conduct this work.

## **Associate or Senior Scientific Investigator in Health Equity Research Kaiser Permanente WA Health Research Institute, Seattle WA**

Kaiser Permanente Washington Health Research Institute (KPWHRI) (<https://www.kpwashingtonresearch.org/>) is seeking a doctorate-level Associate or Senior Investigator (equivalent in rank to an Associate or Full Professor) with nationally-recognized research expertise in Health Equity to join our faculty. This recruitment is part of KPWHRI's strategic planning and aligns with KP's enterprise-wide (national) 2025 goal of driving equitable health outcomes for KP members and improving conditions for health in our communities. This investigator will lead independent research within/across KP and have access to unparalleled rich data assets and capabilities. They will also be encouraged to foster collaborations and share their expertise with faculty across our established research areas including addictions and mental health, health informatics, chronic illness management, cancer, and aging, for example.

We are looking for an investigator with a proven track record of research focused on identifying and/or addressing root causes and drivers of health inequities for marginalized populations. This includes social determinants of health research, as well as a broader focus on equity-oriented, actionable, and community-centered research methods, principles and best practices. Of note, KP has a deep commitment to social health integration. This investigator could join KP's national Social Needs Network for Evaluation and Translation (SONNET), which brings together social health researchers across all 8 regional markets to collaborate on social health research. KPWHRI hosts the Coordinating Center and is funded by our national Community Health program. Given the stage of career, we expect the investigator may bring with them a research portfolio cultivated with community partners outside of KP that can continue, and we are committed to helping grow new, local relationships via faculty with existing community and academic connections and funding to support this critical work. Importantly, we have ear-marked funding to establish and maintain a Community Advisory Board for KPWHRI and hope this investigator will contribute to and benefit from this Board.

Our science is improved with diverse team members and perspectives, and we welcome and encourage applicants from marginalized backgrounds. Applicants may have experience conducting disparities, social health, and/or social determinants of health research. We are open to a wide range of substantive and methodologic foci so long as a long-standing commitment to health equity research is clear in their portfolio of research.

The ideal candidate will have doctoral-level training (PhD, MD, or equivalent) and:

- ◆ A history of independent, extramural research funding in health equity research as Principal Investigator (PI) or Multiple PI.
- ◆ Ability to plan, initiate, and conduct scientific research and evaluation studies, including analyzing, interpreting, and disseminating research findings.
- ◆ Ability to collaborate with a diverse group of colleagues as co-investigator or project lead.
- ◆ Strong interpersonal skills, organizational skills, and emotional intelligence.
- ◆ Evidence of a national reputation for one's scientific program, as demonstrated by a combination of: publication in moderate/high impact scientific journals, national service (e.g., scientific peer reviewer, service to professional societies), and invited talks as lead presenter at national scientific conferences. For appointment at the Senior Investigator level, evidence of a national and/or international reputation is required.
- ◆ A demonstrated commitment to mentoring and developing the careers of junior scientists and staff.
- ◆ Involvement in promoting equity, inclusion, and diversity and a commitment to KPWHRI's equity, inclusion, and diversity efforts.
- ◆ Interest in working collaboratively with faculty, staff, trainees, and students from a wide range of disciplines, cultures, and backgrounds.
- ◆ Additional criteria may apply, as appropriate to the rank of one's faculty appointment

The position is located in Seattle, Washington and residence within Washington state is required. **Applicants who represent the broad range of diversity and lived experiences in our communities are strongly encouraged to apply.** KPWHRI is an internationally recognized research organization that conducts epidemiologic, health services, preventative, and clinical research to improve health, health equity, and health care for all people. It is one of eight regional research institutes within Kaiser Permanente, all of which conduct public-domain science. That is, while work of the Institute advances care delivery within Kaiser Permanente, our research is not proprietary. We seek to generate knowledge and transform health and health care for all. The Institute's research is primarily funded through federal grants and contracts that total more than \$60 million annually.

Our position within Kaiser Permanente Washington ([www.kp.org/wa](http://www.kp.org/wa)), a not-for-profit health care delivery system headquartered in Seattle, provides a natural laboratory to study important health issues through clinical trials and observational studies which leverage our unique access to members and health care data. KPWHRI has over 300 employees, including a faculty of approximately 70 scientists trained in public health, medicine, epidemiology, behavioral science, community health evaluation research and biostatistics. It is part of a vibrant regional research community including the University of Washington, Fred Hutchinson Cancer Research Center, Seattle Children's Research Institute and Seattle Veterans' Affairs Medical Center. Most faculty at KPWHRI have affiliate positions at these local research institutions and collaborate locally and nationally.

The culture at KPWHRI is highly collaborative, productive, and respectful of the lived experiences of community members, research participants, and employees.

**To apply:** Please submit a letter of interest, research statement, and CV via Kaiser Permanente's online application system using one of these links:

**Associate Investigator:** <https://www.kaiserpermanentejobs.org/job/seattle/associate-investigator/641/45718848944>

**Senior Investigator:** <https://www.kaiserpermanentejobs.org/job/seattle/senior-investigator/641/45718848960>

Questions about the position can be directed to the Search Committee Co-Chairs (gregory.e.simon@kp.org or nora.b.henrikson@kp.org) or Talent Acquisition Consultant narine.x.malkchyan@kp.org. Additional application procedures may be required.

For full consideration, submit materials by **June 1, 2023**; however, review of applications will continue until the position is filled. Salary will be commensurate with qualifications. Kaiser Permanente is an equal opportunity employer committed to a diverse and inclusive workforce. **Applicants will receive consideration for employment without regard to race, color, religion, sex (including pregnancy), age, sexual orientation, national origin, marital status, parental status, ancestry, disability, gender identity, veteran status, genetic information, other distinguishing characteristics of diversity and inclusion, or any other protected status.** External hires must pass a background check/drug screen. Qualified applicants with arrest and/or conviction records will be considered for employment in a manner consistent with federal and state laws, as well as applicable local ordinances, including but not limited to the San Francisco and Los Angeles Fair Chance Ordinances. This position supports Kaiser Permanente's code of conduct and compliance by adhering to all laws and regulations, accreditation and licensure requirements, and internal policies and procedures.

### Dedicated to Our People

We offer industry-leading benefits designed to help our team members and their families stay healthy, meet their financial goals, and thrive in and beyond work.



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