



Senior Director, Editorial

Permanent Full-Time | Remote (Canada)

About Canadian Science Publishing (CSP):

As Canada's largest independent, not-for-profit publisher of scientific journals, we are dedicated to mobilizing research that drives discovery and innovation.

With roots dating back to 1929, CSP publishes 22 international journals across the natural and physical sciences and engineering. We champion open science, equity, diversity, and sustainability. Through strong partnerships and a commitment to excellence, we empower the scientific community to share knowledge that shapes a better future.

About the opportunity

The Senior Director, Editorial plays a crucial role in shaping the future of our organization by seeking opportunities for content growth via new partnerships, acquisitions, developing the current portfolio of journals, and launching new journals. Reporting to the Chief Executive Officer, this role is a key member of the senior management team and is responsible for communicating editorial issues and updates to Canadian Science Publishing's Board of Directors.

This position leads and supports the editorial (content acquisition), peer review, and research integrity teams comprised of five directors who manage teams of journal development specialists, editorial outreach specialists, peer review managers, and peer review coordinators. They engage and motivate the volunteer journal editorial teams, working closely with the volunteer Executive-Editor-in-Chief.

The Senior Director, Editorial represents CSP to all stakeholders as a research publishing expert. They lead editorial innovation to ensure the future financial sustainability of the journal portfolio, effective content commissioning, efficient peer review, publishing ethics, and editor engagement by establishing appropriate editorial policies and best practices. They build and maintain a strong network of contacts at universities, societies, and other organizations affiliated with the journals.

Key accountabilities

Responsibilities include but are not limited to the following:

- leading the development and implementation of editorial strategies and action plans;
- identifying, developing, and implementing opportunities to expand the journal portfolio;

- ensuring an effective engagement program for voluntary journal Editors-in-Chief and their teams;
- overseeing the research integrity and publishing ethics program;
- ensuring efficient, timely peer review processes;
- developing policies, practices, and guidelines to promote equity, diversity, inclusion, and accessibility within CSP journals and the editorial team;
- building and maintaining partnerships and networks within the scientific community;
- managing a team of direct and indirect reports, providing guidance, leadership, and performance management feedback;
- championing CSP's vision, mission and values, leading by example;
- setting and maintaining the annual editorial budget; and
- involvement in publishing industry developments, maintaining a keen understanding of market trends, publishing innovations, and evolving customer needs; assessing and reporting on the potential implications for CSP; and implementing policy changes as needed.

What we're looking for:

- a deep understanding of scholarly science publishing in Canada and internationally, and of current trends and best practices;
- a proven track record of journal acquisitions, launching or relaunching journals and implementing a successful editorial growth strategy;
- astute financial judgement and business management abilities;
- well-developed leadership skills acquired through experience in a leadership position in the scientific scholarly publishing industry, including management of remote teams;
- strategic and critical thinking, which are used to identify and act on opportunities as well as 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;
- professional visibility and networks within the scientific publishing community; and
- someone who resides in Canada with a permanent right to work in the country.

Why join us?

At CSP, we are a mission-driven, remote-first organization where every team member plays a vital role in shaping the future of scientific publishing. We believe in fostering a flexible, inclusive, and collaborative work environment that empowers people to thrive.



When you join CSP, you'll enjoy:

- fully remote work (within Canada) with a flexible work environment;
- generous paid time off, including paid wellness leave;
- employer-sponsored health benefits, pension and leave allowance;
- maternity and parental leave top-up to support growing families;
- wellness subsidy;
- ongoing learning and development opportunities; and
- a small team where your work makes a real impact.

The anticipated salary range for this position is CAD \$160,000 – \$180,000. The starting salary will be determined based on the successful candidate's skills and abilities.

If you're looking for a career where you can make a difference, grow professionally, and be part of a passionate team, we'd love to hear from you!

Please submit your resume to people@cdnsiencepub.com (If you require accommodation throughout any part of the recruitment process, please do not hesitate to let us know).