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| <b>Position:</b>                                        |
| Research Scientist                                      |
| <b>Group:</b>                                           |
| Research & Development                                  |
| <b>Position Type:</b>                                   |
| Permanent Full-Time                                     |
| <b>Hours of Work:</b>                                   |
| 35 hours/week<br>8:30 a.m. – 4:30 p.m.                  |
| <b>Job Grade:</b>                                       |
| RD5                                                     |
| <b>Annual Salary*:</b>                                  |
| \$78,730 - \$112,482<br>(*commensurate with experience) |
| <b>Expected Starting Salary:</b>                        |
| \$78,730                                                |
| <b>Job Posting #:</b>                                   |
| JP-22-2026                                              |
| <b>Posting Dates:</b>                                   |
| August 21, 2026 –<br>Until Filled                       |

## Research Scientist Research & Development

Come join Canada's leader in horticultural research and innovation  
and grow your career with us!

Vineland Research & Innovation Centre (Vineland) is a uniquely Canadian results-oriented organization dedicated to horticulture science and innovation. We are an independent, not-for-profit organization, funded in part by the Sustainable Canadian Agricultural Partnership (Sustainable CAP), a five-year, federal-provincial-territorial initiative. We deliver innovative products, solutions and services through an integrated and collaborative cross-country network to advance Canada's research and commercialization agenda.

Vineland is situated on treaty lands. These lands are steeped in the rich history of the First Nations including the Hattiwendaronk, the Haudenosaunee, the Anishinaabe and the Mississaugas of the Credit First Nation. Many First Nations, Métis and Inuit people from across Turtle Island live and work in Niagara today. Vineland stands with all Indigenous people, past and present, in promoting the wise stewardship of the lands on which we live. As treaty people, residents, and caretakers, we are committed to continuous learning and a deep respect for Indigenous people, culture and history.

### What we're looking for...

Reporting to the Director, Plant Responses and the Environment, the Research Scientist, Plant Production (Nursery) will serve as a subject matter specialist in plant production systems, environmental horticulture, and plant responses to production and environmental conditions, with application to urban forestry, nursery, and related horticultural systems.

The Research Scientist will ideate, develop, and implement applied research that addresses complex industry challenges, advances Vineland's innovation goals, and supports current and emerging R&D priorities across plant production systems.

The Research Scientist will collaborate closely with scientific and technical staff at Vineland and with external partners to enable multidisciplinary project delivery, drawing on Vineland expertise in areas such as breeding, plant pathology, consumer and sensory sciences, biological control, bioinformatics, biochemistry, and data analytics.

### What you'll do...

- Lead the design, execution, interpretation, and reporting of experiments related to plant production systems, environmental horticulture, urban forestry, nursery, and related horticultural applications.
- Develop and test innovative plant production approaches, protocols, and applied research solutions that address complex challenges in environmental horticulture, urban forestry, and related plant production systems.
- Work collaboratively on multi-disciplinary teams that may include other researchers, business development, marketing staff, clients and industry stakeholders.
- Work with the Director to define research priorities and independently deliver assigned research targets, milestones, and outcomes.
- Meet with external collaborators to ideate, define and develop research projects that address their key challenges. Secure external funds from granting agencies and industry partners to support research activities.

### ***What we need from you...***

- BSc or MSc in plant science, horticulture, forestry, environmental science, ecology, or a related field, with 3–5 years of relevant research experience. Equivalent combinations of education and experience may be considered.
- PhD considered an asset.
- Demonstrated record of applied research outputs, such as technical reports, peer-reviewed publications, industry articles, conference presentations, protocols, or other evidence of scientific contribution.
- Minimum 1-2 years of supervisory experience.
- Excellent project management skills, with a passion for organizing and tracking research activities, and ability to function effectively under time constraints.
- Experience conducting research in urban forestry/nursery settings, with an excellent understanding of tree species and physiology.
- Strong familiarity with different sectors of the urban tree value chain.
- Valid Ontario Driver's License.

*(\*A more comprehensive position outline is available upon request.)*

### ***Why work for us...***

Our people are the most important asset in achieving our goals and are known in the world for their excellence in science and entrepreneurship. Our staff enjoys an exciting and challenging work environment noted for collaboration and knowledge sharing.

Vineland strives to create an environment that brings the power of diversity to life. We welcome applications from all qualified candidates including women, Indigenous peoples, members of visible minorities and racialized groups, persons with disabilities, persons of the 2SLGBTQIA+ community, and others. In accordance with all applicable provincial accessibility standards, accommodations are available upon request for candidates taking part in all aspects of the recruitment, selection and/or assessment process.

### ***And there's more...***

- Flexible work arrangement
- Competitive Salary + Bonus Structure
- Comprehensive health benefits
- RRSP Matching Plan
- Paid vacation
- Employee perks
- Company Events

### ***If selected to join our team:***

You will be required to present proof of education (original transcripts/credentials). Credentials obtained outside of Canada require an evaluation to determine the Canadian educational equivalence. This evaluation must support the educational requirements for the position as a condition of employment. For further information, visit: World Education Services at: <http://www.wes.org/ca>.

### ***Contact us...***

We look forward to hearing from you!

Vineland is located at 4890 Victoria Avenue North\*, Vineland Station, Ontario, Canada.

*(\*Please note that this location is not accessible by public transportation.)*

Website: [www.vinelandresearch.com](http://www.vinelandresearch.com)

E-mail: [careers@vinelandresearch.com](mailto:careers@vinelandresearch.com)

We appreciate all applications received; however, only candidates selected for an interview will be contacted. We confirm that we do not use AI in screening, assessing or selecting candidates; and this position is not an existing vacancy.

***For more information on Vineland Research and Innovation Centre, visit us at [www.vinelandresearch.com](http://www.vinelandresearch.com).***