



SENIOR BIOSTATISTICIAN (Applied Data Science Focus)

REPORTS TO:	Director, OCS
STATUS:	Permanent, full-time (35 hours/week)
SALARY RANGE:	Grade 4: \$79,567.50 - \$97,857.99
LOCATION:	1300 Yonge Street, Toronto, ON (Hybrid)
VACANCY TYPE:	Existing Position
EMPLOYEE GROUP:	OPSEU Local 5120

ABOUT US

The Ontario HIV Treatment Network (OHTN), established in 1998, is a non-profit organization with a mission to improve the health and lives of people living with and at risk of HIV by using data and evidence to drive change. We work with three main types of partners -- 1) testing programs and clinics; 2) AIDS service and other community-based organizations; and 3) policy and system leaders within and beyond the health sector – to support the implementation of the provincial HIV strategy, priorities, and directions.

ABOUT THE ROLE

The Senior Biostatistician reports to the Director, OCS and is responsible for performing statistical analyses of OHTN Cohort Study (OCS) and other OHTN HIV-related data. The OCS prospectively follows approximately 4500 people living with HIV across Ontario, and collects socio-demographic, clinical, and psychosocial data from multiple sources, with the overall goal to improve health and social outcomes for people living with HIV in the province (ohtncohortstudy.ca).

This role requires an advanced understanding of statistical methodologies for longitudinal observational data and expertise in the analysis of repeated measures and time-dependent data, with strong knowledge of epidemiological study designs, advanced statistical modeling, and HIV research. The ideal candidate will possess expertise and demonstrate advanced applied experience in SAS and SQL for data manipulation and statistical analyses. In addition, this role requires the candidate to be knowledgeable in data processing systems and storage for complex data from multiple sources, including the use of cloud platforms such as Azure, AWS, and others. Technical skills and applied experience in querying databases, ETL processes and pipelines, and statistical computer languages, are considered a strong asset.

The Senior Biostatistician will split their focus on robust data management and statistical analyses for the OCS. Working collaboratively with other OCS staff, this role will support and contribute to developing and maintaining OCS Data Warehouse tables and views, developing standardized data transformation routines to convert raw data into data warehouse compatible formats. As part of data management, this role requires developing strategies to assess the quality of data received from the OCS sites, and other external linked data sources. In addition, the position requires working with OCS' external investigators and partners for consultation and preparing data cuts from research-ready data sets. The successful candidate will lead statistical analysis efforts, collaborate with multidisciplinary teams, and contribute to the preparation of grants, research reports, scientific publications and presentations as directed by the OCS' scientific leadership.

JOB RESPONSIBILITIES

Data Warehouse Development, Maintenance, and Data Management

- Contribute to the design, development, and optimization of the OCS Data Warehouse structure and performance.
- Develop standardized data transformation routines to convert raw data into formats compatible with Data Warehouse tables and transformations required to incorporate cloud-based real-time data into Data Warehouse views and tables.
- Implement and refine data quality assurance processes to detect and correct internal inconsistencies.
- Develop strategies to assess the quality of the data collected from OCS sites.
- Evaluate the linkage of OCS data with external data sources.
- Develop and maintain technical documentation and standard operating procedures (SOPs).

Statistical analysis

- Conduct data scans and statistical analyses of OCS and other OHTN HIV-related project data in SAS.
- Apply advanced statistical methods, including mixed-effects models, generalized estimating equations, survival analysis, and other time-varying methods to analyze and interpret complex longitudinal data.
- Implement statistical approaches and develop algorithms to handle missing data.
- Contribute to the development and writing of grants and other proposals by performing sample size calculations, developing statistical analysis plans, and advising selection of OCS data elements.
- Stay current with methodological advancements in longitudinal analyses and review technical documentation and statistical literature, as required.

Preparing OCS data, consultation services, and other duties

- Prepare protocol-based OCS research-ready data sets and documentation for distribution to external OCS affiliated researchers.
- Prepare annual data cuts and documentation for affiliated organizations, such as ICES and others.
- Assess risk of residual disclosure of requested data elements.
- Investigate affiliated researchers' queries about OCS data.
- Provide statistical and data management consultation services to the OCS' external partners and other OHTN researchers.
- Support students affiliated with OCS or other OHTN HIV-related projects.
- Mentor and build capacity among junior staff by offering guidance on specific skills and techniques, reviewing code, and software proficiency, and supporting training opportunities.
- Prepare visual and verbal presentations and written reports and draft statistical analysis sections of manuscripts to be submitted for scientific publication.
- Participate in OCS meetings internally and externally with partners and sites as needed.
- Participate in scientific conferences and meetings as required.

ABOUT YOU

- Master's degree or higher in biostatistics, epidemiology, data science, or statistics.
- 5+ years of experience in statistical analysis in epidemiological, public health, or health services research
- Advanced SAS programming skills are required.
- Proven experience (2 + years) leading data management and statistical analyses with complex longitudinal data from multiple sources
- Knowledgeable about HIV/AIDS epidemiology and research methods employed in HIV research using sociodemographic, psychosocial, and clinical data sources
- SQL or R programming skills are considered as an asset. Strong understanding of Data Warehouse architecture
- Outstanding analytical skills as evidenced by scientific outputs and analyses undertaken as part of research projects
- Experience working with Azure Data Lake or comparable cloud-based data storage systems is an asset
- Proficiency in Azure DevOps or similar platforms for code management, collaboration, and workflow automation is an asset
- Excellent scientific writing skills
- Strong team player committed to fostering an inclusive working environment with demonstrated superior written and oral communications skills
- Demonstrated ability to work independently and collaboratively with a diverse team
- Strong problem-solving
- Excellent organizational and project management skills
- Ability to manage competing and shifting priorities
- Experience mentoring staff and leading projects

WHY WORK WITH OHTN

Defined Benefit Pension (HOOPP)

Eligible employees can participate in the Healthcare of Ontario Pension Plan (HOOPP) — a defined benefit pension plan that provides predictable retirement income for life. Eligibility begins on your date of hire as a full-time employee.

Benefits and Wellness

Employees and their eligible dependents have access to a comprehensive employer-paid benefits program, including extended health, dental, and life insurance, and a 24/7 Employee Assistance Program (EAP).

HOW TO APPLY

If you are interested in this position, please submit your application via e-mail to careers@ohrn.on.ca

- Please use the “**2026.04 – Senior Biostatistician (Applied Data Science Focus)**” as the subject line
- Your cover letter and resume should be attached as a single PDF file and labelled as follows: “*Full Name – Senior Biostatistician (Applied Science Focus)*”. Your cover letter should describe and provide examples of your expertise in working with complex longitudinal data and data warehouses and include specific examples that highlight your proficiency in SAS.
- **Please note that successful candidates will be required to attend an in-person interview and complete a technical evaluation.**

APPLICATION DEADLINE: June 03, 2026

We would like to thank all applicants in advance for their interest in the OHTN, but only candidates receiving serious consideration will be contacted. No phone calls or agencies please. **The posted range reflects the full salary band for the role. Starting salary will be determined based on experience, qualifications, and internal equity.**

Artificial intelligence may be used in the screening of applications.

We welcome those who strive to understand and appreciate the diversity of our network, population, and community. Committed to Anti-Racism and Truth & Reconciliation efforts, the OHTN is dedicated to treating everyone respectfully and fairly. We are also committed to the greater involvement and meaningful engagement of people living with HIV/AIDS (GIPA/MIPA) in all that we do. We welcome applications from persons living with HIV/AIDS and from diverse backgrounds - no matter their race, ethnicity, sex, gender identity and expression, sexual orientation, nationality, socioeconomic status, religion, caste, language, age, and health or other status - to join our team.

We continuously act to implement our Anti-Black Racism and Truth & Reconciliation plans and our DEI policy, fostering equitable, inclusive and accessible processes throughout our entire organization. If you require any accommodation during the hiring process, please do not hesitate to let us know and we will work together to meet your needs.