



Machine Director

Canadian Light Source

44 Innovation Blvd, Saskatoon, Saskatchewan, S7N 2V3, Canada

The Canadian Light Source (CLS) is a national research facility of the University of Saskatchewan, serving national and international users from academia, industry, and government institutions. CLS is the only synchrotron in Canada and one of the largest scientific infrastructure investments in the country's history.

The Role: Machine Director

The Machine Director provides technical, strategic and operational leadership and vision for the accelerator systems and affiliated infrastructure at the Canadian Light Source. This includes guiding long-term development initiatives, overseeing system enhancements, and ensuring alignment with CLS strategic objectives. Reporting directly to the Chief Executive Officer and working closely with the Chief Science Officer and the rest of the Executive Team, the Machine Director is accountable for the overall performance, reliability, and advancement of CLS accelerator operations. The role is central to maintaining the operational excellence and scientific capability of the facility.

Scope and Impact

This role has significant organizational influence, with responsibility for both day-to-day operations and long-term planning. The Machine Director applies expert knowledge to shape the vision and strategic direction of the division, balancing technical demands with organizational priorities. The role demands political acuity, sound judgment, and the ability to navigate complex operational and stakeholder environments.

Working through a team of direct reports, the Machine Director is accountable for decisions and performance across all aspects of accelerator operations. They play a key role in identifying future needs, evaluating opportunities for innovation, and ensuring the division's direction remains responsive to evolving industry trends and scientific priorities.

Leadership Expectations

- Translate strategic objectives into actionable plans, delivering results through effective delegation and collaboration.
- Foster a positive and productive team environment through communication, coaching, and performance management.
- Provide strong administrative, financial, and human resources leadership within the division.
- Maintain a broad understanding of the technical, operational, and regulatory environments in which CLS operates.



- Model transparent, informed decision-making and support knowledge-sharing across teams.

Experience and Education

The ideal candidate will be a proven leader who aligns divisional goals with organizational strategy and achieves results through both their own contributions and the effective leadership of others. The primary language of work is English.

- Ph.D. in accelerator physics, or a closely relevant discipline, **is required**;
- Minimum 10 years of experience as an accelerator physicist, or a relevant position, **is required**;
- Demonstrate exceptional written and verbal communication skills and possess the credibility and presence to effectively engage with internal teams, external partners, and key stakeholders, **is required**;
- Recent experience in a senior leadership or management role in a synchrotron facility **is preferred**;
- Broad understanding of the functional area, demonstrates sound knowledge of organizational policies and procedures, and offers strong administrative, financial, and human resources leadership, **is preferred**;
- Skilled in engaging, motivating, and coaching teams to achieve high performance, and adept at making informed decisions in complex and dynamic environments, **is preferred**.

Compensation

The role is at a senior administrative level, with a total range in Canadian dollars from \$160,000 to \$208,000, with potential to earn an additional 10% bonus opportunity. A comprehensive benefits package, including health, dental, life insurance, pension/retirement income planning is included. Relocation and immigration support will be provided, if required.

Application Instructions

The appointment of the Machine Director is a permanent, full-time position. The position is open until filled, with an anticipated start date of **January 1, 2026**. The primary work and mailing address for the Machine Director is Canadian Light Source, 44 Innovation Boulevard, Saskatoon, Saskatchewan, S7N 2V3, Canada. For more detailed information, or to apply in confidence, interested candidates are invited to submit a CV/resume and cover letter to the attention of John Dugdale or Heather Fookes at saskatoon@leadersinternational.com or call 403-263-0600. Consideration of candidates is ongoing until the position is filled.