

# Talent Management and Development

Sharing best practices for recruiting, retaining, and developing highly skilled researchers and support staff

**Maggie Perzyna**  
Research Operations Manager



**Toronto  
Metropolitan  
University**



**Bridging  
Divides**

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# Growing the Foundation





# Building out the program



- Partner universities across the country
- Focus on diversity & interdisciplinary breadth
- Leveraging a network of 34 experienced researchers
  - started with 17 at TMU, 4 Concordia, 6 U of A, 7 UBC
    - CRCs, CERCs, NSERC CRCs and other Chairs
- Emerging Research Grants

# Recruiting

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## 01.

### Operations

- Building up from within
- Building in stages
- Building agile team

## 02.

### University hires

- Permanent positions
- Early Career Researchers

## 03.

### HQP - Building a pipeline

- Steps to Success Internships
- Graduate Student Stipends
- Research Assistants



“

**From internship to impact: Anoushka's story**

*I got into the program expecting research experience, along the way I also found mentorship, good connections, and a sense of direction.*

”



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# Retaining

## Operations

- Collaboration
- Office culture
- Openness to new ideas

## Research Ecosystem

### Research exchange

- Research Dialogue Series
- Research Discovery Retreat
- Annual conference

### Grants

- Travel grants
- Workshops grants
- Data Acquisition grants



# Developing

## New programs

- Scholars of Excellence
- Fellowships opportunities
  - Journalism Fellows
  - Civil Society & Public Administration Fellows
  - Future Leaders Fellows

## Competitions

- Build A Bridge
- Migration Data Challenge 2025



**Thank  
You For  
Listening!**



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