



**Royal Ontario Museum
Toronto, Ontario, Canada
Curator of Insects & Arachnids**

WHO WE ARE

[Royal Ontario Museum](#) (ROM) is Canada's premier museum, featuring a comprehensive collection of Art, Culture and Nature. Among the top 10 cultural institutions in North America, ROM has a world-class collection of 18 million artworks, cultural objects, and natural history specimens, featured in 40 gallery and exhibition spaces. ROM's mission is to transform lives by helping people to understand the past, make sense of the present, and come together to shape a shared future. The museum is known globally for expanding the boundaries of knowledge and presenting it in new and innovative ways across the intersecting worlds of art, culture, and nature.

ROM is an agency of the [Government of Ontario | ontario.ca](#).

Evolving for the 21st Century

ROM's vision is to become a distinctly twenty-first century museum, one that is globally recognized for expanding the boundaries of knowledge, fostering innovation in presenting that knowledge, and increasing public relevance within the intersecting worlds of art, culture, and nature.

To realize this vision, ROM has adopted a strategic direction that builds on its strengths and capabilities while evolving in step with a rapidly changing world. The Museum is becoming an ever more outward-facing institution, focused on playing a central role in community and cultural life, while increasing artistic, cultural, and scientific impact both nationally and internationally. ROM's extensive exhibition schedule and public programs attract approximately 190,000 students and a total average attendance of more than one million visitors annually. As the country's preeminent field research institution and an international leader in collections-based discoveries, ROM builds and shares global collections, creates knowledge, inspires learning, encourages gathering, and sparks exchange on topics that matter to people and communities.

Situated in the most diverse major city in the world, Toronto, within a province and country known for pluralism, openness, and global perspectives, ROM is well positioned for the future and for an even

larger role on the world stage, encouraging greater engagement through inclusion and transdisciplinary thinking. Learn more about [ROM's Strategic Direction](#).

WHO WE NEED

Royal Ontario Museum is seeking an innovative and collaborative Curator of Insects & Arachnids to lead one of North America's most significant entomological collections and advance research, public engagement, and collections stewardship in this globally important field.

Home to more than 10 million insect and arachnid specimens, ROM's collection is internationally recognized for its breadth, scientific value, and contribution to research in taxonomy, systematics, ecology, evolution, conservation, and biodiversity. As Curator, you will build upon this extraordinary resource through original research, strategic collection development, exhibitions, public programming, and partnerships that connect people to the natural world.

This is a unique opportunity for an accomplished scientist with a passion for collections-based research and science communication to shape the future of one of Canada's premier natural history collections. Working within ROM's highly collaborative Department of Natural History, you will partner across disciplines, including art, culture, and nature, to develop exhibitions, inspire learning, mentor emerging researchers, and engage diverse audiences, all while contributing to internationally recognized scholarship.

The successful candidate will bring an established or emerging research program, a collaborative mindset, and a strong commitment to sharing knowledge through research, exhibitions, education, and community engagement. Opportunities may also exist for a university cross-appointment and eligibility to pursue external research funding, including through the Natural Sciences and Engineering Research Council of Canada (NSERC). **Exceptional early-career and mid-career scientists are encouraged to apply.**

HOW YOU WILL MAKE AN IMPACT

- Lead the stewardship, strategic growth, and long-term vision of ROM's internationally significant Insects & Arachnids collection, ensuring its continued excellence in research, preservation, accessibility, and public value.
- Conduct and publish original, collections-based research in arthropod taxonomy, systematics, ecology, evolution, conservation biology, and related disciplines while securing external research funding.
- Develop innovative exhibitions, public programs, and educational initiatives that connect diverse audiences to the importance of insects and arachnids and their role in biodiversity, sustainability, and human society.
- Collaborate across ROM's curatorial, collections, exhibitions, education, and programming teams to create interdisciplinary experiences that bridge art, culture, and nature.
- Build meaningful partnerships with universities, Indigenous communities, researchers, government agencies, and other organizations to advance research, knowledge sharing, and community engagement.
- Champion public scholarship by serving as an engaging spokesperson for ROM through presentations, media, publications, and outreach initiatives.
- Mentor and supervise students, interns, volunteers, and staff while fostering the next generation of scientists and museum professionals.

- Contribute to fundraising, grant development, and strategic initiatives that support the continued growth and impact of ROM's Natural History programs.
- Maintain active involvement in national and international scientific, scholarly, and museum communities to strengthen ROM's global reputation.

WHAT YOU BRING

- PhD (or equivalent) in arthropod systematics, ecology, conservation biology, or a closely related field, with expertise in arthropod taxonomy and phylogenetics.
- Demonstrated research excellence with a record of scholarly publications and the potential to establish or expand an externally funded research program.
- At least one year of postdoctoral or equivalent professional experience within a museum, university, government, NGO, or similarly research-intensive environment.
- Experience working with natural history collections and applying collections-based research to advance scientific knowledge and public understanding.
- Strong interest or experience in developing museum exhibitions, public programming, and science communication for diverse audiences.
- Excellent collaboration, communication, and relationship-building skills, with the ability to work effectively across disciplines and with internal and external partners.
- Experience mentoring or supervising students, interns, volunteers, or research staff.
- Demonstrated commitment to equity, inclusion, and collaborative engagement, including an interest in working with Indigenous communities and diverse partners.

Preferred Assets

- Expertise in molecular and genomic methods, including DNA analysis, phylogenomics, comparative genomics, or historical biogeography.
- Experience securing competitive research grants or philanthropic funding.
- Knowledge of museum collections management, digitization initiatives, and museum ethics.
- Experience integrating conservation, sustainability, or biodiversity research into public engagement initiatives.
- Eligibility for a university cross-appointment and/or NSERC funding.
- International research collaborations and cross-cultural experience.

WHAT WE OFFER

- **Comprehensive benefits coverage:** For permanent and full-time contract positions (conditions apply), enjoy paid benefits for individuals and families, a health spending account, and an Employee Assistance Program.
- **Paid Time-off:** 22 days of vacation entitlement and personal days

- **Worry-free retirement savings:** With our pension plan, you benefit from an employer-matched Defined Benefit contribution plan, which provides predictable lifetime retirement income, survivor benefits, and early retirement options without the stress of investment decisions.
- **Support for new parents:** Enjoy a parental leave top-up to 95 percent of your salary for 17 weeks, helping you balance work and family life.
- **Perks:** Free ROM membership for permanent full-time and part-time staff, plus discounts to over 200 attractions through Attractions Ontario.
- **And more!**

SALARY & TERMS OF EMPLOYMENT

- START DATE: To be determined
- OPEN DATE: July 6, 2026
- **CLOSE DATE: September 25, 2026**
- STATUS: Full-time Permanent
- EMPLOYEE GROUP: ROM Curatorial Association (ROMCA)
- EXPECTED COMPENSATION: Hiring Range: **\$78,047–\$122,654** per annum, commensurate with experience and qualifications, paid on a bi-weekly basis. ROM is open to considering candidates at the Associate Curator or Curator level, with compensation aligned to experience and the applicable collective agreement.
- SCHEDULE: 35 hours per week
- PROBATIONARY PERIOD: Six (6) months
- LOCATION (onsite): Toronto, ON

WHAT TO EXPECT IN OUR INTERVIEW PROCESS

1. **Initial conversation:** A 30-minute virtual conversation with a Recruiter to discuss your interest in the role, your background, and how your experience aligns with ROM's mission and the Curator of Insects & Arachnids opportunity.
2. **First interview:** A 1-hour virtual or in-person interview with the Hiring Manager and a member of the HR team. This conversation will focus on your research experience, collections expertise, collaborative approach, and how your skills align with the needs of the Department of Natural History.
3. **Second interview:** A 1-hour in-person interview with the Hiring Manager and key stakeholders. You may be asked to deliver a presentation highlighting your research, curatorial vision, or a topic relevant to the position, followed by a discussion of your approach to collections stewardship, exhibitions, public engagement, and collaboration.
4. **Third Interview:** A final conversation with senior leaders and key stakeholders to discuss your vision for the role and your potential contributions to ROM's research, collections, exhibitions, and public engagement initiatives.

The above-listed process may change or vary based on the nature and scope of the position.

****All virtual conversations and interviews will be conducted via Zoom or Microsoft Teams and may be**

recorded.**

WHY PEOPLE CHOOSE ROM

- **Cultural engagement:** Daily interactions with Toronto's diverse culture and international visitors offer insights into social and cultural trends. We champion inclusive community programs and connections through diverse experiences.
- **Continuous learning:** At ROM, expertise and continuous skill development are paramount. Our culture of curiosity and open-mindedness fosters growth beyond traditional career paths.
- **Passion & fulfillment:** Our work in preserving and curating cultural narratives brings deep satisfaction. We are passionate about the arts, global history, cultural diversity, and leveraging digital technologies to enhance accessibility.
- **Team & culture:** ROM promotes a positive workplace with collaborative, supportive teams that encourage creativity and innovation. We value new ideas and collective problem-solving.
- **Academic collaboration:** We are committed to education, partnering with universities and providing student resources, underscoring our dedication to research and accessibility.

If you're excited about this role, even if your experience differs from the specific requirements, we encourage you to apply. We're keen to meet candidates who can contribute their talents to our goals, and will consider an equivalent combination of knowledge, skills, education, and experience.

COMMITMENT TO DIVERSITY, EQUITY, INCLUSION, & ACCESSIBILITY

At ROM, we embrace diversity in our exhibits, communities, and teams. We encourage applications from racialized persons, Indigenous Peoples, persons with disabilities, 2SLGBTQI+ individuals, and those who can further diversify our ideas. We are committed to equitable employment opportunities and a workplace free from discrimination and harassment.

We welcome and accommodate candidates with disabilities throughout the selection process. Please contact us at careers@rom.on.ca for assistance.

ADDITIONAL INFORMATION

- ROM does not require "Canadian experience." International applicants with equivalent experience are encouraged to apply.
- ROM uses technology-assisted tools (including JazzHR TalentFit) to support the review and screening of applications. All hiring decisions are made by human reviewers.
- This posting is for an existing vacancy.

APPLICATION INSTRUCTIONS

To apply, please submit the following as one PDF document:

- A cover letter outlining your interest in the position and highlighting your experience in collections-based research, exhibitions, public programming, and your proposed areas of research.
- A current Curriculum Vitae (CV).

- The names and contact information for three professional references, along with your relationship to each reference. References will only be contacted with your prior consent.

As part of the later stages of the recruitment process, shortlisted candidates may be asked to provide samples of scholarly publications or other relevant research outputs.

APPLY NOW

Click [Apply Now](#) to submit your application through ROM's careers portal.

This search is being managed by **Museum Search & Reference** on behalf of the Royal Ontario Museum. All applications submitted through the ROM careers site will be managed by Museum Search & Reference using ROM's applicant tracking system.

For confidential inquiries regarding the position or the search process, please contact:

Laurie Pasteryak

Associate Search Consultant

Museum Search & Reference

SearchandRef@museum-search.com

For additional information about Museum Search & Reference, please visit:

<http://museum-search.com/open-searches/>

Only candidates selected for an interview will be contacted. Please note that all candidates receiving a verbal job offer will be subject to a background check. This includes a criminal background check, verification of professional references, and other checks depending on the role