

Indigenous Science Scholar Faculty of Science University of Victoria

About UVic

For over 60 years, UVic has proven its unwavering commitment to providing an excellent student experience in a supportive teaching and learning environment, to partnering with communities, and to pursuing research and creative activities that make an impact, both locally and globally. We are prepared to face a changing world with renewed commitment, enthusiasm, compassion and humility.

Inspired by and honouring place, we are a community-minded, globally engaged university where we transform ideas into meaningful impact.

Territory Acknowledgement

We acknowledge and respect the Songhees, Esquimalt and WSÁNEĆ peoples on whose traditional territory the university stands and whose historical relationships with the land continue to this day. We invite applicants to watch the [“Welcome to the Territory”](#) video and to visit the [Songhees](#), [Esquimalt](#), and [WSÁNEĆ Nations’](#) websites to learn more about these vibrant communities. To learn more about the Indigenous community on campus, please see [the Indigenous Academic and Community Engagement](#) (IACE) office’s website.

Indigenization and Decolonization at UVic

The University of Victoria is committed to the ongoing work of decolonizing and Indigenizing the campus community both inside and outside the classroom. UVic released our second [Indigenous Plan](#) in 2023 and the Faculty of Science has drafted its Indigenization Implementation Strategy (2022-2026) as we prepare ourselves for the work ahead. Decolonization and Indigenization are integral aspects of the [2023 UVic Strategic Plan](#) and the [2022 Faculty of Science Strategic Plan](#).

To advance our work on Indigenization and decolonization, **the Faculty of Science is excited to invite Indigenous applicants for three faculty positions in any field of Science.** The three available positions are at the tenure-track assistant professor level and are cross-posted across our six departments: [Biochemistry & Microbiology](#), [Biology](#), [Chemistry](#), [Earth & Ocean Sciences](#), [Mathematics & Statistics](#), and [Physics & Astronomy](#).

UVic has a vibrant Indigenous community with over 1,400 Indigenous students as of 2023 and over 65 Indigenous faculty. In 2022, Qwul’sih’yah’maht, Dr. Robina Thomas was appointed as the first Vice President Indigenous and she is leading the work of decolonization at UVic. In the same year, Marion Buller, renowned legal scholar and the first First Nations woman to be appointed as a judge in British Columbia, has been appointed chancellor of the University of Victoria. Not surprisingly, UVic has been ranked #1 in Canada for promoting Indigenous visibility (Maclean’s 2022).

The Faculty of Science at UVic

The six departments in the Faculty of Science at UVic host over 140 research-active faculty members, 400 graduate students and several dozen professional researchers and support staff. All of us are deeply committed to diversification across our ranks, particularly, although not limited to people who are Indigenous, racialized, disabled, and/or have marginalized sexualities and gender identities.

We educate 3000 undergraduate students in 30 different degree programs, and confer degrees from the bachelor to doctoral level. The Faculty of Science also supports six research centres - from forest biology to

particle physics – and is host to 12 Canada Research Chairs. The University of Victoria is ranked #3 in the world for climate action (2023 THE Impact Rankings), and UVic is ranked 5th in Canada and #220 globally for research impact across all sciences (2023 Times Higher Education). All high rankings are in no small part due to the research and education conducted by researchers and instructors in our six departments.

The UVic Faculty of Science is the destination of choice for curious minds.

THIS JOB OPPORTUNITY

The Faculty of Science invites applications from Indigenous scholars for three tenure-track positions at the rank of Assistant Professor to commence as soon as possible.

Qualified candidates will have:

- A PhD degree in either life sciences, natural sciences, mathematics, or related discipline; or expect to obtain that degree soon (“all but dissertation”).
- Potential to develop an impactful, independent research program as demonstrated for example through high-quality research shared through outlets such as academic publications, interdisciplinary projects, and community-based projects.
- A commitment to undergraduate and graduate education (such as supervision/mentorship) including
 - potential to develop and teach courses.
 - potential to implement new teaching initiatives.
 - potential to supervise diverse personnel effectively and create an equitable and inclusive working environment.
- Record of, or potential for excellence in teaching, mentoring and advising at both the undergraduate and graduate levels.
- A record, potential, or desire to support Equity, Diversity, and Inclusion (EDI) in teaching and learning, including a potential to supervise diverse research personnel effectively and create an equitable and inclusive working environment.
- A positive attitude about collaborating and participating in activities across the department, faculties and universities.
- Demonstrated respect for different opinions and consideration for different point of views.

The following are considered assets:

- The candidate has interest, potential or experience in either (a) working with Indigenous ways of knowing, or (b) in infusing Indigenous science approaches and perspectives into science.
- Postdoctoral experience is desirable.
- Potential for, and interest in mentorship, representation, and guidance of Indigenous students.
- Potential for, and interest in land and water-based teaching, community-engaged scholarship, Indigenous scholarship, and engaging with UVic’s First Peoples House.
- Record of, potential for, and interest in improving the participation of underrepresented groups in science.
- Potential for, and interest in implementing new teaching initiatives including land, water, and community-engaged teaching.

In accordance with the University’s Equity Plan and pursuant to section 42 of the BC Human Rights Code, the selection will be limited to Indigenous peoples. Our search committee will review the pool of applications from those who self-identify with this designated group. Candidates from this group must self-identify in their cover letter to be considered for this position.

The candidate's qualifications, experience, overall market demand, discipline, and the unit appointed to will determine a candidate's final salary offer. The salary for this position includes a competitive salary range of \$102,380 - \$143,204. UVic is committed to offering an equitable and competitive salary, inclusive of a generous benefits package, eligible leaves, and pension plan.

APPLICATION

To be considered please send:

- a cover letter that addresses the full scope of the job requirements and includes Indigenous self-identification,
- a curriculum vitae,
- a brief statement of interest in engaging with Indigenous knowledge and research
- a statement on equity, diversity, inclusion, and Indigenization.
- appropriate evidence of research (for example, up to five publications or equivalent work – either completed or in progress),
- a brief teaching dossier containing e.g. teaching philosophy, syllabi of courses taught, and/or teaching interests,
- contact information for four references.

Application packages should be addressed to Dr. Peter Loock, Dean, Faculty of Science (scieoff@uvic.ca) and will be reviewed starting from **March 4th, 2024**. Applications will be accepted until all three positions are filled.

Please note that reference and background checks, including credential and degree verification, may be undertaken as part of this recruitment process.

UVic is committed to upholding the values of equity, diversity, and inclusion in our living, learning and work environments. In pursuit of our values, we seek members who will work respectfully and constructively with differences and across levels of power. We actively encourage applications from members of [groups experiencing barriers to equity, and in particular we are seeking for this Limited Hire search candidates who are Indigenous.](#)

Read our full equity statement here: www.uvic.ca/equitystatement

The University acknowledges the potential impact that career interruptions can have on a candidate's record of research achievement. We encourage applicants to explain in their application the impact that career interruptions have had on their record.

Persons with disabilities, who anticipate needing accommodation for any part of the application and hiring process, may contact Faculty Relations and Academic Administration in the Office of the VP Academic and Provost at FRrecruit@uvic.ca. Any personal information provided will be maintained in confidence.

Faculty and Librarians at the University of Victoria are governed by the provisions of the [Collective Agreement](#). Members are represented by the University of Victoria Faculty Association (www.uvicfa.ca).

All qualified candidates are encouraged to apply; if you are neither a Canadian citizen or permanent resident, please indicate if you are authorized to work in Canada and be prepared to provide a copy of your permit authorizing same.