

**UNIVERSITY OF VICTORIA
POSTING FOR CUPE 4163 SPECIALIST INSTRUCTOR
DEPARTMENT OF GEOGRAPHY**

Course Number/Title/Description: GEOG 274: INTRODUCTION TO BIOGEOGRAPHY - Examines the relationships among organisms - principally plants and animals - and their environment, emphasizing their distributions across a range of spatial and temporal scales. Examines basic ecological and evolutionary concepts affecting biogeographic processes of dispersal, speciation and extinction; how patterns of biodiversity change over space and time from early earth history to the contemporary environment; the nature of changing biotic distributions with increasing human impacts and global change.

Session¹: January 5 to April 22, 2026

Number of Available Labs: 2

Hourly Rate²: \$34.72

Number of Hours per Lab Appointment: 98

Weekly Hours per Appointment³: 7 hours per week (approximate)

Minimum Skills Required: Good communication skills and an advanced understanding of the principles associated with Biogeography. Good command of spoken and written English.

Duties and Responsibilities⁴:

- participating in weekly meetings or workshops
- preparing for weekly labs
- leading weekly labs, seminars, tutorials, or field trips
- providing in-lab instruction and/or assistance
- student consultation (office hours)
- grading of weekly lab assignments and/or term papers/reports
- supervising and grading of midterm(s) and final exam

Submit a completed application form by noon on Tuesday, October 14th, 2025

Completed forms can be e-mailed to John at geogao@uvic.ca or dropped off at the Geography main office (DTB B203).

¹ You are expected to be available during this time period to fulfill all your duties and responsibilities.

² Effective September 2022 (see the latest CUPE 4163 Collective Agreement).

³ Weekly hours vary based upon the marking requirements of individual courses, especially mid-term and final exams and term projects/reports.

⁴ The position duties and responsibilities may include, but are not limited to, those listed above.

Appointments will be made in accordance with Article 13.02 (Appointment Procedures) and Appendix A of the CUPE4163 Collective Agreement. In order to work for the Department, you must be either a Canadian citizen, or you must be in the country and attending the University of Victoria under a student visa.

We acknowledge and respect the Lək̓ʷəŋən (Songhees and Esquimalt) Peoples on whose territory the university stands, and the Lək̓ʷəŋən and WSÁNEĆ Peoples whose historical relationships with the land continue to this day.

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