**Job Title**
Indigenous Faculty and Chair, Emerging Indigenous Scholar Circle

**Division Department**
College of Interdisciplinary Studies

**Recruitment Type**
Regular Full Time

**Category**
Faculty

**Link to Apply:** [https://royalroads.mua.hrdepartment.com/hr/ats/Posting/view/1296](https://royalroads.mua.hrdepartment.com/hr/ats/Posting/view/1296)

**Job Description**
Royal Roads University acknowledges that the campus lies on the traditional lands of the Xwsepsum (Esquimalt) and Lekwungen (Songhees) ancestors and families who have lived here for thousands of years. It is with gratitude that we now learn, work, and conduct research on these Lands, where the past, present and future of Indigenous and non-Indigenous students, faculty and staff come together.

Royal Roads University has a rich cultural and natural heritage, grounded in connection to the Esquimalt and Songhees Nations. Located on the Hatley Park National Historic Site just minutes from downtown Victoria, British Columbia, RRU is on the shore of the Strait of Juan de Fuca and surrounded by old growth forest, formal gardens, and awe-inspiring mountain views. Established by the provincial government in 1995, RRU was created with a unique mandate and governance structure to provide labour market-responsive, applied, and professional programs. RRU has over 20,000 alumni in 65 countries. With a reputation for providing transformative learning experiences and innovation, RRU is a leader in the delivery of blended learning programs, which combine intensive on campus learning experiences with online course work, allowing students to learn while they work. RRU delivers learning, teaching and research that change careers, lives, and communities.

The College of Interdisciplinary Studies in the Faculty of Social and Applied Sciences invites applications from experienced Indigenous scholars who maintain ties to their ancestors and families through regular connection to their traditional culture(s) and who are interested in founding and leading a new initiative to support the development of emerging Indigenous scholars. Applicants with diverse backgrounds, areas of expertise and research interests who have established academic reputations exemplary of the rank of Associate Professor or Professor are welcome.

**Royal Roads’ Commitment to Indigenous Peoples**

Royal Roads University’s [vision statement](https://royalroads.mua.hrdepartment.com/hr/ats/Posting/view/1296) includes six “critical commitments”, one of which specifies the intent to “Implement the recommendations of the Truth and Reconciliation Commission and honour the UN Declaration on the Rights of Indigenous Peoples.”

Based on broad community consultation, including input from local Chiefs and our Heron People Circle members, a [planning framework](https://royalroads.mua.hrdepartment.com/hr/ats/Posting/view/1296) for delivering on our commitment to Indigenous Peoples was established in 2019 that includes a set of principles and six core elements. The six core elements all have direct connection to learning, teaching and research.

Reflecting this in our [Learning, Teaching and Research Model](https://royalroads.mua.hrdepartment.com/hr/ats/Posting/view/1296), respect for Indigenous Peoples and traditions is embedded in the core category of transformational values.
As Royal Roads continues the journey towards the vision of reconciliation that Justice Murray Sinclair laid out on the Report of the Truth & Reconciliation Commission of 2015, in our ongoing work of Indigenizing and decolonizing the university, we have committed to increasing the number of Indigenous Peoples in all roles at the university. In addition to creating roles that will allow Indigenous Scholars to appropriately integrate Indigenous Knowledges in all of our programs over time, the university is also seeking to understand ways to respectfully support Indigenous Scholars so that they feel at home in our university community.

The role

The successful applicant will be a faculty member based in the College of Interdisciplinary Studies in the Faculty of Social and Applied Sciences with the flexibility to teach, supervise students, and to conduct research in any area aligned with RRU's vision. They will have the opportunity to contribute to positive change in the world through course development, teaching, supervising graduate students, and continuing to build upon their research interests. RRU's academic culture values research applied to real world issues, creativity, and the timely dissemination of knowledge that meets the needs of our communities. You will develop an exemplary scholarly and creative presence, complement, and enrich research and scholarship among faculty and graduate students, and participate in local and international research networks.

A key role for this faculty member will also be as a Founder and Chair, who will co-create the Emerging Indigenous Scholars Circle. This new initiative envisions the recruitment of a small group of recent or pending Indigenous doctoral graduates to three-year limited terms with the express intention of providing these new academics with supported opportunities to teach, conduct research and participate in service to the academy and community to help prepare them for regular full-time roles at Royal Roads or at other institutions, or opportunities such as Canada Research Chairs. Recognizing that these scholars will be at the beginning of their academic careers, a robust support program is proposed that will include mentorship, training, and programming to augment skill development in areas such as learning and teaching, research funding, Indigenous research methodologies, information literacy, understanding student support services and more. These scholars will also benefit from intentional activities designed to support them to learn and be in relation to local Lands, communities and teachings while also staying connected to their own. Peer support will be cultivated amongst the group, and networking opportunities would be sought for them as well.

This work will rely on building strong relationships with our Heron People Circle and other local Indigenous Knowledge Keepers. Partnerships with academic and student support service units such as our Centre for Teaching & Educational Technologies, Library, Office of Research, and Student Services will also be essential. The Indigenous Education Manager will provide the Chair of the Emerging Indigenous Scholars Circle with an orientation and ongoing caring and community-based support in keeping with our Learning, Teaching, and Research Model. A core team of cross-institutional representatives will be formed to develop an integrated, shared approach to contributing to the success of the Chair of the Emerging Indigenous Scholars Circle and of the emerging scholars.

The key foci of the position will be as follows:

1. Expand relationships, partnerships, and collaborations with members of the Heron People Circle, local Nations and Indigenous communities, organizations, and people. It will be necessary to build positive working relationships with faculty, associate faculty, and staff at RRU, and to continue to nurture these relationships with colleagues at other academic institutions.
2. Facilitate the establishment of the Emerging Indigenous Scholars Circle, convening, planning, and collaborating with others to establish program elements, participating in recruitment, advising, and contributing to the overall success of the scholars and the program.

3. Use inter- and transdisciplinary approaches to research that Indigenous Peoples identify as important questions to be answered. Pursuing and obtaining research funding from diverse sources will also be expected, as will building upon your current knowledge dissemination strategy that targets audiences and stakeholders at the local, provincial, national, and international level.

4. As Chair, you will be asked to prepare an annual plan for the Emerging Indigenous Scholars Circle outlining key goals, including research areas and questions, research partnerships and collaborations, and potential funding sources.

5. Create courses, teach, and supervise students.

6. Advise the Deans, Indigenous Education Manager and others in matters related to academic planning, programs and increasing Indigenous Knowledges in the curriculum, decolonization, and the learning that the Calls to Action identify as necessary in the journey towards reconciliation.

Job Requirements
In accordance with Section 42 of the BC Human Rights Code, this opportunity is limited to First Nations, Métis and Inuit peoples. Candidates must self-identify (in their cover letter) in order to be considered for this position. This opportunity is open to Indigenous scholars who maintain ties to their ancestors and families through regular connection to their traditional culture(s). To contribute to addressing the under-representation of Indigenous women in faculty positions, priority will be given to Indigenous women.

Applicants with diverse backgrounds, areas of expertise and research interests who have established academic reputations exemplary of the rank of Associate Professor or Professor are welcome. As this role requires the mentorship of emerging Indigenous scholars, the incumbent will need to be someone with a strong academic portfolio of research, teaching, and service, with demonstrated experience successfully mentoring other scholars. Experience with academic or student support program development and implementation is an asset.

RRU recognizes that alternative career paths and/or career interruptions can impact research achievements, candidates are encouraged to highlight how these may have impacted them in their application. RRU also recognizes the value of community service, professional service, and non-traditional areas of research and/or research outputs and applicants are encouraged to describe these as well.

- PhD, or other doctoral degree
- Commitment to continued practice of their culture(s), with evidence of strong ties to their ancestors, families, and/or traditional Knowledge Keepers
- Demonstrated experience building strong, positive relationships with a wide range of people, including Old Ones/Elders, Indigenous Knowledge Keepers and community leaders, Indigenous people living in urban settings, Indigenous and other scholars, and university community members
- Evidence of excellence in teaching, research, and service, with a strong reputation in the academic community
- Teaching and supervisory experience at the graduate level, with clear capacity to mentor emerging scholars
- Exceptional communication (oral and written) and interpersonal skills
- Comfortable working in a team-based, collaborative environment
• Experience in developing and managing research and administrative budgets

Applications will be reviewed following the closing of the posting. To apply, please submit the following information (in PDF format):

• cover letter
• curriculum vitae
• a statement of teaching philosophy/interests, and evidence of teaching effectiveness
• a copy of, or link to, three recent publications within the last five years, with an explanation of the significance of the three recent publications selected
• a statement of research achievements
• a statement of interest in founding the Emerging Indigenous Scholars Circle at Royal Roads
• other information you deem relevant
• completed self-identification information as part of the RRU electronic application process

Please note you can add as many attachments as you like to your profile as long as the file size of each item does not exceed 2MBs.


Additional Information
This is a five year continuing track appointment. In addition to a collegial learning community, RRU offers a comprehensive compensation package, with a starting salary and academic rank based on qualifications and experience. Interested applicants are invited to contact Russ Johnston, Indigenous Education Manager, for any questions: Russ.3johnston@royalroads.ca PLEASE NOTE: Applicants will be reviewed beginning March 16, 2022, however this posting will remain open until a successful candidate has been found.

While Royal Roads University values all applications we receive, only those candidates shortlisted for further consideration will be contacted. Please note that all qualified candidates are encouraged to apply, however, applications from Canadians and permanent residents will be given priority. If you require any form of accommodation throughout the recruitment process, please contact us directly at human.resources@royalroads.ca attention: Lorisha Bühler or 250-391-2600 extension 4408 so we can offer you individualized assistance and ensure equity in our recruitment and hiring process. ALL COMPETITIONS WILL CLOSE AT 10.00 P.M. ON THE DATE OF CLOSING