Requisition #
F0321

Job Title
Faculty - Indigenous Business Scholar

Division Department
School of Business

Recruitment Type
Regular Full Time

Category
Faculty

Link to Apply: https://royalroads.mua.hrdepartment.com/hr/ats/Posting/view/1180

Job Description
The School of Business in the Faculty of Management at Royal Roads University invites applications from scholars in Indigenous Business and related disciplines for a faculty appointment with an anticipated start date in August 2022.

Royal Roads University acknowledges that the campus is on the Lands of the Xwsepsum (Esquimalt) and Lekwungen (Songhees) ancestors and families. With gratitude, we live, work and learn here where the past, present, and future of Indigenous and non-Indigenous students, faculty and staff come together. We invite you to view the traditional welcome to Royal Roads University from Hereditary Chief Edward Thomas and Chief Councillor Rob Thomas (Xwsepsum (Esquimalt) Nation) and Elected Chief Ron Sam (Lekwungen (Songhees) Nation): Traditional Welcome

Royal Roads’ Commitment to Indigenous Peoples:

Royal Roads University’s vision statement 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 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, 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: Indigenous Business Scholar:
Royal Roads University is seeking an Indigenous Business Scholar to join our faculty team in the School of Business at the rank of Assistant or Associate Professor. In addition to teaching and research in areas related to business and Indigenous Peoples, the Indigenous Business Scholar will build relationships with First Nations communities in order to facilitate closer collaborations between the School of Business and those communities and provide opportunities for the School to fulfill its obligations and commitment to decolonization and 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.*

- Doctoral degree (or equivalent) completed or in-progress in an area in or related to business, with additional research and/or experience in those areas at the intersection of business and Indigenous communities (for example, Indigenous finance, management, organizational or community leadership, Indigenous economic development, entrepreneurship and business development, corporate relations).
- Demonstrated track record in two or more of the following areas: teaching, professional service, community service, outreach, mentoring and research training.
- Experience and expertise in Indigenous pedagogies, research and dissemination practices is valued.
- Commitment to continued practice of their culture(s), with evidence of strong ties to their ancestors, families, and/or traditional Knowledge Keepers as well as 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.
- Non-traditional areas of research and/or research outputs are recognized in the assessment of a candidate’s research contribution. (This includes, for example, publication in non-peer-reviewed journals with greater reach into specific communities and peoples and other applied areas of scholarship such as community-based work or policy development). Career interruptions due to parental leave, family care, extended illness, or community responsibilities will not negatively impact the assessment of a candidate’s academic productivity.

The Indigenous Business Scholar role entails the following:

- Teaching at the graduate and undergraduate level
- Contribution to curriculum development
- Supervision of graduate student research
- Research and community outreach
- Participation in, and service to, the academic community

Equity, Diversity and Inclusion, along with reconciliation, are highlighted among the six critical commitments of the Royal Roads University Strategic Vision:

- Enhance the inclusion and engagement of people of diverse backgrounds and ideas in all aspects of university life.

• Details on Royal Roads University’s action on EDI can be found [here](https://www.royalroads.ca/diversity-and-edi). and the University’s Diversity Statement can be found [here](https://www.royalroads.ca/diversity-and-edi).

Applications will be reviewed beginning February 28, 2022. 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 statement of research achievements, including 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
- additional relevant materials, including up to two letters from Indigenous community groups/organizations you have worked with (along with names and contact information of community references).
- names and contact information for three academic references
- 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**

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. For more information on salary, please review page 73 of the RRUFA collective agreement: https://humanresources.royalroads.ca/sites/default/files/uploads/rrufa_rru_collective_agreement_2019-2022.pdf#page=76. This is an continuing track Faculty position for five-years, with the possibility of conversion into a continuing appointment, subject to performance and program needs. PLEASE NOTE: Applicants will be reviewed beginning March 1, 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.