

## Director, School of Social Work, University of Victoria

The **University of Victoria (UVic)** is consistently ranked in the top tier of Canada's research-intensive universities. We acknowledge and respect the Lekwungen peoples on whose traditional territory the university stands and the Songhees, Esquimalt, and WSÁNEĆ peoples whose historical relationships with the land continue to this day. Our commitment to research-inspired dynamic learning and vital impact make this Canada's most extraordinary environment for discovery and innovation. Experience the edge of possibilities for yourself.

The School of Social Work (SOCW) is part of the Faculty of Human and Social Development (HSD), including the Schools of Health Information Science, Public Administration, Public Health & Social Policy, Child and Youth Care, and Nursing and the Indigenous Governance Program. HSD is home to a diverse community of faculty, staff, and students. SOCW offers an undergraduate Bachelor of Social Work (BSW) degree and graduate programs (MSWF, MSWA, MSWI) that emphasize social justice, Indigenous and anti-oppressive approaches to working with communities, families, and individuals. All our programs are fully accredited by the Canadian Association for Social Work Education. UVic is home to the Centre for Indigenous Research and Community-Led Engagement (CIRCLE) and the Indigenous Mentorship Network of the Pacific Northwest (IMN-PN).

We invite applications from experienced academic leaders for **Director of the School of Social Work**, with tenure or eligibility for tenure at the Associate or Full Professor level. We seek candidates with a demonstrated commitment to decolonizing, anti-racist, and anti-oppressive leadership and pedagogies in research and education, whose goal is the establishment of learning opportunities in a supportive on-campus and online environment that promotes equity, respect, responsibility, curiosity, collaboration, risk-taking and creativity. The Director leads the academic governance of the unit and is responsible for supervising, advising, and mentoring faculty members and staff to enhance their contributions to the advancement of the School's vision and goals.

As the successful candidate, your approach to leadership will reflect decolonial ethics and a demonstrated commitment to anti-racism and anti-oppressive practices in the pursuit of excellence in teaching, research, and practice. The successful candidate will have an earned doctorate in social work or a related discipline, with a minimum of two years of post-degree (BSW or MSW) social work practice, and research and practice that has made a substantial contribution in advancing social justice. The successful candidate will demonstrate involvement in graduate student supervision and teaching experience in decolonizing, anti-racist, and anti-oppressive pedagogies.

**For further information about this opportunity, please contact Robert Fleming or Amorell Saunders N'Daw at 1-866-822-6022 or submit your application online at [www.kbrs.ca/career/13866](http://www.kbrs.ca/career/13866).** To be considered, please send a cover letter that addresses the full scope of the job requirements, along with a curriculum vitae.

All qualified candidates are encouraged to apply; in accordance with Canadian Immigration requirements, Canadians and permanent residents will be given priority. Please indicate in your application package if you are a Canadian citizen or permanent resident.

In accordance with the University's Equity Plan and pursuant to Section 42 of the BC Human Rights Code, this position will be treated as a preferential hire.

We actively encourage applications from members of groups with historical and/or current barriers to equity, including, but not limited to,

- First Nations, Métis, and Inuit peoples, and all other Indigenous peoples;
- members of groups that commonly experience discrimination due to race, ancestry, colour, religion and/or spiritual beliefs, or place of origin;
- persons with visible and/or invisible (physical and/or mental) disabilities;
- persons who identify as women; and
- persons of marginalized sexual orientations, gender identities, and gender expressions.

Candidates from these groups/this group who wish to qualify for preferential consideration must self-identify.

We recognize that many of these identities intersect and that therefore, equity, diversity and inclusion can be complex. We value the contributions that each person brings and are committed to ensuring full and equal participation for all in our community.

### **Equity Statement**

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](http://www.uvic.ca/equitystatement).

The University recognizes that applicants may have had obligations outside of work that have negatively impacted their record of achievements (e.g., parental, elder care, and/or medical). You are not required to disclose these obligations in the hiring process. If you choose to do so, the University will ensure that these obligations do not negatively impact the assessment of your qualifications for the position.

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](mailto:FRrecruit@uvic.ca). Any personal information provided will be maintained in confidence. The organization will also provide support in its recruitment processes to applicants with disabilities, including accommodation that takes into account an applicant's accessibility needs.

Please note that reference and background checks, including credential and degree verification, may be undertaken as part of this recruitment process. The successful candidate may elect a start date of January 1<sup>st</sup>, 2021 or July 1<sup>st</sup>, 2021.