

**University of Victoria, Faculty of Law  
Assistant or Associate Professor Appointment**



*The University of Victoria is consistently ranked in the top tier of Canada's research-intensive universities. Vital impact drives the UVic sense of purpose. As an internationally renowned teaching and research hub, we tackle essential issues that matter to people, places and the planet. Situated in the Pacific Rim, our location breeds a profound passion for exploration. Defined by its edges, this extraordinary environment inspires us to defy boundaries, discover, and innovate in exciting ways. It's different here, naturally and by design. We live, learn, work and explore on the edge of what's next—for our planet and its peoples. 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.*

**Who we are**

Since our founding in the mid-1970s, the Faculty of Law at the University of Victoria has sought to make a unique contribution to legal education in Canada, striving for innovation in the classroom, creativity and leadership in research, with due attention to the needs of Canada's most marginalized communities. Home to some of Canada's most innovative and dynamic thinkers, the Faculty of Law has created a vibrant learning environment based on a commitment to social justice, humane professionalism and civic responsibility, and critical interdisciplinary policy-oriented research and teaching. Dedicated to providing students with the skills, knowledge and judgment they will need to embark on diverse careers, UVic Law offers a rich curriculum that includes the only common-law co-operative legal education program in Canada and a diversity of experiential education opportunities. In September 2018, we welcomed the inaugural class in our path-breaking transsystemic joint degree program in Canadian Common Law and Indigenous Legal Orders (JD/JID). We are a faculty with a commitment to diversification across our ranks, particularly, although not limited to: marginalized sexualities, gender identity, disability, Indigeneity and racialization. And we do all of this in Canada's most beautiful urban paradise.

**What we are looking for**

The Faculty invites applications for one full-time research or teaching-stream faculty position. The appointment will be at the rank of Assistant Professor, Assistant Teaching Professor, Associate Professor or Associate Teaching Professor, with rank and tenure status determined after an assessment of accomplishments and experience. The expected start date is 1 July 2023 or as negotiated.

**This position is a Preferential Hire. In accordance with the University's Equity Plan and pursuant to Section 42 of the BC Human Rights Code, preference will be given to Black scholars. Candidates from this group who wish to qualify for preferential consideration must self-identify in their cover letter. We encourage applicants for all positions to self-identify other characteristics relevant to UVic Law's diversity commitments.**

We are interested in hearing from all exceptional candidates regardless of subject-matter expertise. The successful candidate must have the interest and capacity to teach first-year private law courses, particularly first-year Property or Torts in the JD or JD/JID program. In addition, applications from candidates with research or teaching interests in labour law, employment law, or dispute resolution are especially welcome.

We are particularly interested in candidates who can, or are interested in, teaching and conducting research in a transsystemic or comparative way, including those with qualifications in more than one legal

tradition or jurisdiction. All candidates should have the capacity and desire to take part in the mentorship and supervision of graduate students.

The successful applicant for a research-stream appointment will have an LL.B., J.D., B.C.L., or equivalent law degree; and (1) a relevant doctorate (completed or in progress – i.e. with an expectation of completion by 1 July 2024), or (2) an LL.M. combined with significant relevant experience. Demonstrated excellence or a potential for excellence in teaching and research, and a commitment to equity in research, teaching and community engagement are components of a successful application.

The successful applicant for a teaching-stream appointment will have an LL.B., J.D., B.C.L., or equivalent law degree; significant post-secondary teaching experience; and (1) a relevant graduate degree, or (2) at least two years of practice or related experience. Demonstrated excellence or a potential for excellence in teaching, and a commitment to equity in teaching, scholarly activity and community engagement are components of a successful application.

### **What you have to do to apply**

Applications, consisting of a cover letter that specifies areas of teaching and research interests, a *curriculum vitae*, copies of law degree and graduate transcripts and the names of (and contact information for) three academic referees who you have asked to submit letters of reference should be addressed to the Appointments Advisory Committee and sent by email to the Chair, Appointments Advisory Committee, at [lawapps@uvic.ca](mailto:lawapps@uvic.ca). Applicants should arrange for their referees to send their letters directly to the Committee at [lawapps@uvic.ca](mailto:lawapps@uvic.ca).

The Committee will begin considering applications on **1 May 2023** until the positions are filled.

Applicants who have special requirements for confidentiality are invited to contact Professor Geoff Loomer, Chair, Appointments Advisory Committee, at [lawapps@uvic.ca](mailto:lawapps@uvic.ca), or Acting Dean Val Napoleon at [lawdean@uvic.ca](mailto:lawdean@uvic.ca).

Information about the Faculty of Law can be found at <http://www.uvic.ca/law>.

*Consistent with UVic's values, we acknowledge and respect the  $l\acute{a}k^w\acute{a}n\acute{e}n$  peoples on whose traditional territory the University of Victoria stands and the Songhees, Esquimalt and WSANEC peoples whose historical relationships with the land continue to this day.*

*UVic is committed to upholding the values of equity, diversity, inclusion and [human rights](#) in our living, learning and work environments. We know that diversity underpins excellence, and that we all share responsibility for creating an equitable, diverse and inclusive community. 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 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.*

*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.*

For questions about the equity statement and its use, please contact the [Manager, Equity and Diversity](#).

Learn more:

[UVic's Discrimination and Harassment Policy](#) (pdf)

[UVic's Equity Action Plan](#)

[UVic's Strategic Framework](#)

[UVic's Territory Acknowledgement](#)

[Definition of persons with disabilities](#) (visible and invisible)

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 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.

All qualified candidates are encouraged to apply. In accordance with Canadian Immigration requirements, Canadians and permanent residents will be given priority. Canadian citizens or permanent residents of Canada are requested to self-identify themselves in their application.

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

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](http://www.uvicfa.ca)).