

## **School of Social Work Academic Appointment Advertisement for School Director**

We acknowledge with respect the Lekwungen peoples on whose traditional territory the University of Victoria stands, and the Songhees, Esquimalt and WSÁNEĆ peoples whose historical relationships with the land continue to this day.

[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. We have a long history of local and global leadership in community-engaged research, Indigenous scholarship, community and government partnerships, and innovative graduate and undergraduate programs. Our graduates attain academic credentials and/or professional qualifications to engage in important intellectual and practical work across a diverse array of research, policy, practice and leadership contexts. 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).

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 of our programs are fully accredited by the Canadian Association for Social Work Education. Students learn in a supportive on-campus and online environment that promotes equity, respect, responsibility, curiosity, collaboration, risk-taking and creativity. Social Work faculty and staff are committed to decolonizing, anti-racist and anti-oppressive research, education and practice. Faculty are involved in local, national, and international research.

We invite applications for Director and Associate Professor with tenure or eligibility for tenure to join our vibrant and diverse academic community. The preferred start date for this position is July 1, 2020.

The successful candidate will have an earned doctorate, a minimum of two years post degree in Social Work (BSW or MSW) and research and practice that has made a substantial contribution in advancing social justice. Candidates are asked to outline their demonstrated abilities to build collaborative and respectful relationships in an academic unit or related community-based setting. They should describe their applied experience in a directorship (or similar/relevant role) as it relates to the Director's administrative responsibilities, including supervising, advising, and mentoring faculty members and staff to enhance their contributions to the advancement of the School's vision and goals.

Their approach to leadership will reflect decolonial ethics and demonstrated commitment to anti-racism and anti-oppressive practices in the pursuit of excellence in teaching, research and practice. Candidates should have experience managing research programs and promoting research in a range of scholarly, community and policy-based venues and an established record of externally funded research and scholarly publications commensurate at the rank Associate Professor with tenure. They will be able to demonstrate involvement in graduate student supervision and teaching experience in decolonizing, anti-racist and anti-oppressive pedagogies.

To be considered, please send a cover letter that addresses the full scope of the job requirements, along with a curriculum vitae, evidence of leadership, research (including up to 3 sample publications), teaching skills (such as syllabi and teaching statements), statement of diversity knowledge, experience,

and skills, and contact information for three references, addressed (via email) to the Associate Dean, Academic [hsdasdn@uvic.ca](mailto:hsdasdn@uvic.ca). In order to be considered, applications must be received by March 31st 2020. Please note that reference and background checks, including credential and degree verification, may be undertaken as part of this recruitment process.

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.

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).

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. Preference will be given to Indigenous Peoples, women, persons with disability and/or persons of visible minority. Candidates from these groups/this group who wish to qualify for preferential consideration must self-identify.

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.

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.

Persons 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.

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)).

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.