

Assistant Professor and Director, Restoration of Natural Systems Programs  
**School of Environmental Studies, University of Victoria**  
May 1, 2019 start date

The School of Environmental Studies at the University of Victoria, located on the traditional territories of the Songhees, Esquimalt and WSÁNEĆ peoples, invites applications for an Assistant Professor and Director, Restoration of Natural Systems (RNS) Programs. The interdisciplinary field of ecological restoration investigates the causes, consequence and remedies for ecosystem degradation. A joint project of the School of Environmental Studies and the Division of Continuing Studies, the Restoration of Natural Systems (RNS) program at UVic, since 1996, is a comprehensive training initiative for restoration practitioners in North America. The RNS program emphasizes a holistic approach that combines research and theory of the biophysical sciences with skills for effective collaboration with communities in restoration work. The program has evolved to include significant distance education as well as hands-on field-based learning, and has expanded to include Diploma, Certificate, and Professional Specialization Certificate opportunities. Ecological restoration is also now integrated into the undergraduate and graduate programs in the School of Environmental Studies. We seek a restoration ecologist who would like to combine their passion for research and training to continue and enhance the delivery of the RNS program. The School of Environmental Studies, <http://web.uvic.ca/enweb/>, is supported by three overlapping streams of scholarship: political ecology, ethnoecology, and ecological restoration. We are a relatively small group and depend on close cooperation, mutual respect, and camaraderie for our flourishing.

The workload for the position is divided between Program Leadership and Administration (40%), Research (30%), and Teaching (30%), although we anticipate that initially a larger percentage may be spent on Program Leadership. The successful applicant will be a tenure-track appointment at the rank of Assistant Professor. The anticipated start date for this position is May 1, 2019.

Candidates will be evaluated on the criteria that follow. The successful candidate will offer evidence of excellence in program leadership and administration. Previous experience in the development of professional courses, working with adult learners, and/or working in collaboration with institutional, community and professional groups would be an asset. The candidate will hold a PhD and will be an active researcher in the field of restoration ecology who demonstrates particular research and teaching creativity. The candidate must have a critical understanding of the complex ecological restoration challenges involved in the interaction of social and biophysical systems, and be proposing an original, innovative research program of high quality. The candidate will also offer evidence of high-quality teaching and supervision, and of research that is responsive to and respectful of the needs of Indigenous and/or local communities.

The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, Indigenous Peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University.

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.

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.

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 (<http://www.uvicfa.ca>)

Please submit your application by e-mail to: [esapps@uvic.ca](mailto:esapps@uvic.ca). Applications should include in a single PDF: (1) a cover letter providing an overview of the candidate's qualifications and how they fulfill the criteria defined above, (2) a detailed curriculum vitae, (3) a 2-3 page overview of leadership and administrative experience, (4) a 2-3 page description of the candidate's proposed research program, (5) a one page description of the candidate's three most important research contributions to date, (6) a 2-3 page statement of teaching experience and approach, including evidence of teaching effectiveness, and (7) contact information for three referees.

Application deadline: January 11th, 2019.

Contact for questions:

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Director, School of Environmental Studies

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