

**BE PART OF AN
INNOVATIVE,
DYNAMIC
ORGANIZATION**

At Royal Roads University we pride ourselves on creating a work environment that mirrors the philosophy and values that underpin the programs we offer our learners. The curricular themes of leadership, conflict management, sustainability and entrepreneurship are ingrained in the structure and daily operation of our university.

A career at Royal Roads University means being part of an innovative, dynamic organization. You will have the opportunity to contribute to a workplace culture where we value creativity, accountability and caring, and where teamwork, service excellence, innovation and having fun are the norm, not the exception. Take the first step in joining our team by browsing our current employment opportunities.

Requisition: 19-F0300.1

Job Title: Canada Research Chair – Reimagining Capitalism

Royal Roads University (RRU) is located on the traditional lands of the Xwsepsum (Esquimalt) and Lekwungen (Songhees) ancestors and families who have lived here for thousands of years. Located in one of Canada's most beautiful National Historic Sites, RRU is just minutes from downtown Victoria, British Columbia and is surrounded by old growth forest and awe inspiring ocean and mountain views. RRU is a special-purpose university that delivers high-quality applied and professional programs. Established by the provincial government in 1995 through the Royal Roads University Act, RRU was created with a unique mandate and governance structure to respond to the labour market needs of British Columbia. RRU has over 20,000 alumni in 65 countries. With a reputation for innovation, RRU is a leader in the delivery of blended learning programs, which combine intensive residency experiences with online course work.

Job Description:

The Faculty of Management at Royal Roads invites applications for a Tier 2 Canada Research Chair (CRC) in Reimagining Capitalism with an expected start date no earlier than April 1, 2020. This is a special opportunity for women scholars and is open to candidates from a wide variety of disciplinary backgrounds.

As the Tier 2 CRC in Reimagining Capitalism you will complement the applied and professional nature of the School of Business (<http://sb.royalroads.ca/about>) within the Faculty of Management. The Faculty of Management is growing its existing programs and introducing exciting new programs at the masters and the doctorate level.

As the Tier 2 CRC in Reimagining Capitalism, you will broaden the university's transdisciplinary management research agenda. By developing a global research program in areas broadly related Reimagining Capitalism, the successful candidate is expected to address urgent, complex business, management, and/or organization issues. The Tier 2 CRC in Reimagining Capitalism is purposefully broad and encourages applications from outstanding candidates in any social science or humanities discipline who are invested in the study of the causes and/or the consequences of the prevailing hegemonic economic paradigm that organizes society. As such, topics within the purview of this CRC include, but are not limited to:

- How neoliberal capitalism that currently structures much of the world is transforming the nature of work (e.g., contributing to the emergence of the gig economy);
- How recent social movements (e.g., Occupy Wall Street) are exposing the ills of the current operation of capitalism, especially its role in creating income and wealth inequality;
- How the questioning of current economic norms is challenging the existing institutional rules governing markets and, concomitantly, yielding alternative market formations;
- How the current economic paradigm is changing consumer behaviour, worker rights, and worker-employer relationships;

- How new, emerging, and alternative business models as well as social business models can be used to reimagine how business is done;
- How philosophical and sociological consideration of alternative capitalisms (or alternatives to capitalism) can redress gross levels of economic and social stratification.

Royal Roads University's academic culture values applied research, creativity, and the timely transfer of knowledge that meets the needs of our communities and our knowledge driven society. As the CRC you will be an integral part of RRU's overall plan to promote and develop its research enterprise and to support the university's unique mandate.

As the Tier 2 CRC you will have established relationships in both academic and non-academic communities and a portfolio demonstrating the application of applied and problem-based research methods. You will also have demonstrated success (or a high degree of promise) in obtaining research funding from diverse sources, leading collaborative research initiatives, establishing and maintaining community relationships, supervising student research, and disseminating research through scholarly outlets. You will develop an exemplary scholarly and creative presence, complement and enrich research and scholarship among faculty and graduate students, and participate in local and international research networks. While based in the Faculty of Management, you will collaborate with other units within RRU as appropriate including the Faculty of Social and Applied Sciences, and the College of Interdisciplinary Studies.

The key foci of the position will be as follows:

1. Undertake relevant (nationally and internationally as appropriate), high quality applied research in the area of inter- and transdisciplinary approaches to changes to the prevailing hegemonic economic paradigm. You will be expected to provide a detailed research plan outlining key research areas and questions, research partnerships and collaborations, and potential funding sources.
2. Develop/expand networks, partnerships and collaborations within organizations, communities, and individuals to support the research agenda, including building linkages with faculty and associate faculty at RRU and other academic institutions;
3. Pursue and obtain research funding from diverse sources including federal, provincial, public and private, to finance the research agenda;
4. Pursue an active dissemination strategy that targets diverse audiences and stakeholders, i.e. academics, businesses, practitioners, and policymakers, at the local, provincial, national and international level;
5. Contribute to Canada's research profile nationally and internationally, consistent with the goals of the CRC program. The Chair will work with the Dean, Faculty of Management and School Directors with the Faculty to raise the profile of the Chair, the school(s), and the university;
6. Develop and support student and post-doctoral training and research and assist in the support and development of the new doctoral program.

Job Requirements:

The position is contingent upon confirmation of the availability of funds from the university and the candidate receiving a Tier 2 Canada Research Chair appointment (<http://www.chairs-chaieres.gc.ca/programme/index-eng.aspx>). The position will be offered at the rank of Assistant or Associate Professor. The successful candidate will work with the Office of Research Services to prepare the formal Canada Research Chair nomination.

Tier 2 Canada Research Chair nominees should:

- be excellent emerging researchers who have demonstrated particular research creativity;
- have demonstrated the potential to achieve international recognition in their fields in the next five to ten years;
- be proposing an original, innovative research program of high quality; and,

- have the potential to attract excellent trainees, students and future researchers.

Tier 2 Chairs are intended for exceptional emerging scholars (i.e., candidates must have been an active researcher in their field for fewer than 10 years at the time of nomination). Candidates who are more than 10 years from having earned their highest degree (and where career breaks exist, such as maternity, parental or extended sick leave, clinical training, etc.) may have their eligibility for a Tier 2 Chair assessed through the program's Tier 2 justification process (http://www.chairs-chaires.gc.ca/program-programme/nomination-mise_en_candidature-eng.aspx#s3). Please contact the Office of Research Services (deborah.zornes@royalroads.ca) for more information.

RRU recognizes that alternative career paths and/or career interruptions can impact research achievements. Candidates are encouraged to highlight how alternative paths and/or interruptions have impacted them in their application. RRU also recognizes the value of mentoring, professional service, and non-traditional areas of research and/or research outputs; demonstrated experience in increasing diversity at the previous institutional environment is also an asset.

The university seeks to follow the practices for recruitment, hiring, and retention recommended by the Canada Research Chair program (http://www.chairs-chaires.gc.ca/program-programme/equity-equite/best_pratiques-pratiques_exemplaires-eng.aspx). Training and development activities related to unconscious bias, equity, diversity and inclusion for administrators and faculty involved in the recruitment and nomination processes for chair positions is mandatory. Nomination committee members are instructed to give careful consideration to, and be sensitive to the impact of, career interruptions in their assessments.

As an employer committed to employment equity, we encourage candidates from equity-seeking communities including women, racialized and Indigenous persons, persons with disabilities, and persons of all sexual orientations and gender identities/expressions. In order to alleviate the under-representation of women in Canada Research Chair faculty positions, priority in hiring will be given to women who self-identify as such in the application process.

Qualifications:

- Doctorate in a business or related social science or humanities field (applications from PhDs in anthropology, geography, philosophy, political science, sociology, or interdisciplinary studies are strongly encouraged to apply);
- Demonstrated excellence in developing, resourcing and conducting research projects in relevant fields;
- Broad understanding of the antecedents and/or the outcomes of changes to the current, hegemonic economic paradigm;
- A strong interest and demonstrated success in dissemination, including conventional academic publications, as well as professional and public education and extension activities;
- Experience in developing and managing research and administrative budgets.

To apply, please submit the following information (pdf format):

- Cover letter that includes a statement of research achievements (as it relates to a Tier 2 level of achievement)
- Curriculum vitae
- A detailed research proposal (3-4 pages) appropriate to the goals and objectives of the CRC program at the Tier 2 level
- A copy of, or link to, three recent publications within the last five years including an explanation of the significance of the selected publications
- a statement regarding how the proposed research program connects with RRU's mission, vision, strategic directions and goals. Other information you deem relevant
- Completed self-identification information on 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 to Faculty, with a starting salary based on qualifications and experience.

The Tier 2 Canada Research Chair in Digital Strategy, Digital Transformation and the Future of Business is an initial five-year probationary appointment with the possibility of conversion into a continuing appointment, subject to performance and program needs. The Tier 2 Chair also includes the possibility of a renewal for an additional five years, as per the university's Equity, Diversity and Inclusion Action Plan for Canada Research Chairs (<https://research.royalroads.ca/equity-diversity-and-inclusion-action-plan-0>).

Royal Roads recognizes the profound and essential value that diversity brings to the academic and wider community. The university's diversity statement (<http://www.royalroads.ca/diversity>) states:

Diversity is the recognition and acknowledgement of multiple and overlapping identities. These identities include but are not limited to: race, ethnicity, culture, nationality, linguistic origin, citizenship, colour, ancestry, place of origin, creed (religion, faith, spirituality), family status, marital status, ability or disability, sex, gender identity, age, sexual orientation, education, style, socio-economic class, and political belief.

Diversity enriches community. Royal Roads University is committed to appreciating and celebrating the diversity of students, faculty, and staff. We strive to increase understanding and acceptance of each other, thereby making us more compassionate human beings and strengthening the fabric of our communities.

The Canada Research Chair program collects self-identification data from all nominees and chair holders. The program uses the data to monitor levels of diversity, its policies and processes for potential systemic barriers, and that institutions are meeting their equity and diversity targets. As such, all applicants to this CRC opportunity are required to self-identify by completing the information requested within the electronic application process. Self-identification data is important to the university's ability to accurately respond to equity targets set by the Canada Research Chairs Program. Because this is a special opportunity for women scholars, by completing the self-identification information you give your consent for this information to be used for the purposes of screening and consideration. Please note that this information will be securely accessed only by members of the selection committee and, for nominees selected, by the Canada Research Chair Program office, on a need-to-know basis and will otherwise be kept confidential.

For questions regarding the CRC nomination process, the collection of personal self-identification information, and RRU's commitment to ensuring an open, fair, and transparent process please contact Gina Williams, HR Consultant (gina.1williams@royalroads.ca).

RRU is committed to creating an inclusive, accessible and barrier free workplace. We want to ensure that all participants are able to engage fully in interviews and other activities that are part of the hiring process. If you have any accommodation requests please contact Gina Williams, HR Consultant (gina.1williams@royalroads.ca). All requests for accommodation will be treated confidentially.

For more information on the Canada Research Chair nomination process please use the following link:

<http://www.chairs-chaire.gc.ca/program-programme/nomination-mise-en-candidature-eng.aspx>

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: Anna Brigham or 250-391-2600 extension 4833, 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**