

**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-F0302

Job Title: Canada Research Chair – Indigenous Justice

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:**

As the Tier 2 CRC in Indigenous Justice you will complement the applied and professional nature of the School of Humanitarian Studies' (<http://shs.royalroads.ca/>) programming, which includes the MA in Justice Studies; BA in Justice Studies, MA in Disaster and Emergency Management; MA in Conflict Analysis and Management; and, MA in Human Security and Peace building. Approaches to Indigenous justice cover the range of justice-related issues addressed in the School's programs, are grounded in interdisciplinary and transdisciplinary approaches to problems and challenges faced by Indigenous persons and the many people, agencies and organizations with which they intersect.

As the Tier 2 CRC in Indigenous Justice you may have a focus in any of the following areas: criminal justice, health care, education, social and cultural safety, and economic sustainability are some of the key areas addressed in the School, but other avenues of investigation are encouraged. You will be required to have a demonstrated understanding of applied research methods and the inclusion of Indigenous ways of knowing in research as well as evidence of community engagement in research. 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, Indigenous ways of knowing and the ability to work with Indigenous communities to promote justice, mental health, education and social sustainability. You will also have demonstrated success with regard to obtaining research and other funding and support from diverse sources, leading and/or participating in collaborative research initiatives, mobilizing knowledge within Indigenous communities, experience with policy development, relationships with band councils/community organizations and government, and experience supervising student research. 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 School of Humanitarian Studies, you will collaborate with other units within RRU as appropriate including the School of Leadership Studies, the School of Environment and Sustainability, the School of Education and Technology, the School of Communications and Culture, and the College of Interdisciplinary Studies.

The key foci of the position will be as follows:

1. Undertake relevant (national, international, community-based, Indigenous focused [band, tribe, nation-level]) high quality research in inter- and transdisciplinary approaches to Indigenous justice and related issues. 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 Indigenous communities and organizations and people, agencies and organizations with which they intersect 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, practitioners, and policymakers, at the local (community/band/tribe/nation-level), 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 Director of the School of Humanitarian Studies and the Dean 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 upon the applicant receiving a Tier 2 Canada Research Chair appointment (<http://www.chairs-chaire.gc.ca/program-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 CRC 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). Applicants 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-chaire.gc.ca/program-programme/nomination-mise\\_en\\_candidature-eng.aspx#s3](http://www.chairs-chaire.gc.ca/program-programme/nomination-mise_en_candidature-eng.aspx#s3)). Please contact the Office of Research Services ([deborah.zornes@royalroads.ca](mailto: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, community service, professional service, and non-

traditional areas of research and/or research outputs; demonstrated experience in increasing diversity at the previous institutional environment and/or supporting diverse students 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-chaire.gc.ca/program-programme/equity-equite/best\\_practices-pratiques\\_exemplaires-eng.aspx](http://www.chairs-chaire.gc.ca/program-programme/equity-equite/best_practices-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 have been 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 applications from members of 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 Indigenous women in faculty positions, priority in hiring will be given to Indigenous women who self-identify as such in the application process.

#### Qualifications:

- PhD degree or other doctorate in a relevant/aligned discipline;
- Demonstrated excellence in developing, resourcing and conducting research projects in relevant fields;
- Broad understanding of the fields of Indigenous criminal justice, health care, education, social and cultural safety, and economic sustainability;
- A strong interest and demonstrated success in dissemination, including conventional academic publications, as well as mobilizing knowledge within Indigenous communities, policy work, work with band Councils, community organizations, and government;
- Demonstrated interest in building networks of both internal and external interests and stakeholders, including Indigenous organizations and communities, and public sector, non-governmental and private sector organizations;
- Demonstrated teaching excellence (using the principles of adult learning and applied learning) in both face-to-face and distance learning environments;
- A passion for experiential learning, interactive methodologies, and high student engagement online and in the classroom;
- Teaching and supervisory experience at the graduate level;
- Ability to liaise effectively with a wide variety of stakeholders, both internally and externally, and maintain a professional approach to working relationships and conflict resolution;
- Excellent decision-making skills and problem-solving abilities;
- Exceptional communication (oral and written) and interpersonal skills;
- Comfortable working in a team-based, collaborative environment;
- Experience in developing and managing research and administrative budgets.

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

- cover letter
- curriculum vitae
- a statement of teaching philosophy/interests, and evidence of teaching effectiveness
- a copy of, or link to, three recent publications within the last five years
- an explanation of the significance of the three recent publications selected
- a statement of research achievements (as it relates to a Tier 2 level of achievement)
- a detailed research proposal (3-4 pages) appropriate to the goals and objectives of the CRC program at the Tier 2 level
- 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 as part of 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.

Screening of applications will begin on February 15th 2019. However, the position will remain open until a suitable candidate is found to a maximum of two years.

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 Indigenous Justice 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 request 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 Indigenous 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](mailto: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](mailto: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](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](mailto: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**