

CRC in Climate Change, Biodiversity and Sustainability - (F0318)

Royal Roads University is located on the traditional lands of the Xwsepsum (Esquimalt) and Lekwungen (Songhees) ancestors and families who have lived here for thousands of years. This land has been part of the fabric of the life of Indigenous communities long before Hatley Castle was built, and it will be long into the future. It is with gratitude that we now learn and work here, where the past, present and future of Indigenous and non-Indigenous students, faculty and staff come together.

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 Social and Applied Sciences at Royal Roads invites applications for a Tier 2 Canada Research Chair (CRC) in Climate Change, Biodiversity, and Sustainability with an expected start date no earlier than September 2021. This is a special opportunity for interdisciplinary scholars and is open to candidates from a wide variety of disciplinary backgrounds.

The Tier 2 CRC in Climate Change, Biodiversity, and Sustainability will complement the applied and professional programming of the School of Environment and Sustainability (<http://ses.royalroads.ca/>), and the new Cascade Institute as well as existing CRCs, such as the CRC in the Advancement of the UN SDGs, and the CRC in Digital Communication in the Public Interest. These programs include the MSc and MA in Environment and Management (MEM), the MSc and MA in Environmental Practice (MEP), the MA in Environmental Education and Communication (MAECC), Graduate Certificate in Science and Policy of Climate Change, the BSc in Environmental Science, and the BSc and BA in Environmental Practice. The School of Environment and Sustainability programs incorporate natural, social, physical sciences and humanities and, therefore, take an integrated science approach which will be sought in the position.

As the Tier 2 CRC in Climate Change, Biodiversity, and Sustainability, you may have a focus in any of the following areas: climate change, biodiversity, coastal processes, ecosystem and human health, sustainable community development, transformative environmental governance, environmental and climate justice, Indigenous environmental perspectives,

environmental governance, social-ecological systems, ecological economics, integrated environmental planning, participatory planning and collaborative environmental management, environmental communication and knowledge mobilization, parks and protected areas, Indigenous and community protected areas, and sustainability science. We are particularly interested in the interdisciplinary and transdisciplinary investigation of the intersections of climate, biodiversity and sustainability. These are some of the key areas addressed in the School's programs, but other avenues of investigation are encouraged. You will be required to have a demonstrated understanding of interdisciplinary and transdisciplinary research approaches and evidence of community engagement in research, such as community-based participatory research and participatory action research.

JOB REQUIREMENTS

- PhD degree or doctorate in a relevant/aligned field;
- Demonstrated excellence in developing, resourcing, and conducting research projects in relevant fields;
- Demonstrated interdisciplinary and transdisciplinary skills in research and teaching and broad understanding of the fields of climate change, biodiversity, and sustainability;
- A strong interest and demonstrated success in dissemination, including conventional academic publications, as well as mobilizing knowledge with policy- and decision-makers, communities, organizations, and government and Indigenous communities;
- Demonstrated interest and success in building networks of both internal and external interests and stakeholders, including public sector, non-governmental and private sector organizations, and ability to collaborate locally and remotely, across the country and internationally;
- Teaching that demonstrates a passion for experiential learning, interactive methodologies, application of theory and concepts to current real-world issues, 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 oral and written communication and interpersonal skills;
- Ability to successfully work in a team-based, collaborative environment;
- Experience in developing and managing research and administrative budgets.

This position is contingent upon confirmation of the availability of funds from the university and upon the applicant receiving a Tier 2 CRC 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 CRC 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 CRC Chairs are intended for exceptional emerging scholars (i.e., a candidate 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-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, 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 follows the practices for recruitment, hiring, and retention recommended by the CRC program (http://www.chairs-chaires.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 women in Canada Research Chair faculty positions, priority in hiring will be given to women who self-identify as such in the application process.

In addition to a collegial learning community, RRU offers a comprehensive compensation package to Faculty, with a starting salary based qualifications and experience.

The Tier 2 CRC in Advancing the UN Climate Change, Biodiversity and Sustainability is an initial five-year continuing-track 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 CRCs (<https://research.royalroads.ca/equity-diversity-and-inclusion-action-plan>).

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 candidates to this CRC opportunity are required to self-identify by completing the information requested within the electronic application process. Selfidentification 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, candidates will be asked separately to provide their consent to use their selfidentification information 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 Secretariat, on a need-to-know basis and will otherwise be kept confidential. For questions regarding the CRC nomination process, the collection of personal selfidentification information, and RRU's commitment to ensuring an open, fair, and transparent process please contact Gina Williams, HR Consultant (gina.lwilliams@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 requirements or requests please contact Gina Williams, HR Consultant (gina.lwilliams@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/nominationmise_en_candidature-eng.aspx

The closing date for this competition is January 22, 2021, however the position will remain open until a suitable candidate is found to a maximum of two years.

For further details: <https://research.royalroads.ca/canada-research-chairs-postings-and-archive>

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: Damon Colgan or 250-391-2600 extension 4402 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