

Table of Contents

Information about RRU and the CRC.....1

Position Information.....2

    Key foci of the position .....2

    Areas of Research .....3

    Tier 2 CRC requirements.....3

Requirements of the Position.....3

How to Apply.....4

Additional Information .....4

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Royal Roads University invites applications for a Tier 2 Canada Research Chair (CRC) in Changemaking.

Tier: 2

Expected Start Date: No later than April 1, 2027

Unit: Faculty of Interdisciplinary Studies

Date Posted: 2025-06-03

Information about RRU and the CRC

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.

The university recognizes that the entire research ecosystem is strengthened by equitable, diverse and inclusive access and participation. We welcome applicants with intersections of marginalization and social identity. **In accordance with the University’s Equity, Diversity & Inclusion Action Plan and pursuant to Section 42 of the BC Human Rights Code, preference will be given to members of the following groups: Indigenous Peoples, persons with disabilities or members**

**of visible minorities.** Candidates from these groups, who wish to qualify for preferential consideration, must self-identify and are asked to do so through our applicant tracking system.

The successful applicant will be nominated by the University for a Tier 2 CRC and, upon approval by the CRC Secretariat, will be offered 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 Chairs include the possibility of a renewal for an additional five years.

This position is not currently linked to a particular school within the Faculty of Interdisciplinary Studies and is open to candidates from a wide variety of disciplinary backgrounds. The determination of school will be based on the successful candidate's area of focus. The nominee's research area, however, must be primarily in the social sciences and humanities (i.e., aligned with the legislated mandate of the Social Sciences and Humanities Research Council of Canada).

Tier 2 Chairs are intended for exceptional emerging scholars. 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 their highest degree may have their eligibility for a Tier 2 Chair assessed through the program's [Tier 2 justification process](#). This process considers career breaks such as parental leave, illness, administrative burden, clinical training, and others.

**For more information on the CRC program:** Consult the [Canada Research Chairs website](#).

#### Position Information

As a Tier 2 CRC at Royal Roads, 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 one faculty, you will collaborate with other units within RRU as appropriate.

As the Tier 2 CRC in Changemaking, 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 mobilizing research. Royal Roads considers a broad range of contributions to research, training and mentoring as part of the merit review process, with a focus on the quality and impact of these contributions.

#### Key foci of the position

The key foci of the position will be as follows:

1. Undertake relevant (nationally and internationally as appropriate), high quality research using inter- and transdisciplinary approaches. 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, community members, 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 their 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 university's doctoral programs.

### Areas of Research

As the Tier 2 CRC in Changemaking, you will complement the applied and professional nature of faculty at Royal Roads University broadening the university's transdisciplinary research agenda. By developing a research program in areas related to changemaking, the candidates are expected to address urgent, complex issues in areas such as but not limited to:

1. **Digital Equity, Ethical Technology, and Social Change:** Exploring strategies to ensure equitable access to technology, reduce digital divides, and the ethical implications of emerging technologies in advancing social justice.
2. **Gender Equity, Social Justice, and Intersectional Feminism:** Researching the intersections of gender, race, and class in promoting equality and dismantling systemic barriers.
3. **Social Entrepreneurship and Economic Empowerment:** Studying the impact of social entrepreneurship on economic empowerment and community resilience.
4. **Economic Justice and Financial Inclusion:** Exploring strategies to promote economic justice through inclusive financial systems.
5. **Health Equity and Community Wellbeing:** Researching strategies to achieve health equity and improve community wellbeing. Please ensure that you have reviewed and understand the mandate distinctions between SSHRC and the Canadian Institute of Health Research.

### Tier 2 CRC requirements

- 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.

### Requirements of the Position

Applicants must have:

- 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 leadership and management.
- 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.

RRU recognizes that alternative career paths and/or career interruptions due to personal circumstances can impact research achievements. Candidates are encouraged to provide details of any such alternative paths and/or interruptions in their cover letters and this information will be carefully considered in the assessment process. 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 equity, diversity, and inclusion at the previous institutional environment and/or supporting diverse students is also an asset.

### How to Apply

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 and focused on one of the areas identified in the posting
- ✓ a statement regarding how the proposed research program connects with RRU's mission, vision, strategic directions and goals
- ✓ other information you deem relevant

Please note you can add as many attachments as you like to your profile, if the file size of each item does not exceed 2MB.

The university follows the [practices for recruitment, hiring, and retention](#) required by the CRC program. 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.

### Additional Information

Royal Roads University is strongly committed to fostering diversity within our community. We welcome those who would contribute to the further diversification of our faculty and staff including, but not limited to, women, visible minorities, Indigenous people, persons with disabilities and persons of any sexual orientation or gender identity.

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, you will need to be legally eligible to work in Canada for the duration of the employment contract.

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: Aneesa Sousa, Human Resources Consultant 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.**

Please note that reference and background checks, including credential and degree verification, may be undertaken as part of this recruitment process.

Faculty and Librarians at Royal Roads University are represented by the [Royal Roads University Faculty and Librarians Association](#).