

Requisition #: F0332.1

Job Title: Assistant Professor, Emerging Indigenous Scholar Circle

Division Department: College of Interdisciplinary Studies

Recruitment Type: Limited Term

Category: Faculty

of Hires Needed: 2

Closing Date: June 10, 2024

Job Description

Royal Roads University acknowledges that the campus is located on the traditional Lands of the Lekwungen-speaking Peoples, the Songhees and Esquimalt Nations. We recognize that their ancestors have lived on these lands for thousands of years. It is with gratitude that we now learn, work, and conduct research on these Lands, where the past, present and future of Indigenous and non-Indigenous students, faculty and staff come together. We also recognize that beyond the land acknowledgment, we all play a role in transforming our relationships, communities and our world. We want to inspire people with the courage to change the world (RRU vision statement, 2022). Royal Roads University works closely with local First Nations as we advance our common goals and commitments with a view towards reconciliation.

Royal Roads University, like other Canadian universities, is committed to advancing Indigenous education. We are committed to:

- Serving Indigenous students in ways that support their aspirations
- Growing Indigenous leadership at all levels of the university
- Indigenization and decolonization of academic programs

In collaboration with local First Nations, and with guidance from the Heron People Circle, Royal Roads University established an Emerging Indigenous Scholars Circle. The Circle is a community that provides connection, mentorship and support as emerging Indigenous scholars begin or are looking to augment their academic career.

Royal Roads University is seeking two Emerging Indigenous Scholars to join our Circle. These three-year limited term faculty appointments will be at the assistant professor level. Indigenous applicants are First Nations, Metis and/or Inuit individuals who maintain ties to their nations, ancestors and families. Emerging Indigenous scholars are early in their academic careers (ABD within one year of degree completion, or within the first five years of graduating with a doctorate, including those who have pursued non-academic work). We are seeking

applicants from diverse academic backgrounds, areas of expertise and research interests who can contribute to our existing programs. We hope you will consider Royal Roads University's Emerging Indigenous Scholars Circle. To learn more about our commitments to Indigenous peoples, please read the following section.

Royal Roads' Commitment to Indigenous Peoples

Royal Roads University's [vision statement](#) includes six "critical commitments", one of which specifies the intent to "Implement the recommendations of the Truth and Reconciliation Commission and honour the UN Declaration on the Rights of Indigenous Peoples."

Based on broad community consultation, including input from local Chiefs and our Heron People Circle members, a [planning framework](#) for delivering on our commitment to Indigenous Peoples was established in 2019 that includes a set of principles and six core elements. The six core elements all have direct connection to learning, teaching and research.

Reflecting this in our [Learning, Teaching and Research Model](#), respect for Indigenous Peoples and traditions is embedded in the core category of transformational values.

As Royal Roads continues the journey towards the vision of reconciliation that Justice Murray Sinclair laid out on the Report of the Truth & Reconciliation Commission of 2015, in our ongoing work of Indigenizing and decolonizing the university, we have committed to increasing the number of Indigenous Peoples in all roles at the university. In addition to creating roles that will allow Indigenous Scholars to appropriately integrate Indigenous Knowledges in all our programs over time, the university is also seeking to understand ways to respectfully support Indigenous Scholars so that they feel at home in our university community. The Royal Roads University Emerging Indigenous Scholars Circle aims to attract emerging Indigenous Scholars to join us in advancing our goals as members of our university community. Their active engagement in our university community contributes to Indigenization, reconciliation and decolonization.

The role

The successful applicant will be a faculty member based in the Faculty of Social and Applied Sciences, the College of Interdisciplinary Studies or the Faculty of Management. They will have the opportunity to build their academic experience through teaching, course development, and pursuing their research interests and assisting in Indigenous Education initiatives as appropriate. RRU's academic culture values research and teaching applied to real world issues, creativity, and the timely dissemination of knowledge that meets the needs of our communities. The successful applicant will join a community of Indigenous scholars at RRU and will be part of faculty community.

The Emerging Indigenous Scholars Circle initiative is recruiting recent or pending Indigenous doctoral graduates to three-year limited terms with the intention of providing these new

academics with supported opportunities to teach, conduct research and participate in service to the academy and community. The aim of the program is to help prepare them for regular full-time roles at Royal Roads or at other institutions, or opportunities such as Canada Research Chairs.

Recognizing that these scholars will be at the beginning of their academic careers, the Chair of the Circle will provide a robust support program that will include mentorship, training, and programming to augment skill development in areas such as learning and teaching, gaining research funding, Indigenous research methodologies, information literacy, understanding student support services and more. They will also participate in intentional activities designed to support them to learn and be in relation to local Lands, communities and protocols while also staying connected to their own communities. Peer support will be cultivated amongst the group, and networking opportunities would be sought for them as well. This work will rely on building strong relationships with our Heron People Circle and other local Indigenous Knowledge Keepers.

Job Requirements

This opportunity is open to Indigenous scholars in Canada, who maintain ties to their nations, ancestors and families through regular connection to their traditional culture(s). Arrangements will be considered to help successful candidates maintain close ties to traditional territories, sources of culture and research interests.

RRU recognizes that alternative career paths and/or career interruptions can impact an early academic career. We encourage applicants to highlight in their cover letter how interruptions may have impacted them. RRU also recognizes the value of community service, professional service, and non-traditional areas of research and applicants are encouraged to describe these as well.

Ideally, RRU is looking for an individual who:

- Is ABD within one year of degree completion, or has an earned PhD or other doctoral degree
- Demonstrated commitment to continued practice of their culture(s), with evidence of strong ties to their nations, ancestors, families, and/or traditional Knowledge Keepers
- Demonstrated experience building strong, positive relationships with a wide range of people, including Old Ones/Elders, Indigenous Knowledge Keepers and community leaders, Indigenous people living in urban settings, Indigenous and other scholars, and university community members
- Demonstrated commitment toward advancing Indigenous knowledges, pedagogies and research traditions
- Has exceptional oral and written communication and interpersonal skills
- Is comfortable working in a team-based, collaborative environment

Applications will be reviewed beginning on [date] and remain open until both positions are filled. To apply, please submit the following information (in PDF format):

- cover letter that includes a brief description of your connections with First Nations, Metis and/or Inuit communities, Knowledge Holders, families, and/or organizations.
- curriculum vitae
- a statement of teaching interests, and philosophy
- a statement of research achievements and interests
- 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. Bottom of Form

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

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

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.

About Royal Roads University

Royal Roads University has a rich cultural and natural heritage, grounded in connection to the Esquimalt and Songhees Nations. Located on the Hatley Park National Historic Site just minutes from downtown Victoria, British Columbia, RRU is on the shore of the Strait of Juan de Fuca and surrounded by old growth forest, formal gardens, and awe-inspiring mountain views. Established by the provincial government in 1995, RRU was created with a unique mandate and governance structure to provide labour market-responsive, applied, and professional programs. RRU has over 20,000 alumni in 65 countries. With a reputation for providing transformative learning experiences and innovation, RRU is a leader in the delivery of blended learning programs, which combine intensive on campus learning experiences with online course work, allowing students to learn while they work. RRU delivers learning, teaching and research that change careers, lives, and communities

Additional Information

In addition to a collegial learning community, RRU offers a comprehensive compensation package to core faculty, with a starting salary and academic rank based on qualifications and experience. This is a three year, limited term appointment. 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 attention: Lorisha Bühler or 250-391-2600 extension 4408 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 apply here: <https://royalroads.mua.hrdepartment.com/hr/ats/Posting/view/2046>