

The Department of Biological Sciences within the Faculty of Science at Simon Fraser University invites applications for a full-time tenure-track faculty position at the rank of Assistant Professor in the area of **Plant Biology**. The expected start date is **November 15, 2025** or **March 15, 2026**. We seek an outstanding scholar with a strong commitment to excellence in research, teaching, and service.

We invite applications from outstanding, early-career scientists from a broad range of disciplines related to plant biology, including but not limited to organismal plant biology, physiology, development, genetics, genomics, and plant responses to biotic and abiotic stress. We envisage a hire who will use modern tools to address fundamental and applied questions. Interest in application of research to sustainable agriculture, forestry, pest management or conservation in British Columbia would be an advantage.

### **About Biological Sciences at SFU**

The Department of Biological Sciences (BISC) was established at SFU in 1965, and remains a broad-based Biology Department with research interests ranging from cell and molecular biology, through organismal biology and physiology, to ecology, evolutionary biology and conservation. We currently comprise 30 research faculty and 9 teaching faculty, with ~650 Undergraduate majors and ~100 Graduate students. The Department has research groups in behavioural ecology (eBERG), applied biology (with a Masters of Environmental Toxicology), cell biology (Centre for Cell Biology, Development and Disease - C2D2), aquatic conservation (Earth2Ocean), avian ecology and conservation (the Centre for Wildlife Ecology - CWE), and evolutionary biology (Crawford Lab of Evolutionary Studies). We take pride in fostering a supportive and accommodating environment for all our members. Situated on the Burnaby campus, we are a short walk from the University Childcare Centre, athletic facilities, and scenic hiking trails.

### **Key Responsibilities**

- Develop and maintain an active and externally funded research program;
- Teach undergraduate and graduate courses, e.g. in Plant Biology, Plant Physiology, Plant-Microbe Interactions, Pest Management, Plant-insect interactions, Conservation, Biodiversity, Genomics;
- Supervise and mentor graduate students;
- Contribute to service activities within the department, faculty, and university;
- Engage with the broader scientific and academic community;
- Contribute to the Department's efforts in supporting equity, diversity, and inclusion.

### **Qualifications**

Excellence in research and teaching are the primary criteria for this position. The successful candidate should hold a PhD in any area of plant biology or a closely related field by the employment start date.

The successful candidate must:

- Hold a PhD in any area of plant biology or a related discipline.
- Have demonstrated excellence in research related to any aspect of plant biology. Criteria for assessment of excellence could include:
  - extensive experience conducting scientific studies in the specified research area,
  - high-quality scientific publications in leading peer-reviewed journals of the field,
  - awards and/or secured external funding (including scholarships),

- dissemination of research contribution via conferences and seminars.
- Articulate a compelling vision for a research program that addresses questions of fundamental importance to the field and has clear potential to attract top-quality trainees, extramural funding, new scientific collaborations, and uptake by knowledge users.
- Show clear evidence of, or potential for, excellence as a mentor of graduate students and research trainees, especially those from equity-deserving groups.
- Demonstrate deep and broad knowledge of fields related to plant biology to teach undergraduate and graduate courses effectively in these areas.
- Outstanding interpersonal and communication skills (oral and written, in English) including, but not limited to, strong listening skills, valuing and respecting diverse perspectives, and a collaborative disposition.

The following qualifications are considered assets:

- Collaborations with other national and international researchers in their field of study.
- Invited talks at national/international meetings.
- Strong potential for effective knowledge translation and community engagement (e.g., with provincial, national and international organisations).
- Evidence of a keen interest in teaching, strong pedagogical skills, and effectiveness in fostering inclusive learning environments.
- Strong potential to be an engaged academic citizen, in part by demonstrating a record of volunteerism and participation in service activities, such as committee work, outreach initiatives, etc.
- Evidence of past contributions to enhancing equity, diversity, and inclusion within research, service, and teaching, understanding of inclusive teaching and mentoring, and how the candidate would meet the needs of equity-deserving students.

We recognize that alternative career paths and/or career interruptions (e.g. parental leave, leave due to illness, research delays due to COVID-19) can impact research achievements, and we commit to ensuring that leaves are taken into careful consideration. Candidates are encouraged to highlight in their application how alternative paths and/or interruptions have impacted them.

## How To Apply

Candidates should address their applications to Dr. Tony D. Williams, Chair of the Search Committee. **Informal enquiries about this position can be directed to Tony Williams (biscchr@sfu.ca).**

Applications should be made via the online application form:

<https://www.sfu.ca/biology/about/employment/faculty/faculty-plant-biology.html> and consist of a single PDF file inclusive of, and bookmarked for, the following components:

- A concise cover letter (maximum two pages) that addresses the following items: 1) reasons for applying to the position, and 2) a narrative description highlighting evidence that the candidate meets the job qualifications and can effectively perform the listed job duties.
- A complete up-to-date curriculum vitae that lists the candidate's education and employment history, publications and conference presentations, funding and awards, student supervision, collaborations/partnerships, teaching experience, and service activities.
- A research statement (maximum two pages) that describes the candidate's research experience, goals, and a five-year plan for their future research program.
- Three examples of peer-reviewed published scholarly work.

- A teaching statement (maximum two pages) that describes the candidate's teaching philosophy and teaching experience.
- A statement (maximum one page) describing past or potential contributions to enhancing equity, diversity, and inclusion within research, service, and teaching. With regards to the latter component, candidates should discuss their experience with, and/or understanding of, inclusive teaching and mentoring, and how the candidate would meet the needs of equity-deserving students.
- The names, titles, and email addresses of 3 referees who are qualified to assess the candidate's research, service and, if possible, teaching capabilities. Referees will be contacted by SFU for candidates advancing to the later stages of the selection process.
- Please indicate your legal status to work in Canada.

*All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.*

Full consideration will be given to applications received by **December 2, 2024**. Applications received after this date may be reviewed if the position is still open. The anticipated start date is **November 15, 2025** or **March 15, 2026**.

We are committed to ensuring that the application and interview process is accessible to all applicants. If you require any assistance or accommodations, please contact SFU's [Equity Office](#) at [edi@sfu.ca](mailto:edi@sfu.ca).

*Simon Fraser University respectfully acknowledges the x̱m̱əθḵəy̱əm (Musqueam), S̱ḵw̱x̱w̱ú7mesh Úx̱w̱umix̱w (Squamish), s̱əḻilw̱əta̱ł (Tsleil-Waututh), q̱íćəy̱ (Katzie), ḵw̱iḵw̱əł̱əm (Kwkwetlem), Qayqayt, Kwantlen, Semiahmoo, and Tsawwassen peoples on whose unceded traditional territories our three campuses reside.*

*Simon Fraser University is an institution whose strength is based on our shared commitment to diversity, equity and inclusion. Diversity is an underlying principle of our Strategic Vision, which pledges SFU to “foster a culture of inclusion and mutual respect, celebrating the diversity reflected among its students, faculty, staff, and our community.” SFU is committed to ensuring no individual is denied access to employment opportunities for reasons unrelated to ability or qualifications. Consistent with this principle, SFU will advance the interests of underrepresented members of the work force, including Indigenous peoples, persons with disabilities, racialized persons and women; embrace gender and sexual diversity; ensure that equal opportunity is afforded to all who seek employment at the University; and treat all employees equitably. Candidates that belong to underrepresented groups are particularly encouraged to apply.*

Faculty [salaries](#) at SFU are based on the salary scales bargained between the University and the SFU Faculty Association. The base salary range for this role at the Assistant Professor rank is \$104,700 - \$133,322 (dependent on experience). SFU also offers a comprehensive benefits package, including pension, health, and dental benefits. For details on the benefits offered by SFU, please visit the [Faculty Relations](#) website.

Personal information that forms part of an application is collected under the general authority of the Freedom of Information and Protection of Privacy Act, applicable University Policies, and the SFUFA/SFU Collective Agreement. For further details, see the full [Collection Notice](#).