

The Opportunity

To start addressing the significant equity gaps in Canadian Earth Sciences, the Department of [Earth Sciences](#) (EASC) at Simon Fraser University invites applications from Black scholars for a tenure-track position at the rank of Assistant Professor, commencing as early as September 2025. A Ph.D. is required, and previous professional experience (e.g., academic, government, or industry) is considered favourable.

In accordance with Section 42 of the BC Human Rights Code, this opportunity is limited to applicants who self-identify as Black. Candidates must complete a self-identification survey as part of their application package by the deadline indicated in this job posting. By completing the survey, you will be supporting academic units tracking potential job applicants who identify as Black or Black biracial or multiracial in keeping with the University's intention of hiring 15 Black faculty members by 2028, to meet our obligations under SFU's Employment Equity Policy (GP19), identify and remove systemic barriers to recruitment and hiring, and enhance equity, diversity, and inclusion in hiring faculty. The information will be used in conjunction with your work experience, work ability, and qualifications to determine your appropriateness for this position.

Desired Research Area

The ideal candidate will conduct cutting-edge fundamental and applied research in the broad area of hydrogeology. Candidates capable of leading field- and laboratory-based research are encouraged to apply. The research activities and expertise of the successful candidate should also complement and extend those existing within the Department.

Core Duties

The successful candidate will develop an internationally recognized, externally funded research program, and play a pivotal role in training a new generation of professionals via supervision of graduate and undergraduate students. Teaching responsibilities will include undergraduate- and graduate-level courses that support the Geology and Environmental Geoscience curriculum. Specific undergraduate courses would likely include Hydrogeology (physical), Groundwater Contamination and Transport, and Geochemistry of Natural Waters. The successful candidate will also be encouraged to register as a Professional Geoscientist in British Columbia.

Qualifications for Assistant Professor

Excellence in research and teaching are the primary criteria for this position. The successful candidate must hold a PhD by the employment start date.

The candidate must demonstrate:

- a strong record of research productivity commensurate with their experience;
- establishment of, or potential for, a successful research program;
- potential for excellence in teaching at both the undergraduate and graduate level;
- potential for supervision of graduate students.

About the Department of Earth Sciences and SFU

The mission of [EASC](#) is to conduct innovative research and teaching that shapes the way in which we understand Earth's evolution, positioning us to address the growing challenges of resource security and sustainability, climate change and natural hazards. We are committed to fostering a supportive and accommodating environment for all our members and maintaining a diverse and vibrant research setting that provides outstanding training and experiential learning at the graduate and undergraduate levels.

Simon Fraser University is an institution whose strength is based on our shared commitments 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 that 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 encouraged to apply.

Faculty salaries at SFU are based on the [salary scales](#) bargained between the University and the SFU Faculty Association. A reasonable estimate of the base salary range for this role at the Assistant Professor rank is \$104,700 - \$133,322 (dependent on experience).

How To Apply

Candidates should address their applications to Dr. Dan Gibson, Chair of the Search Committee. Applicants should submit their applications by email to the EASC Chair's Secretary, eascsec@sfu.ca and include within 1 PDF document the following information:

- A cover letter (maximum of 2 pages) that addresses: 1) the reasons for applying to the position, and 2) a narrative description highlighting evidence that the candidate meets the job requirements and can effectively perform the listed job duties. Within this letter, candidates are encouraged to elaborate on their experiences related to equity, diversity and inclusion and reflect on how these experiences may shape their commitment to fostering a respectful and collegial learning and working environment. Candidates may highlight how alternative paths and/or interruptions, if any, have impacted them.
- A curriculum vitae (include details of research, teaching, and any professional experience).
- A concise research statement articulating current and future research plans (maximum of 2 pages).
- A teaching statement describing teaching experience and philosophy (maximum of 2 pages).
- The names of 3 references (including phone numbers and email addresses), one of whom can speak to teaching capabilities, and at least one who is not a co-author.



FACULTY
OF SCIENCE

Assistant Professor in Hydrogeology Department of Earth Sciences

- Please indicate your legal status to work in Canada.
- Simon Fraser University is committed to advancing equity, diversity, and inclusion. Applicants must fill out the [Applicant Demographic Survey](#) administered by the Equity Office. When completing the survey, please enter "EASC Hydrogeology" in the job title field. Candidates who do not complete the Applicant Demographic Survey will not be considered for this position.

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

Full consideration will be given to applications received by **January 6, 2025**. Applications received after this deadline may be reviewed if the position is still open.