

**University of Victoria Faculty of Law**  
**Assistant or Associate Professors**

*We acknowledge and respect the Ləkʷəŋən (Songhees and Esquimalt) Peoples on whose territory the university stands, and the Ləkʷəŋən and W̱SÁNEĆ Peoples whose historical relationships with the land continue to this day. The Faculty of Law is committed to giving meaning to this acknowledgement by recognizing, learning, and upholding the laws of First Nations, Inuit, and Métis Peoples, particularly the Coast Salish Peoples on whose lands the University of Victoria Campus is located.*

**Who we are**

Since our founding in the mid-1970s, the Faculty of Law at the University of Victoria has sought to make a unique contribution to legal education in Canada, striving for innovation in the classroom, creativity and leadership in research, with due attention to the needs of Canada's most marginalized communities. Home to some of Canada's most innovative and dynamic thinkers, the Faculty of Law has created a vibrant learning environment based on a commitment to social justice, humane professionalism and civic responsibility, and critical interdisciplinary policy-oriented research and teaching. Dedicated to providing students with the skills, knowledge and judgment they will need to embark on diverse careers, UVic Law offers a rich curriculum that includes the only common-law co-operative legal education program in Canada and a diversity of experiential education opportunities. In September 2018, we welcomed the inaugural class in our path-breaking transsystemic joint degree program in Canadian Common Law and Indigenous Legal Orders (JD/JID). We are a faculty with a commitment to diversification across our ranks, particularly, although not limited to: marginalized sexualities, gender identity, disability, Indigeneity and racialization. And we do all of this in Canada's most beautiful urban paradise.

**What we are looking for**

The Faculty invites applications for two full-time research-stream faculty positions. The appointments will be at the rank of Assistant Professor or Associate Professor with rank and tenure status determined after an assessment of accomplishments and experience. The expected start date is 1 July 2025, or as soon as possible thereafter.

**Salary Range**

The candidate's qualifications, experience and overall market demand will determine a candidate's final salary offer. The salary for these positions includes a competitive salary range of \$124,000 - \$153,000 at the Assistant rank and \$144,000 - \$178,000 at the Associate rank. UVic is committed to offering an equitable and competitive salary, inclusive of a generous benefits package, eligible leaves and pension plan.

## **Requirements**

For the first position, the successful candidate must have the interest and capacity to teach first-year Property or Torts in the JD Program. For the second position, the successful candidate must have the interest and capacity to teach first-year private law courses in the JD/JID Program. In addition to first-year teaching priorities, we are particularly interested in candidates with research and teaching interests and expertise in Refugee and Immigration Law, Business Associations, Secured Transactions, Legal Ethics and Professional Responsibility, Law and Technology, Employment Law, law and disability, gender and sexuality, or law and Asian Canadians. We especially welcome applications from candidates with capacity for research and teaching with Indigenous legal orders in any of these subject areas. All candidates should have the capacity and desire to take part in the mentorship and supervision of graduate students.

The successful applicant for the first position will have an LL.B., J.D., B.C.L., or equivalent law degree and a relevant doctorate (completed or in progress with an expectation of completion by 1 July 2025). The successful applicant for the second position with a focus on teaching in the JD/JID Program will have an LL.B., J.D., B.C.L., or equivalent law degree; and absent exceptional circumstances will have a relevant doctorate (completed or in progress – i.e. with an expectation of completion by 1 July 2025).

Successful applicants for an Assistant Professor position will have a potential for excellence in research and potential for effective teaching. Successful applicants for an Associate Professor will have a record of excellence in research and evidence of effective teaching. Knowledge of the theory and practice of law, and evidence of commitment to inclusion, diversity and equity in research, teaching and community engagement are also components of a successful application.

In accordance with the University's Equity Plan and pursuant to Section 42 of the *BC Human Rights Code*, preference will be given to members of the following designated groups: Indigenous persons, persons with diverse gender identities, persons with disabilities and racialized people. Candidates from these groups who wish to qualify for preferential consideration must self-identify in their cover letter. The committee will review other applications if they do not find suitable candidates in the preferential pool.

## **Related links**

Information about the Faculty of Law can be found at <http://www.uvic.ca/law>.

## **Additional information**

Faculty and Librarians at the University of Victoria are governed by the provisions of the [Collective Agreement](#). Members are represented by the University of Victoria [Faculty Association](#).

All qualified candidates are encouraged to apply; if you are neither a Canadian citizen or permanent resident, please indicate if you are authorized to work in Canada, and be prepared to provide a copy of your permit authorizing same.

### **Contact information**

To be considered, please send the following to the Chair, Appointments Advisory Committee, at [lawapps@uvic.ca](mailto:lawapps@uvic.ca):

- a cover letter that addresses the full scope of the job requirements;
- curriculum vitae;
- evidence of effective teaching skills and experience (such as a teaching dossier);
- two representative publications or work in progress;
- a statement indicating how your teaching, research and service would contribute to an equitable and inclusive academic environment;
- contact information for three academic references whom you have asked to send reference letters; and
- copies of law degree and graduate transcripts.

Applicants should arrange for their referees to send their letters directly to the Committee at [lawapps@uvic.ca](mailto:lawapps@uvic.ca).

Applicants who have special requirements for confidentiality are invited to contact Professor Pooja Parmar, Chair, Appointments Advisory Committee, at [lawapps@uvic.ca](mailto:lawapps@uvic.ca), or Dean Freya Kodar at [lawdean@uvic.ca](mailto:lawdean@uvic.ca).

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

### **Application deadline**

The Committee will begin reviewing applications on 18 February 2025, the position will remain open until filled.

### **Equity statement**

UVic is committed to upholding the values of equity, diversity, inclusion and [human rights](#) in our living, learning and work environments. In pursuit of our values, we seek members who are eager to actively participate in that shared responsibility. We actively encourage applications from members of [historically and systemically marginalized groups](#).

Read our full equity [statement](#).

We recognize that many of these identities intersect and that therefore, equity, diversity and inclusion can be complex. We value the contributions that each person brings and are committed to ensuring full and equal participation for all in our community.

The Office of the Vice-President Indigenous (OVPI) is drafting a policy and developing a process to affirm declarations of Indigenous identity, citizenship and membership at UVic where these claims result in material advantages, such as employment in an Indigenous-specific position. While the forthcoming policy can not be retroactively applied to this opportunity, the successful candidate(s) will be required to complete the Indigenous Citizenship Declaration (ICD) process should they apply for, or access, future opportunities resulting in material gain.

For more information about the ICD initiative, please visit our [website](#) and please feel free to reach out to [vpicd@uvic.ca](mailto:vpicd@uvic.ca) if you have specific question or concerns.

The University acknowledges the potential impact that career interruptions can have on a candidate's record of research achievement. We encourage applicants to explain in their application the impact that career interruptions have had on their record.

Persons with disabilities who anticipate needing accommodation for any part of the application and hiring process may contact Faculty Relations and Academic Administration in the Office of the VP Academic and Provost at [frrecruit@uvic.ca](mailto:frrecruit@uvic.ca). Any personal information provided will be maintained in confidence.