

**University of Victoria Faculty of Engineering and Computer Science**  
**Professor/Associate Professor of Software Engineering**  
**and Program Director of Software Engineering**

The Faculty of Engineering and Computer Science is inviting applications from qualified candidates for a Professor/Associate Professor of Software Engineering position, as a tenured continuing research stream faculty member and to serve a three-year term as Program Director for the Software Engineering program. This program is shared between the Department of Electrical & Computer Engineering (ECE) and the Department of Computer Science (COSI) and this tenured position will reside within either department, depending on area of research. The expected start date for this position is July 1, 2025.

We seek candidates with notable accomplishments and experience in Software Engineering research, inspiring academic leadership, industry connections, and excellence in teaching and scholarship, who are committed to enhancing the educational mission of the program and Equity, Diversity, and Inclusion (EDI) principles. Candidates for the position must have a PhD in Software Engineering or similar field and demonstrated organizational skills. Industry and curriculum design experience would be desirable. Qualified candidates must have a demonstrated record of Software Engineering scholarship, including publications in top international Software Engineering venues, as well as a clear plan for developing an outstanding externally funded research program. Applicants must have a commitment to and experience in teaching Software Engineering courses at the undergraduate and graduate level, and a demonstrated track record of graduate student supervision. Applicants must display the required professionalism to operate in a collegial academic environment with evidence of collaborative leadership. The successful candidate's research, teaching, and service will need to be at the levels described for a Research Stream faculty member at or on track for the Professor rank as described in the UVic Collective Agreement, the Faculty Evaluation Policy, and the Departments' Unit Standards. To support accreditation of our engineering programs by the Canadian Engineering Accreditation Board, the successful candidate must obtain either P.Eng, P.L.Eng, or Eng.L. license, issued by Engineers and Geoscientists BC within two years of the candidate's appointment.

In collaboration with the executive members of the Faculty of Engineering and Computer Science, the Program Director will: 1) Provide academic leadership for the Software Engineering Program and work collaboratively across the Faculty of Engineering and Computer Science to provide leadership for the growth and maturation of the Software Engineering Program; 2) Provide vision and develop strategy for the program, as well as acquiring, managing, and coordinating the program's human and fiscal resources; 3) Ensure the curriculum of the Software Engineering Program meets the program's goals and strategic plan, accreditation needs, and enable synergy between the academic program and research programs; 4) Represent the program within the University of Victoria, as well as to provincial and federal agencies, key industry groups, partners and collaborators.

The candidate's qualifications, experience and overall market demand will determine a candidate's final salary offer. The salary for this position includes a competitive salary range of \$135,000 - \$165,000 at the Associate Professor rank or \$167,000 - \$209,000 at the Professor rank. UVic is committed to offering an equitable and competitive salary, inclusive of a generous benefits package, eligible leaves and pension plan.

Please submit a completed application package including: a cover letter that addresses the full scope of the job requirements and indicates your citizenship status in Canada; an up-to-date curriculum vitae; statement of research achievements and future plans; evidence of research (up to five papers selected for impact and/or recency); evidence of teaching skills (teaching statements, syllabi, evaluation data); evidence of administrative experience; statement of diversity knowledge, experience and skills; a one-page vision for the software engineering program over the next five years, and contact information for 3 references addressed to the Dean, Faculty of Engineering and Computer Science. In order to be considered, application packages must be received by March 28, 2025. Please submit your complete application package as a PDF to: [engrdoaa@uvic.ca](mailto:engrdoaa@uvic.ca) with the subject line "SENG Program Director Application".

The University of Victoria is consistently ranked in the top tier of Canada's research-intensive universities. Vital impact drives the UVic sense of purpose. As an internationally renowned research and teaching hub, we tackle essential issues that matter to people, places and the planet. Situated in the Pacific Rim, our location breeds a profound passion for exploration. Defined by its edges, this extraordinary environment inspires us to defy boundaries, discover, and innovate in exciting ways. It's different here, naturally and by design. We live, learn, work and explore on the edge of what's next—for our planet and its peoples. Our commitment to research-inspired dynamic learning and vital impact make this Canada's most extraordinary environment for discovery and innovation.

The University of Victoria Campus is located on the traditional lands of the Coast Salish Peoples and we are privileged to do our work in a way that is inspired by their history, customs, and culture. Please see the University of Victoria's [Territory Acknowledgement](#) for more information.

Our Software Engineering Program was established in 2003 and is accredited by the Canadian Engineering Accreditation Board. The program currently has approximately 300 students enrolled at the undergraduate level and is expected to double by 2027 as part of the BC Tech expansion 2.0. These students participate in our mandatory co-op program. Our students learn to create the software-centric systems that modern societies rely on. Students learn to produce reliable, safe, secure, and scalable software systems to solve the critical problems facing the world today. Furthermore, many students are actively engaged in research lead by the program's faculty through volunteer, co-op and in-course project opportunities, which leads to a research-engaged learning environment. We are committed to increasing diversity and inclusion in our program and the Faculty as a whole. The Faculty of Engineering and Computer Science has over 120 faculty members and vibrant and active

Software Engineering research programs. For more information about the program, please visit <https://www.uvic.ca/ecs/software/index.php>.

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.

- 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 (<http://www.uvicfa.ca>).
- 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](#).
- Persons with disabilities who anticipate needing accommodations for any part of the application and hiring process, may contact the 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.
- The University of Victoria acknowledges the potential impact that career interruptions can have on a candidate's record of research achievement and encourages applicants to explain in their application the impact that career interruptions may have had on their record of research achievement.
- 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.

If you have any questions, please do not hesitate to contact us:

SENG Search Committee c/o Alisha Lemmen  
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