
Definite Term Assistant Professor – Teaching Stream, Sustainability Consulting

The School of Accounting and Finance in the Faculty of Arts at the University of Waterloo invites applications for one position at the rank of Definite Term Assistant Professor – Teaching Stream for a two-year definite term contract, renewable in accordance with university policy and subject to budget availability.

The successful candidate will be responsible for developing and teaching the Sustainability Integration Consulting course, along with other courses in the School of Accounting and Finance, as scheduled. The Sustainability Integration Consulting course provides students hands-on training in strategically integrating sustainability objectives and measurement within the organization. Ideally, the candidate will have a background in sustainability integration projects in such areas as government, industry, and/or non-profits, such that they can successfully develop courses while also supervising and mentoring students in various facets of consulting. This could include activities such as preparing for and participating in client interviews, gathering information to identify themes and issues, engaging in research about the organization or industry, and contributing to consulting reports. Prior thought leadership in these areas is considered an asset. The successful candidate will supervise student engagement as they participate in these sustainability advisory projects. They will also help guide and encourage students to take on progressively more responsibility, from entry-level tasks to leadership roles as they progress to interfacing with organization representatives and overseeing sustainability consulting engagements. While sustainability is an essential aspect of this role, a track record of teaching or other teaching-related activities in subject areas other than Sustainability that align with the School is considered an asset.

Beyond teaching responsibilities, the successful candidate will play a crucial role in:

- **Developing and sustaining industry partnerships** to secure consulting engagements that provide students with real-world experience and exposure to sustainability challenges faced by organizations.
- **Building and maintaining cross-campus relationships** to market and highlight opportunities for students across campus to engage in interdisciplinary student engagement in sustainability consulting initiatives.
- **Engaging and mentoring students** across multiple terms, fostering long-term involvement in sustainability initiatives within and beyond the course.
- **Interfacing with the Hub for Sustainability Integration** to leverage thought leadership and manage relationships generated through the Sustainability Hub's Business Council.

Qualifications and Expectations:

- Candidates must have a postgraduate university degree or commiserate relevant industry experience.
- Preference will be given to candidates with relevant sustainability background in government, industry, and/or nonprofits appropriate to mentor sustainability integration consulting engagements. Additional experience with sustainability consulting in

sustainability is a plus.

- Demonstrate strong teaching potential and academic leadership in a post-secondary setting.
- Candidates with experience generating thought leadership in sustainability and prior involvement in professional education or pedagogical innovation will be viewed favorably.
- While not required, professional consulting experience and related designations would be considered an asset.
- The teaching load is typically 60% of the role (six course equivalent per year), with the remaining 40% dedicated to service activities, including contributions to the Hub for Sustainability Integration and the School of Accounting and Finance. In addition to the sustainability consulting course, the candidate should be prepared to teach other undergraduate, graduate, and/or professional education courses within the School of Accounting and Finance.
- This full-time, in-person position requires the candidate to be on campus at least four days per week to effectively engage with and support students and campus-wide sustainability outreach initiatives.

The expected start date for the position is July 1, 2025. Based on qualifications and experience, starting compensation is anticipated to be between \$120,000.00 and \$150,000.00. Negotiations beyond this range may be considered for exceptionally qualified candidates. We are grateful to our external donors for providing the financial support for this important, impactful position.

Interested candidates are required to complete an online application at our Online Faculty Application System (<https://ofas.uwaterloo.ca>). Applications received prior to June 22nd, 2025, will be given full consideration. However, applications will continue to be reviewed until the position is filled.

If you have any questions regarding the position, the application process, assessment process, or eligibility, please contact Sarah Landry, at the School of Accounting and Finance at sarah.landry@uwaterloo.ca.

About the University and School of Accounting and Finance and the Hub for Sustainability Integration:

The **School of Accounting and Finance (SAF)** at the University of Waterloo is widely recognized for its research and academic programs. We value academic diversity and offer a collegial and stimulating environment that promotes collaboration, intellectual curiosity, and growth. The School offers eight different programs, including five bachelor's degrees, two master's degrees, and one Ph.D. degree. The School's highly-respected Ph.D. program has graduated over fifty doctoral students since the program's inception in the 1990s. Our award-winning faculty complement includes active researchers using empirical, experimental, and analytical techniques to study a broad spectrum of accounting and finance issues. The School's collaborative environment encourages faculty members to help each other reach their maximum potential. For details about our faculty and programs please visit: <https://uwaterloo.ca/saf>. The University of Waterloo consistently ranks as a leading comprehensive university in Canada and an innovator in education and research. The campus is located in Waterloo, Ontario, Canada, a one-hour drive from Toronto, a multicultural metropolis and Canada's financial capital.

The **Hub for Sustainable Integration (Hub)**, a collaborative initiative between SAF and the

School of Environment, Enterprise, and Development (SEED), is dedicated to embedding sustainability in governance, operations, metrics, and reporting across financial, natural, and social systems. The Hub serves as a platform for academia, industry, and research to intersect, positioning the University of Waterloo as a global leader in sustainability-driven business practices. For more details on the Hub, visit: [<https://uwaterloo.ca/hub-sustainability-integration/>].

The University of Waterloo acknowledges that much of our work takes place on the traditional territory of the Neutral, Anishinaabeg and Haudenosaunee peoples. Our main campus is situated on the Haldimand Tract, the land granted to the Six Nations that includes six miles on each side of the Grand River. Active work toward reconciliation takes place across our campuses through research, learning, teaching, and community building, and is centralized within our Indigenous Initiatives Office (<https://uwaterloo.ca/human-rights-equity-inclusion/indigenousinitiatives>).

The University values the diverse and intersectional identities of its students, faculty, and staff. The University regards equity and diversity as an integral part of academic excellence and is committed to accessibility for all employees. The University of Waterloo seeks applicants who embrace our values of equity, anti-racism and inclusion. As such, we encourage applications from candidates who have been historically disadvantaged and marginalized, including applicants who identify as Indigenous peoples (e.g., First Nations, Métis, Inuit/Inuk), Black, racialized, people with disabilities, women and/or 2SLGBTQ+.

The University of Waterloo is committed to accessibility for persons with disabilities. If you have any application, interview, or workplace accommodation requests, please contact Sarah Landry at the School of Accounting and Finance at sarah.landry@uwaterloo.ca.

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

Three reasons to apply: <https://uwaterloo.ca/faculty-association/why-waterloo>.