

**Department: Theatre**  
**Rank: Assistant Teaching Professor**  
**Start Date: July 1, 2026**

*We acknowledge and respect the Ləkʷəŋən (Songhees and Xʷsepsəm/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 Department of Theatre at the University of Victoria is one of the most comprehensive and immersive theatre programs in Canada. Our four-year undergraduate BFA program engages students in a wide range of theatre and performance approaches during the first and second years, followed by an opportunity to specialize in one of four areas (acting, performance, design, production) in the upper years. Additionally, our department serves students from across the University who pursue theatre and performance classes to complement and enrich their studies. The Department has a flourishing graduate program, offering MFA degrees in Directing as well as Design and Production, and MA and PhD degrees in Applied Theatre and Theatre Studies. The faculty and professional staff of the Department are an outstanding team of dedicated and distinguished artists, scholars and production personnel at one of the finest teaching and performance facilities in Canada. The department is strongly committed to both excellence and equity and to increasing the diversity of approaches and perspectives in teaching and research. We strive for innovation in the classroom, creativity and leadership in research, with due attention to the needs of Canada's most marginalized communities. As a member of the Faculty of Fine Arts, you will work with colleagues to advance a shared mission of sustainable quality professional programs, decolonization of the academic environment, anti-racist pedagogy and community engaged research.

Our Department's values are guided by the University of Victoria's and Faculty of Fine Arts' strategic commitments; they are: 1) to deliver innovative and cutting-edge theatre and performance training that will support the artistic, personal and professional growth of students from across the UVIC community, as well as the health and well-being of our communities; 2) to grow the Department's international reputation as a gathering place for innovative, relational and collaborative arts-based research and creative practice; and 3) to support the ongoing growth and visioning of the Department's passionate and courageous creative community (the Phoenix Theatre). We invite an artist-scholar, who shares a strong commitment to supporting the next generation of theatre artists, to join our department in realizing these values.

For more information about the Department of Theatre at the University of Victoria, please visit our website at <https://www.uvic.ca/finearts/theatre/>

The Department of Theatre invites applications from scholars for two Tenure Track positions at the rank of Assistant Teaching Professor, to commence July 1, 2026.

### **Salary Range**

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 \$115,000 - \$142,000 UVIC

is committed to offering an equitable and competitive salary, inclusive of a generous benefits package, eligible leaves and pension plan.

Qualified candidates should have a terminal degree in acting or directing (e.g., MFA) or equivalent professional experience and recognition as a performing artist in a theatrical setting. The successful candidate will have knowledge and experience teaching within a post-secondary environment a range of acting styles and approaches for the theatre and will have demonstrated ability to direct theatre productions for the stage.

Required experience and skills in teaching acting, including track record addressing equity, diversity and inclusion in the classroom or curriculum. For example:

- documented success in teaching and mentoring at a postsecondary level in the area of acting for the stage
- awareness of pedagogical innovations within curriculum design for actor/performer training
- ability to teach a breadth of established and innovative acting styles and approaches
- demonstrated experience incorporating EDIA (Equity, Diversity, Inclusion and Accessibility) values in performer training (including committed inclusion of decolonial, accessible, and anti-racist approaches)
- ability to demonstrate a track record of respectful and effective engagement, teaching and mentoring of students for diverse genders, cultures, and backgrounds

Required expertise in **one** of these areas:

- voice and speech training
- movement (i.e. choreography, viewpoints, physical theatre)

Required skills in directing:

- experience directing professionally and/or in post-secondary contexts
- ability to direct performances on mid-size proscenium and thrust stages
- strong history of respectful collaboration and collegiality within a high-pressure environment of creative production activity (including working with production staff, designers, and student artists)
- model and foster inclusive and respectful rehearsal environments in directing pedagogy and practice
- ability to contribute to the Department's efforts to diversify mainstage programming, in alignment with the University's Equity Action Plan, Indigenous Plan and Strategic Framework

Required skills in scholarly activity:

- record of success and experience in professional creative practice (acting and/or directing)
- record of documenting, sharing, and/or critically reflecting on creative practice across one or more of: publications, monographs, academic and/or professional conferences/panels, workshops, community-based initiatives
- demonstrated commitment to remaining up-to-date and current on innovations in the field of acting and/or directing

Required experience and skills in service, professionalism and collegiality, including track record addressing equity, diversity and inclusion. For example:

- demonstrated ability to work collaboratively in an academic unit, organization, or professional setting through service and leadership
- interest and ability to engage in university governance, including service on university, faculty and departmental committees

In addition to the criteria above, the following experiences are considered assets: intimacy training, stage combat; acting for film and new media; openness to and/or experience in leading both studio and large enrollment classes; and ability to lead and innovate acting and performance curriculum.

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 group(s): Indigenous peoples, Black people, and racialized people or people of colour. 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 a suitable candidate in the preferential pool.

To be considered, please send the below application package materials to [theatre@uvic.ca](mailto:theatre@uvic.ca) by April 1<sup>st</sup>, 2026. For letterhead, please use:

Dr. Yasmine Kandil, Chair;  
Department of Theatre;  
University of Victoria;  
PO Box 1700 STN CSC;  
Victoria, BC V8W 2Y2

Application Package:

- Cover letter that addresses the full scope of the job requirements (2-pages maximum)
- Resume or Curriculum vitae.
- Evidence of Teaching:
  - Statement of teaching philosophy (one-page maximum);
  - Listing and description of previous courses taught (this can include courses in postsecondary contexts, masterclasses, workshops); 2-pages maximum;
  - Sample course syllabi (3-5 syllabi);
- Evidence of Scholarly Activity
  - Statement of creative activities and research interests (one-page maximum)
- Evidence of Service:

- o Summary of service and contribution to the field (including contributions to post-secondary institutions, community or professional organizations, evidence of support for grassroots initiatives that advance EDIA values (one page maximum))

Longlisted candidates will be required to submit three letters of reference (one of which must be from a department head, supervisor, mentor, or colleague within an academic context). 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.

The Office of the Vice-President Indigenous (OVPI) has introduced the Indigenous Citizenship Declaration (ICD) Policy (GV0810) to affirm declarations of Indigenous citizenship, membership and belonging where these claims result in material advantages, such as employment in an Indigenous-specific position. Shortlisted candidates for Faculty and Librarian positions designated for Indigenous Peoples through Preferential and Limited Hiring Programs (HR6110) will be required to provide a Declaration and Supporting Information in accordance with the ICD Policy.

At this stage, no further action is required of candidates. Only shortlisted applicants being considered for campus visits will be contacted with further instructions to create a NetlinkID and provide a declaration through the ICD Application Portal ([ICDPortal.uvic.ca](http://ICDPortal.uvic.ca)). Those shortlisted candidates who meet the requirements established by the ICD Policy will proceed through the hiring process.

All applicants are strongly encouraged to review the ICD Policy and gather the appropriate supporting information in preparation for short-listing and to prevent delays in hiring.

If you have questions about the ICD Policy prior to receiving those next steps, or if you anticipate requiring an Extended Review, please reach out to our ICD Team at [vpiicd@uvic.ca](mailto:vpiicd@uvic.ca).

For more information about the ICD initiative, please visit the [Indigenous Citizenship Declaration website](http://uvic.ca/ovpi/icd) ([uvic.ca/ovpi/icd](http://uvic.ca/ovpi/icd)) and please feel free to reach out to [vpiicd@uvic.ca](mailto:vpiicd@uvic.ca) if you have specific questions or concerns.

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. Read our [full equity statement](#).

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.

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 ([www.uvicfa.ca](http://www.uvicfa.ca)).

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 or willingness to apply for authorization, if offered a position contingent upon eligibility and approval from Canadian government authorities.