

## **University of Victoria Faculty of Law Assistant Professors**

*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 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, critical interdisciplinary policy-oriented research and teaching and collegial governance. 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), and in 2024 we inaugurated the Racial Justice Program for Black Law Students. We are a faculty with a commitment to diversification across our ranks.

**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. The expected start date is 1 July 2026 (negotiable).

**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 \$128,000 - \$159,000. UVic is committed to offering an equitable and competitive salary, inclusive of a generous benefits package, eligible leaves and pension plan.

## **Requirements**

Successful candidates in both positions must have the interest and capacity to teach Contracts, Property or Torts in the JD or JD/JID Program as part of their teaching portfolio. We invite applications from scholars with a wide variety of research interests and methodological approaches.

All candidates should have the capacity and desire to take part in the supervision of graduate students in our interdisciplinary Law and Society LLM and PhD programs. All candidates should also have the capacity and desire to provide mentorship to graduate and undergraduate students, which may include support for students and programs structured in relation to Indigenous and Black students and legal professionals.

The successful applicants for both positions will have an LL.B., J.D., B.C.L., or equivalent law degree or, in exceptional cases, equivalent experience in an Indigenous legal order. Successful candidates for both positions will also have a relevant doctorate (completed or in progress with an expectation of completion by 1 July 2026).

Successful applicants will have a potential for excellence in research, effective teaching and collegial service. Knowledge of the theory and practice of law, evidence of commitment to inclusion, diversity and equity in research, teaching and community service, and evidence of active community engagement in the university setting and, where relevant, outside the university are also components of a successful application.

For one of these positions, and 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. For this position, 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 or willingness to apply for authorization, if offered a position contingent upon eligibility and approval from Canadian government authorities.

### **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 as described above;
- 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
- unofficial 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). Letters of reference are required before the application will be considered complete.

Applicants who have special requirements for confidentiality are invited to contact Professor Patricia Cochran, 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 complete applications on Tuesday, April 7th, and 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 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.

### **Indigenous Citizenship Declaration Policy**

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), who have self-identified as Indigenous, 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 ([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.