



## **Probationary Assistant Professor, Teaching Stream, Accounting & Financial Management**

The School of Accounting and Finance in the Faculty of Arts at the University of Waterloo invites applications for three positions at the rank of Assistant Professor, Teaching Stream for a three-year probationary term, with the option to apply for permanence in accordance with university policy.

Two of the successful candidates will focus on instruction in business leadership, performance management and strategic decision making, while the third candidate will specialize in audit. Experience and expertise with AI, machine learning and data analytics is strongly preferred. The teaching load is normally 60% of one's tasks (six sections of teaching a year), with service activities in support of the School, the Faculty, the University, and/or the profession amounting to the other 40%.

To be considered for this position, candidates must have a university degree in accounting, finance or another business-related field, complemented by substantial professional experience aligned with their instructional focus. While not required, a Master's degree in a related discipline is strongly preferred. Candidates must also hold a Canadian CPA designation in good standing. In addition, candidates will ideally demonstrate advanced analytical capabilities and a strong track record of applying data analytics in contemporary accounting and finance environments, using data-driven insights to inform decision-making and organizational strategy. They will exhibit leadership in integrating analytics into current practice, with the ability to translate complex data into actionable insights for diverse stakeholders. The successful candidates will show clear evidence of teaching effectiveness, or strong potential for teaching excellence, as well as the capacity for academic and teaching leadership in a Canadian post-secondary environment.

UW's School of Accounting and Finance 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 degrees, two master 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 expected start date for the position is September 1, 2026. Starting compensation in the range of \$120,000.00 to \$150,000.00 is anticipated, based on qualifications and experience. Negotiations beyond this range may be considered for exceptionally qualified candidates.

Interested candidates are required to complete an online application at our Online Faculty Application System (<https://ofas.uwaterloo.ca>). Application deadline: July 10<sup>th</sup>, 2026.

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, Metis, 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](mailto:sarah.landry@uwaterloo.ca).

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](mailto: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>.