Department: Theatre
Rank: Assistant Professor
Start Date: July 1, 2027

We acknowledge and respect the Lək̓ʷəŋən (Songhees and Xʷsepsəm/Esquimalt) Peoples on whose territory the university stands, and the Lək̓ʷəŋən and W̱SÁNEĆ Peoples whose historical relationships with the land continue to this day.

The Department of Theatre at the University of Victoria is recognized nationally for the strength of its Bachelor of Fine Arts (BFA) program and for the success of its graduates across the performing arts sector. Alumni hold professional positions as directors, performers, stage managers, designers, technicians, and production specialists in Canada and internationally. 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 Department's reputation is grounded in a rigorous integration of studio-based training, production experience, and academic study within a university environment that values both artistic excellence and scholarly inquiry.

A defining strength of the program is its emphasis on experiential learning through fully realized productions in professional-calibre theatre spaces. These environments allow students to engage in all aspects of theatrical creation, mirroring professional conditions while benefiting from close faculty mentorship and structured curricular training.

Directing is a central integrative practice within contemporary theatre-making, linking performance, dramaturgy, design, production, and artistic leadership. The successful candidate will contribute across undergraduate and graduate teaching in directing, production management, and performance-related courses, while maintaining an active program of creative research through professionally situated production work.

This position functions as a curricular and creative anchor within the Department, supporting collaboration across acting, design, and production while strengthening the integration of research creation with teaching. The successful candidate is expected to provide students with increased opportunities to engage directly in the processes of theatrical creation under the mentorship of an active director-scholar working within contemporary professional contexts.

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 practitioners and/or scholars for a Tenure Track position at the rank of Assistant Professor, to commence July 1, 2027.

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 $107,000 to $132,500. 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 director in a theatrical setting. The successful candidate will have experience teaching directing and acting at both introductory and advanced levels.

Required skills in Research and Creative Activity:

- Successful record of professional directing practice (directing students at a post-secondary level is an asset)
- 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)
- record of successful adjudicated research/creative-activity funding applications
- 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, etc.
- 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 experience and skills in teaching directing and 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 directing for the stage
- ability to teach a range of directorial approaches and genres for the theatre
- Ability to teach acting for the stage at the undergraduate level
- ability to supervise graduate students, offer close mentorship, and model collaborative engagement with design and production faculty and staff
- demonstrated experience incorporating EDIA (Equity, Diversity, Inclusion and Accessibility) values in theatre 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 from diverse genders, cultures, and backgrounds

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: production management; theatre technology; intimacy direction; stage combat; acting or directing for film and new media; openness to and/or experience in leading both lecture and studio classes; and ability to lead and innovate directing 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 by December 1st, 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 Creative Practice
    - Summary of the last 5 creative projects. Summary must include description of project, including context, creative vision, outcome, and collaborations (2 pages max, approximately one paragraph per project)
    - Images or links to brief video recordings of 5 past/present productions (images that showcase the scale of the project are appreciated) (2 pages max of images)
- Evidence of Teaching:
    - Statement of Teaching Philosophy (one page explanation of your approach to teaching directing and acting)
    - Listing and description of previous courses taught (this can include courses in postsecondary contexts, masterclasses, workshops); 2-pages maximum;
    - Sample course syllabi if available (2 maximum)
- Evidence of Service:
    - 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). Longlisted candidates may be required to engage in an online interview with the committee.

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). 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.

For more information about the ICD initiative, please visit the Indigenous Citizenship Declaration website (uvic.ca/ovpi/icd) and please feel free to reach out to 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. 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).

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.