

**WILFRID LAURIER UNIVERSITY
FACULTY OF SCIENCE
DEPARTMENT OF BIOLOGY**

Posting date: **October 22 2019**

The Department of Biology at Wilfrid Laurier University invites applications for a tenured or tenure-track Tier 2 Canada Research Chair in Wildlife Biology. The Canada Research Chairs Program is a key component of a strategy to make Canada one of the world's top countries in research and development (www.chairs-chaire.gc.ca).

Tier 2 Canada Research Chairs are intended for exceptional emerging researchers; candidates typically must be within 10 years of obtaining their PhD. However, it is recognized that career breaks due to personal leaves can have legitimate impacts on an applicant's record of research achievements. Applicants who are more than 10 years from having earned their highest degree and have had career breaks due to maternity, parental or extended sick leaves, family care or other similar reasons may still be eligible and are encouraged to apply. Eligibility can be assessed through the program's [Tier 2 justification process](#). Please consult the [CRC website](#) for details about eligibility or contact Charity Parr-Vasquez (cparrvasquez@wlu.ca), Director of the Office of Research Services, for more information.

The Chair will provide leadership and expertise in the field of wildlife biology by using a variety of approaches to study conservation biology and management or ecology in northern ecosystems. A research focus on key northern species (e.g. ungulates), that can be linked to priorities in Indigenous communities and food security issues would be an asset. The successful applicant will add capacity and new areas of expertise to the strategic [northern research focus](#) that already exists at Laurier, and to Laurier's Environment research cluster, which is one of the areas of research strength identified in Laurier's [Strategic Research Plan](#). Much of the northern research conducted at Laurier contributes to the longstanding partnership with the Government of the Northwest Territories (2009-2029), and is affiliated with the [Cold Regions Research Centre](#) and the [Laurier Institute for Water Science](#). The successful candidate will have a demonstrated capacity to develop an externally funded, world-class research program. They will be expected to secure external funding, including Tri-Agency grants, and to contribute to the training and mentorship of graduate and undergraduate students through their research program. The candidate is also expected to have demonstrated teaching proficiency and to make contributions to undergraduate teaching in Biology that align with their expertise. They will also contribute to teaching, supervision and mentoring in our graduate programs, and will participate in the administrative activities of the department.

The [Department of Biology](#) is a dynamic part of the Faculty of Science, with leading researchers in many fields and a commitment to building collaborative interdisciplinary research partnerships to address complex and diverse issues. The department offers undergraduate degrees in Biology, Applied Water Science, and Environmental Science, along with a MSc program in Integrative Biology and a PhD program in Biological and Chemical Sciences (in conjunction with the Department of Chemistry and Biochemistry). Departmental faculty have a growing complement of research programs that contribute to the university's strengths in cold regions and water science research. The Chair will have access to Laurier's well established and world-class infrastructure network of long-term, multidisciplinary living laboratories throughout the continental Northwest Territories that help to foster dynamic and productive collaborative

research programs. Additionally, the Chair will be supported by substantial lab infrastructure in the [Centre for Cold Regions and Water Science](#) (CCRWS), and the Laurier Science Research Centre.

Qualifications

To be considered, applicants must have a Ph.D. in Biological Sciences, or a related discipline, and relevant postdoctoral experience. Applicants may currently hold an Assistant or Associate Professor position, or have the qualifications necessary to be appointed at one of these levels. The successful candidate will be nominated for a Tier 2 Canada Research Chair and will be appointed as a tenured or tenure-track faculty member at the Assistant or Associate Professor level in the Department of Biology, conditional on CRC application approval.

How to Apply

Applicants should submit a cover letter outlining their qualifications for the position, a *curriculum vitae*, a research statement, a two-page teaching statement outlining teaching philosophy, experience and interests, PDF copies of up to three scholarly publications that demonstrate contributions to the field, and the contact information of three referees willing to provide a letter of reference. Application packages should be submitted electronically to Dr. Matt Smith, Chair, Department of Biology, Wilfrid Laurier University (bioadmin@wlu.ca). Applications will be accepted until January 3, 2020. The anticipated start date is July 1, 2020 (or later), subject to the successful candidate's availability and the timeline for the Tier 2 CRC nomination process.

The impact of leaves (e.g. parental leave, extended leaves due to illness, etc.) will be carefully considered when reviewing candidates' eligibility and record of research achievement. Therefore, candidates are encouraged to explain in their cover letter how career interruptions may have impacted them. Diversity and creating a culture of inclusion is a key pillar of Wilfrid Laurier University's Strategic Academic Plan and is one of Laurier's core values. Laurier is committed to increasing the diversity of faculty and staff and welcomes applications from candidates who identify as Indigenous, racialized, having disabilities, and from persons of any sexual identities and gender identities. Indigenous candidates who would like to learn more about equity and inclusive programming at Laurier are welcomed to contact the Office of Indigenous Initiatives at jbecker@wlu.ca. Candidates from other equity seeking groups who would like to learn more about equity and inclusive programming at Laurier are welcomed to contact Equity and Accessibility at equity@wlu.ca.

All qualified candidates are encouraged to apply; however, per Canadian immigration laws, Canadians and permanent residents will be given priority. To comply with the Government of Canada's reporting requirements, the University is obligated to gather information about applicants' status as either Permanent Residents of Canada or Canadian citizens. Applicants need not identify their country of origin or current citizenship(s); however, all applicants must include one of the following statements in their cover letter:

- I am a current citizen or permanent resident of Canada;
- I am not a current citizen or permanent resident of Canada

In keeping with Laurier's best practices in recruitment and in accordance with the Canadian Research Chairs Requirements for Recruitment Guidelines, applicants are encouraged to complete the [applicant equity survey](#). For more information on Laurier's CRC equity, diversity and inclusion commitments, please visit the [Laurier's CRC Equity, Diversity and Inclusion Action Plan](#).

Laurier strives to make our application process accessible and provides accommodations for both applicants and employees as outlined in Policy 8.7. If you require assistance applying for this position, would like this job posting in an alternative format, or would like to discuss accessibility and accommodations during the recruitment process please contact Laurier's Equity and Accessibility Officer at accessibility@wlu.ca.

The Faculty of Science wishes to thank all applicants for their interest. All applications shall be reviewed and considered under the criteria established by the Search Committee and a short list of candidates shall be interviewed. Only those applicants selected for the short list will be contacted.