**Faculty Position in Peace and Conflict Studies**

**Position Description**

The position is based in Conrad Grebel University College’s Department of Peace and Conflict Studies at the University of Waterloo. This is a regular, full-time, tenure-track position at the Assistant or Associate Professor level that will require teaching in both the undergraduate and graduate programs combined with research, service, and community education.

The successful candidate will have general teaching and scholarship expertise in Peace and Conflict Studies or related fields, and preferably one or more of the following specific areas: conflict resolution/transformation, theory and practice of nonviolence and resistance, conflict and forced migration, and peace and social justice movements. The department values critical, intersectional, decolonial, and/or postcolonial analyses. Applied experience or skills in conflict resolution/transformation, community organizing, movement building, and/or social media engagement are an asset. The preferred candidate will teach a range of courses, from large introductory undergraduate courses to advanced undergraduate and graduate courses, including a mix of core required and elective courses. As part of a small faculty team, the preferred candidate will support the program’s administration and development and engage with the College and its larger supporting communities.

**Faculty Position Profile and Qualifications**

Faculty members are expected to demonstrate strong teaching and research skills and have a record of community education. The successful applicant will have teaching and research expertise in one or more of the following areas:

- Conflict resolution/transformation (including mediation and/or negotiation)
- Theory and practice of nonviolence and resistance
- Conflict and forced migration
- Peace and social justice movements

**Faculty Position Profile and Qualifications**

The ideal candidate will meet the following qualifications

1. A completed doctorate in Conflict Resolution/Peace Studies or a related discipline. Preferred applicants will have training in the social sciences or humanities with a proven record in peace-related research and education.
2. Demonstrated ability to make connections across levels of analysis (global, international, societal, inter-group and interpersonal) and among various types of actors (e.g., state, community, economic).
3. Demonstrated excellence in post-secondary teaching; teaching experience in varied settings (e.g., classroom lectures, seminars, workshops) is highly valued.
4. Demonstrated potential for an active program of peace research as evidenced by peer-reviewed and other publications and engagement with relevant professional associations.
5. Commitment to advising/mentoring students.
6. Willingness and demonstrated ability to share administrative duties within the PACS department and the College.
7. Willingness and ability to engage Mennonite communities, the University, and the general public in PACS-related topics.
8. Personal experience with conflict transformation practice is highly valued.
9. An understanding of and commitment to the identity, mission, and core values of the PACS department and Conrad Grebel University College, a Mennonite college at the University of Waterloo. Familiarity with the academic, historical, and practical experience and perspectives of the Anabaptist-Mennonite tradition in peacemaking, peacebuilding, and conflict transformation is highly valued.

Appointment Procedures and Conditions
An initial appointment at the Assistant Professor level is normally made for a three-year probationary term, which, upon a satisfactory review, is followed by a second three-year probationary term, after which the faculty member is eligible for consideration for tenure and promotion.

An initial appointment at the Associate Professor level is normally made for a three-year probationary term after which, upon a satisfactory review, the faculty member is eligible for consideration for tenure.

Instructions and Information for Applicants
1. Required application materials must be submitted in digital format and addressed to Dr. Troy Osborne, Dean, Conrad Grebel University College
   - grebeldean@uwaterloo.ca
2. These include:
   - Application letter indicating reasons for applying, qualifications, teaching areas, research interests, and how the candidate will contribute to the Peace and Conflict Studies program and the mission of the College
   - Curriculum vitae
   - Names and contact information of three referees who have agreed to provide letters of recommendation and respond to questions from the search committee if requested. Referees should be ready to comment on the candidate's scholarship, teaching competence, potential contribution to peace and conflict research, and capacity for public education.
3. All applications will be acknowledged, and unsuccessful candidates will be informed once a short list has been prepared.
4. A short list of candidates will be asked to provide three letters of recommendation and substantial documentation of teaching, research, and service. These candidates may be contacted for preliminary telephone, virtual, or in-person interviews with members of the search committee, and they may be asked to provide the names and contact information of additional referees to be contacted by the search committee.
5. Some candidates may be invited to campus in November 2022 – March 2023 for interviews and presentations to classes and various groups. Depending on current public health directives, these events may take place remotely.

6. During the search process, the College reserves the right not to make a full-time appointment, to fill the position with a part-time or definite-term appointment, or to extend the application process.