



**AUTHORIZATION TO ADVERTISE ACADEMIC VACANCY
For CRC Tier 2 CHAIRS *(Internal/External Search)*
IN CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS (CAUT) BULLETIN**

**CRC Tier II Chair in Climate Change, Water or Future Cities, Assistant Professor
Faculty of Environment, University of Waterloo**

Date Advertised: March 21 2022

The Faculty of Environment at the University of Waterloo is seeking an exceptional scholar and researcher to fill a Natural Science and Engineering Research Council (NSERC) Tier 2 Canada Research Chair and tenure track position at the rank of Assistant Professor with an anticipated start date of 1 July 2022. In the case of an exceptional candidate, an appointment at the rank of Associate Professor will be considered. This call is open only to qualified individuals who self-identify as women, transgender, non-binary, or two-spirit.

The Faculty is looking for candidates with a PhD or equivalent in the fields of geography, earth and/or environmental science and sustainability, planning or a related discipline. The candidate will propose an innovative program of high-quality research that will attract external funding and excellent, well qualified and diverse graduate students. Evidence of an active research program with emphasis on **climate and/or climate change science, water science and sustainability, or future cities** and a successful record of Tri-Agency research funding, or equivalent, is required. Ability and desire to partner with faculty in closely related fields is required.

Duties include research, teaching at the undergraduate and graduate level, service to the unit, and the supervision of graduate students. The ability to develop and teach in a variety of contexts, including in person, online and remote delivery is required. The successful candidate will have a reduced teaching load during the term of the CRC. Applicants whose research aligns with the [strategic plan of the Faculty \(https://uwaterloo.ca/environment/about-environment/strategy-and-progress/faculty-environment-strategic-plan-2020-2025\)](https://uwaterloo.ca/environment/about-environment/strategy-and-progress/faculty-environment-strategic-plan-2020-2025) are preferred.

The successful candidate will be appointed as a regular member of a Department/School and will be subsequently nominated for a Tier 2 Canada Research Chair (CRC). CRC nominations are subject to review by the CRC Secretariat and appointment as a CRC is conditional on their approval (see the CRC [terms of reference](#)).

The successful candidate will have obtained a PhD or equivalent within ten years of nomination to the CRC position and will be an outstanding emerging scholar with a demonstrated potential to achieve a significant international reputation in the next five to ten years. Applicants who are more than 10 years from having earned their highest degree and where career breaks exist, such as maternity, parental or extended sick leave, clinical training, etc. may have their eligibility for a Tier 2 Chair assessed through the program's Tier 2 justification process which can be found at: http://www.chairs-chaieres.gc.ca/program-programme/nomination-mise_en_candidature-eng.aspx#s3. The University of Waterloo understands the impact that legitimate career interruptions can have on a candidate's record of research achievement and encourages potential candidates to explain their circumstances. Please consult the [CRC website](#) and the [Office of Research](#) for full program information, including further details on eligibility criteria.

The salary range for this position at the rank of Assistant Professor is \$90,000 to \$110,000. Negotiations beyond this salary range will be considered for exceptionally qualified candidates.

The closing date for applications is April 22nd, 2022. Three letters of reference will be requested for applicants invited for an interview. Send curriculum vitae, cover letter, teaching and research statements and up to five peer-reviewed journal articles illustrating the scope of research scholarship to: Professor Simon Courtenay Director, School of Environment Resources and Sustainability, Faculty of Environment, University of Waterloo, Waterloo, Ontario N2L 3G1 Canada.

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. Our active work toward reconciliation takes place across our campuses through research, learning, teaching, and community building, and is centralized within our [Indigenous Relations Office \(https://uwaterloo.ca/indigenous/\)](https://uwaterloo.ca/indigenous/).

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, Métis, Inuit/Inuk), Black, racialized, people with disabilities, women and/or 2SLGBTQ+.

However, this particular selection process will follow the provisions for a special program as described by the [Ontario Human Rights Commission](#) in order to address the underrepresentation of individuals from equity-deserving groups among our Canada Research Chairs, which has been identified through research ([Canadian Association of University Teachers, 2018](#); [Council of Canadian Academies, 2012](#); [Henry et al., 2017](#); and [Witteman, Hendricks, Straus, & Tannenbaum, 2019](#)) to be systemic in nature. As such, this opportunity is open only to individuals who self-identify as women, transgender, non-binary, or two-spirit. Improving the representation, participation and engagement of equity-deserving groups within our community is a key objective of [Waterloo's Strategic Plan 2020-2025](#).

All applicants to this CRC opportunity are required to self-identify using the [self-identification applicant survey](https://uwaterloo.ca1.qualtrics.com/jfe/form/SV_08RcdJzz6YAh4TX) at https://uwaterloo.ca1.qualtrics.com/jfe/form/SV_08RcdJzz6YAh4TX. Because this is a special opportunity for a specific member of the four designated groups, applicant self-identification information will be used for the purposes of screening and consideration. Please note that this information will be securely accessed only by members of a central selection committee and, for nominees selected, for the fulfillment of CRC program purposes(s) detailed at: <http://www.chairs-chaire.gc.ca/program-programme/equity-equite/index-eng.aspx>.

The University of Waterloo is committed to accessibility for persons with disabilities. If you have any application, interview or workplace accommodation requests please contact Occupational Health (occupationalhealth@uwaterloo.ca or Karen – extension 40538); who will work with the selection committee to secure accommodation while ensuring that the information is safe-guarded and confidentiality is maintained. If you have any questions regarding the position, the application process, assessment process, eligibility, or the CRC program, please contact Juli-Ann Perkins 1-519-888-4567, ext. 32883; juli-ann.perkins@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>.
