

Assistant/Associate Professor

Posting #FABUSM02-24

Organizational Development School of Business Faculty of Business and Economics Tenure-Track

The University of Northern British Columbia (UNBC) invites applications for a tenure-track position in the School of Business at the rank of Assistant/Associate Professor, with a proposed starting date of January 1, 2025. As an institution committed to the fostering of an inclusive and transformative learning environment, UNBC values high quality and growth in both teaching and scholarship.

Topics of interest to the school include but are not limited to: leadership/strategy, change management, and organizational design. This is an intentional diversity hiring position.

The School is in the Faculty of Business and Economics whose mission is to create, translate, and mobilize knowledge of sustainable business management practices and economic development in rural and remote locations in the global economy. The mission of the school is to work with our communities and businesses to achieve excellence in the management of organizations in the area. Our school offers undergraduate and graduate degrees, including a BComm, Graduate Certificate in Change Leadership, MBA, and MSc.BA.

The successful candidate for this position is expected to have leadership experience in academia and/or industry, will strengthen the community ties created by the School, as well as contribute to excellence in teaching and scholarship. The School is developing our Sustainable Business discipline area and the successful candidate will be able to support this endeavor by conducting research and teaching on issues related to transformational change in organizations.

The School is also incorporating more experiential learning and action research. This is to support our mission of translating knowledge into our communities. The successful candidate will work with our community partners to enhance research and teaching at the School. Current initiatives include, applied courses (consulting, technology entrepreneurship, social enterprises, and sustainability), case studies, and co-designing courses with community members.

Ranked as one of Canada's best small universities, the University of Northern British Columbia is a research-intensive university with an enrollment of over 3500 students in more than 40 undergraduate and graduate academic programs. UNBC has embarked on a new strategic plan that is fully integrated into the School of Business. For information about the plan go here.

<https://www2.unbc.ca/newsroom/unbc-stories/unbc-ready-future-new-strategic-plan>. And for more information about the School of Business see <https://www2.unbc.ca/commerce>.

Candidates must hold a Ph.D. in Business (or related fields) with an emphasis on Organizational Development from an AACSB-accredited university.

Successful candidates for the position will have:

- Demonstrated research in the areas related to change management, strategic HR, organizational design, and leadership
- Demonstrated clear potential, or ability, to develop an independent and robust research program



- Demonstrated ability to work with Faculty within and outside of the business school in teaching, research, and service
- Demonstrated ability to teach organizational behaviour and human resource management courses
- Demonstrated leadership experience in academia/industry/community
- Demonstrated desire to support the Sustainability discipline in the School of Business
- Demonstrated desire to contribute to service
- Demonstrated ability to work effectively as part of a teaching team to ensure consistency across sections in a multi-section course

Preferential hiring assists UNBC to achieve equitable and diverse representation in the institution. As part of an employment equity initiative undertaken by the University and the Faculty of Business and Economics, female candidates will be given preferential consideration for this position, and we would like to encourage women to apply for this posting. In order to qualify for preferential consideration, female applicants are asked to self-identify by completing the [Self-Identification Questionnaire](#) as part of the recruitment process.

Our Commitment to Diversity and Employment Equity

The University of Northern British Columbia is fully committed to creating and maintaining an equitable, diverse, and inclusive environment that is accessible to all. We are devoted to ensuring a welcoming, safe, and inclusive campus free from harassment, bullying, and discrimination. This commitment is woven into our motto and mission. In the Dakelh language, UNBC's motto 'En Cha Huná translates to "he/she/they also live" and means respect for all living things. Through the respect for all living things, we are able to grow and learn better together, each bringing our own unique individual differences and contributions to inspire leaders for tomorrow by influencing the world today.

Employment equity requires that we remove barriers and overcome both direct and indirect discrimination. In this way, the pool of excellent candidates increases substantially. We encourage applications from members of groups that have been marginalized on any grounds enumerated under the B.C. Human Rights Code, including sex, sexual orientation, gender identity or expression, racialization, disability, political belief, religion, marital or family status, age, and/or status as a First Nation, Metis, Inuit, or Indigenous person.

About the University and its Community

Since its founding in 1990, the University of Northern British Columbia (UNBC) has emerged as one of Canada's best small research-intensive universities, with a passion for teaching, discovery, people, and the North. UNBC's excellence is derived from community-inspired research, hands-on learning, and alumni who are leading change around the world.

Since time immemorial, Indigenous peoples have walked gently on the diverse traditional territories where the University of Northern British Columbia community is grateful to live, work, learn, and play. We are committed to building and nurturing relationships with Indigenous peoples, we acknowledge their traditional lands, and we thank them for their hospitality. UNBC's largest campus in Prince George is located on the traditional unceded territory of the Lheidli T'enneh, in the spectacular landscape near the geographic centre of beautiful British Columbia.

UNBC's three regional campuses are located in Quesnel, Fort St. John, and Terrace. The South-Central campus in Quesnel is situated on the traditional territory of the Lhtako Dené (Red Bluff Band), Nazko, Lhoosk'uz Dené Nation (Kluskus Band), and Esdilagh First Nations (formerly Alexandria Band). Lhtako, Nazko, and Lhoosk'uz are Dakelh First Nations, and Esdilagh is a member of the Tsilhqot'in Nation. The Peace River-Liard campus in Fort St. John is situated on the traditional territory of the Doig River, Blueberry River and Halfway River First Nations. They are the Dunne-Za people. The Northwest campus in Terrace



is situated on traditional Ts'msyen (Tsimshian) territory of the Kitsumkalum and Kitselas First Nations. It includes a satellite campus in the coastal community of Prince Rupert.

UNBC consistently ranks in the top three in its category in the annual Maclean's university rankings. UNBC also recently placed among the top five per cent of higher education institutions worldwide by the Times Higher Education World University Rankings.

With a diverse student population, the University is friendly, inclusive, and supportive. Prince George is a city of ~74,000 people with impressive cultural, educational, and recreational amenities. For more information about living and working in Prince George, please refer to <http://www.unbc.ca/experience> and <https://moveupprincegeorge.ca>. Make your mark with this leading post-secondary institution.

Salary

The salary for this position will be determined with consideration of the successful candidate's relevant qualifications and experience as per the UNBC Faculty Association Collective Agreement. The annual salary range for this position is expected to be from \$ 84,637 to \$150,445. Please refer to the link below to the Collective Agreement (Article 48) for more compensation information:

<https://www2.unbc.ca/sites/default/files/sections/human-resources/facultyassociationcollectiveagreementjuly12023-june302025-revised.pdf>

To Apply

Applicants should forward the following documents to FacultyRecruitment@unbc.ca or mail to Office of the Provost quoting the posting number (#FABUSM02-24):

- o cover letter indicating potential contributions to the Program;
- o curriculum vitae;
- o a brief statement of teaching approaches and research program;
- o the names and addresses of three references (including telephone and email information); and
- o the Statement of Eligibility to Work in Canada form, which can be found here: <https://www2.unbc.ca/sites/default/files/sections/human-resources/statementofemploymenteligibilityjan0520221.pdf>.

Voluntary Form:

- o the Self-Identification form, which can be found here: <https://www.unbc.ca/sites/default/files/sections/human-resources/unbcself-idreviseddec2022-fillable.pdf>

Persons with disabilities, who anticipate needing accommodation for any part of the application and hiring process, may contact UNBC Health & Wellbeing at wellbeing@unbc.ca. Any personal information provided will be maintained in confidence.

Mail Submissions: Office of the Provost, University of Northern British Columbia
3333 University Way, Prince George, B.C., V2N 4Z9

Email Submissions: FacultyRecruitment@unbc.ca

Inquiries: Dr. Kafui Monu, Chair, School of Business
Kafui.Monu@unbc.ca
250-960-5107



All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. We thank all applicants for their interest in UNBC however, only those applicants selected for further consideration will be contacted.

Applications received on or before June 30, 2024, will receive full consideration; however, applications will be accepted until the position is filled.

