

Chair and Associate/Full Professor

Posting #FAFNST01-24

Department of First Nations Studies Faculty of Indigenous Studies, Social Sciences and Humanities

Tenure-Track or Tenured

The University of Northern British Columbia (UNBC) invites applications for a tenure-track or tenured position as Chair of the Department of First Nations Studies at the rank of Associate or Full Professor, with a proposed starting date of July 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.

This is a pivotal time for the Department of First Nations Studies at UNBC. The University is actively seeking to address in meaningful and sustainable ways the 94 Calls to Action from Canada's 2015 Truth and Reconciliation Commission, more than one-third of which concern educators at all levels. The scope of Indigenous initiatives at UNBC are housed in our [Indigenous Resource Dati](#) and demonstrate the University's commitment to reconciliation and action. This is a pivotal time for the Department of First Nations Studies at UNBC. The University is actively seeking to address in meaningful and sustainable ways the 94 Calls to Action from Canada's 2015 Truth and Reconciliation Commission, more than one-third of which concern educators at all levels. The scope of Indigenous initiatives at UNBC are housed in our [Indigenous Resource Dati](#) and demonstrate the University's commitment to reconciliation and action. As the Chair of First Nations Studies, you will play a critical role in developing and growing the Department as the academic lead for Indigenous scholarly activity throughout the University and the region. Working closely with internal partners as well as with Indigenous leaders and organizations in the UNBC region, you will foster the Department's development and growth. Collaborating with you in this role will be the First Nations Studies staff and faculty members. There is also a growing complement of Indigenous faculty across the university forming a community that this Chair can be a part of. UNBC also provides broad support for faculty to develop their research and teaching capabilities, a strong mandate for growth, a modern and comprehensive campus, and a distinctive quality of life across northern British Columbia.

As the successful candidate, you demonstrate the ability to lead, motivate, and inspire others in a way that is consistent with UNBC's motto 'En Cha Huná', Dakelh (Carrier) phrase which means "respecting all forms of life." You demonstrate leadership, initiative, and commitment to the Department of First Nations Studies, as well as the vision, capability, and capacity to lead First Nations Studies more broadly across the Faculty. You are a strong leader and caring mentor, able to teach in a range of subject areas as well as provide evidence of teaching and research excellence with a focus on Indigenous ways of knowing and being. A successful track record of administrative experience or leadership in education along with meaningful connections to Indigenous communities is required.

The First Nations Studies Program is strongly committed to building a team of First Nations, Métis, and/or Inuit scholars and applicants for the Chair role will be required to self-identify as Indigenous (First Nations, Métis, and/or Inuit) and able to provide proof of a connection to community.

Qualifications and Experience

- A terminal degree in Indigenous Studies, or another discipline with connections to Indigenous knowledges.
- Candidate will be Indigenous (First Nations, Métis, Inuit) and have ties to their community or communities.



- Candidates should be familiar with Indigenous communities in BC, and with the context of treaty history in the province.
- Candidates should be appointable as faculty at the rank of Associate or Full Professor with a strong record of research excellence and/or knowledge creation and sharing in Indigenous community contexts.
- Demonstrated leadership experience in an academic setting.
- A track record of inclusive, effective, and student-centered teaching.
- An established history of positive contributions to academic and/or community administration and service.
- Demonstrated experience applying and extending Indigenous theories, methodologies, and pedagogies.

Skills and Attributes

- Indigenous cultural safety and humility, with the ability to understand and anticipate the needs of diverse Indigenous communities.
- A commitment to moving through the world embodying the 4 R's of Respect, Relationship, Reciprocity, and Relevance.
- Kindness, empathy, and collaborative leadership, able to build trusting relationships with students, peers, leadership, and local community.
- A strategic and evidence-informed decision-maker with a strong sense of social justice.
- Strong understanding of how the principles associated with equity, diversity, and inclusion inform the strategic directions within institutes of higher learning.
- Strong community-based research skills, with the ability to communicate the value and importance of their scholarship in compelling ways.
- The ability to support and mentor faculty in a unionized environment.

Key responsibilities

Strategic Academic Leadership - Leads the Department of First Nations Studies in all matters related to academics and academic excellence. Plans and administers teaching needs of FNST academic programs, strengthens educational reach and impact of the programs, and supports and grows the Faculty's Indigenous initiatives, teaching and research goals and priorities.

Collaboration and Mentorship - Collaborates with faculty, other Program Chairs, and Faculty Deans to improve recruitment, retention, experience, and success of students in the First Nations Studies programs, and intentionally mentors Indigenous students and faculty to help them reach their full potential.

Community Partnerships and Relationships – Develops and supports partnerships and education opportunities with Indigenous communities and organizations across northern British Columbia.

Assessment and Continuous Improvement – Gathers data, input, perspectives, and collaboratively drives positive change through informed curriculum proposals, decisions, and renewal.

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 \$102,961 to \$186,907. Please refer to the link below to the Collective Agreement (Appendix 48C) for more compensation information:

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



To Apply

If you are interested in this opportunity, contact Debra Clinton at dclinton@kbrs.ca, Kyle Steele at ksteele@kbrs.ca, or Dr. Jennie Massey at jmassey@kbrs.ca or submit your full application package online by clicking "Apply Now" here: <https://www.kbrs.ca/Career/17845>

