

Assistant Professor

Posting #FASOCW02-24

School of Social Work Faculty of Human and Health Sciences Prince George Campus Tenure-Track

The University of Northern British Columbia (UNBC) invites applications for a tenure-track position in the School of Social Work (Prince George Campus) at the rank of Assistant 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.

Social Work education at UNBC includes a BSW and MSW degrees (MSWF [Foundation], MSWA [Advanced], and Indigenous Child and Youth Mental Health [ICYMH] Graduate Certificate) all of which emphasize social justice as well as Indigenous and anti-oppressive approaches to working with communities, families, and individuals. Incorporating critical social thinking, the program emphasizes social work in northern and remote communities, social work practice with Indigenous peoples, women in human services, and community practice and research through courses that recognize the integration of practice, policy, and research. All programs are fully accredited by the Canadian Association for Social Work Education.

UNBC 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.

UNBC welcomes a broad range of research foci, but the unique setting and cultures of its region would be of particular benefit to faculty interested in studying social work in rural, Indigenous, and/or northern contexts.

The successful candidates will be based at the Prince George campus and are expected to have strong practice experience and be able to teach in a range of subject areas as well as provide evidence of a record of teaching and research excellence. Experience with rural, remote, and northern social work practice along with familiarity in the areas of groups/communities, communications, health- based practice, and field education is preferred. The School of Social Work is strongly committed to building a diverse team and we encourage Indigenous candidates and candidates from other equity-seeking groups to apply.

Qualifications and Experience:

- A PhD degree in Social Work or a related discipline (with at least one graduate degree in social work).
- At least 2 years of professional practice in social work or human services fields.
- A successful track record of teaching at the post-secondary level.
- Demonstrated excellence in research, including:
 - Evidence of high-quality independent research output leading to peer assessed publications and ideally the securing of external research funding.
 - Exposure through invited lectures, conference symposia, work with Indigenous communities or other engagements as appropriate for their discipline and career stage.
 - Evidence of research leadership potential would be beneficial.



Skills and Attributes:

- A detail-oriented, analytical thinker with a strong sense of social justice and empathy.
- Excellent communication skills, with the ability to understand and anticipate the needs of different audiences.
- Exceptional community-based research skills, with the ability to communicate the value and importance of their scholarship in compelling ways.
- The ability to face challenges and to exercise integrity, flexibility, wisdom and good judgment in meeting them.
- The ability to work collaboratively and effectively within a unionized environment, building trusting relationships with students, peers, leadership, and local community partners.

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 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 \$85,473 to \$123,948. Please refer to the link below to the Collective Agreement for more compensation information:

<https://www.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 (#FASOCW02-24):

- cover letter indicating potential contributions to the Program;
- curriculum vitae;
- a brief statement of teaching approaches and research program;
- the names and addresses of three references (including telephone and email information); and
- 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:

- 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 employeewellbeing@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. Tammy Pearson, Chair - School of Social Work
Tammy.Pearson@unbc.ca
250-960-5110



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 January 31, 2025 will receive full consideration; however, applications will be accepted until the position is filled.

