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| **CAREER OPPORTUNITY** |
| **[insert rank], [insert track status] | [insert Department/School]** |
| At UBC, we believe that attracting and sustaining a diverse workforce is key to the successful pursuit of excellence in research, innovation, and learning for all faculty, staff, and students. Our commitment to employment equity helps achieve inclusion and fairness, brings rich diversity to UBC as a workplace, and creates the necessary conditions for a rewarding career. ​​​​​​  **[insert Division, if applicable], [insert Department/School]** at The University of British Columbia (UBC) invites applications for a full-time faculty position at the rank of **[insert rank]**, **[insert track status]**. **[If funded by an honorific, add**: The successful candidate will hold the **[honorific title]**, subject to university approvals**.]**  The UBC **[insert Department/School]** ……... **[insert department/school info]**.  [If application: insert joint Department/School or affiliated institution’s information]  Reporting to the **Head/Director** of the UBC **[insert Department/School]**, the successful candidate will **[insert key expectations of the position]**. The successful candidate will be expected to participate in the teaching activities of the **Department/School**, as well as provide mentorship and training to undergraduate, graduate, and postgraduate learners. The incumbent will also be expected to provide service to the University and the broader academic and professional community. They will work collaboratively in diverse groups to bring forward strategic initiatives for the **Department/School** and the Faculty. **[Suggested language:** The successful candidate will contribute to fostering an environment that promotes inclusivity and embodies values of respect, integrity, compassion, collaboration, and equity. Equity, diversity, inclusion, and justice are essential to academic excellence, as well as to fostering an inclusive community for voices that have been historically underrepresented or discouraged**.]**  The successful candidate will hold an [MD/PhD/any other credentials]. [Action: Choose one below based on rank]   * Assistant Professor, TT/GTT: The successful candidate will have demonstrated evidence of ability in teaching and scholarly activity. [Action: Insert minimum qualifications and preferred qualifications] * Associate Professor, T/GT: The successful candidate will have demonstrated evidence of successful teaching and ability to direct graduate students, evidence of sustained and productive scholarly activity, and must be willing to participate in the affairs of the Department/School and the University. [Action: Insert minimum and preferred qualifications] * Professor, T/GT: The successful candidate will have demonstrated appropriate standards of excellence in teaching, have received wide recognition in their sustained and productive scholarly activity, and participated significantly in academic and professional affairs. [Action: Insert minimum and preferred qualifications]   In addition, the successful candidate will demonstrate a willingness to respect diverse perspectives, including perspectives in conflict with one’s own, and a commitment to enhancing one’s own awareness, knowledge, and skills related to equity, diversity, and inclusion.  **[Insert PHO language if applicable: This position is located within a healthcare facility. Therefore, this position requires successful verification of full vaccination against COVID-19 provided prior to the start date, as required by the provincial health mandate.]**  The expected salary for this position is **[$ amount]** per annum. The Faculty of Medicine is committed to offering equitable and competitive salaries, commensurate with the qualifications and experience of the candidate. At UBC, in addition to a generous benefits package and highly valued pension plan, faculty members also have access to a comprehensive range of leaves, services, resources, and career development opportunities. For more information, please visit <https://hr.ubc.ca/working-ubc>.  **[Suggested language:** Candidates who bring diverse perspectives and lived experiences are encouraged to apply as we strive to enhance diversity, inclusiveness, socio-cultural representation, and perspective of the Department/School.**]** An application package should include:   * a letter of application that addresses scholarly, professional and creative work, teaching, administrative service and experience fostering collaboration across partners; * a brief statement (1-2 pages) of your current or previous contributions to advancing anti-racism, equity, diversity, decolonization, Indigenization and inclusion in an academic, professional, or community context; * a detailed curriculum vitae with publications record; * and names of three references **[For Associate Professor or Professor, change to four arm’s length references]**   **[Action: Choose one below]**   * Applications should be submitted online at <https://ubc.wd10.myworkdayjobs.com/ubcfacultyjobs> (JR#). * Applications should be submitted to:   [Name]  [Title]  [Organization]  C/o: [insert name if applicable]  Subject: [insert subject]  Email: [insert email address]  Should you have any queries about this position, please contact the Human Resources Manager at [firstname.lastname@ubc.ca](mailto:firstname.lastname@ubc.ca).  Review of applications will begin on **[insert date – minimum one month from start of posting]** and continue until the position is filled. The anticipated start date for this position is **[anticipated start date]** or upon a date to be mutually agreed.  We invite applications from qualified candidates who share our commitment to employment equity and inclusive excellence, and we welcome applications from candidates belonging to historically, persistently, or systemically marginalized groups: Indigenous (First Nation, Métis, Inuit) Peoples, racialized persons, persons with disabilities, women, 2SLGBTQIA+ people, and trans and non-binary people.  The University is committed to creating and maintaining an inclusive and equitable work environment for all members of its workforce. An inclusive work environment presumes an environment where differences are appreciated, recognized, and integrated into current structures, planning, and decision-making modes. Within this hiring process we are committed to creating an inclusive and equitable process for all candidates (including but not limited to people with disabilities). Confidential accommodations are available on request. Please contact **[Name]** via email at **[email]**. ]If you have any questions regarding accommodations or accessibility during the recruitment and hiring process or for more information and support, please visit UBC’s Centre for Workplace Accessibility website at <https://hr.ubc.ca/health-and-wellbeing/workplace-accessibility/centre-workplace-accessibility> or contact the Centre at [workplace.accessibility@ubc.ca](mailto:workplace.accessibility@ubc.ca).    With gratitude, we acknowledge that the University of British Columbia Faculty of Medicine and its distributed programs, which include four university academic campuses, are located on traditional, ancestral and unceded territories of First Nations Peoples and communities around the province.  **Our Vision: To Transform Health for Everyone.**  Ranked among the world’s top medical schools with the fifth-largest MD enrollment in North America, the **UBC Faculty of Medicine** is a leader in both the science and the practice of medicine. Across British Columbia, more than 12,000 faculty and staff are training the next generation of doctors and health care professionals, making remarkable discoveries, and helping to create the pathways to better health for our communities at home and around the world.  The Faculty - comprised of approximately 2,200 administrative support, technical/research and management and professional staff, as well approximately 650 full-time academic and over 10,000 clinical faculty members - is composed of 19 academic basic science and/or clinical departments, three schools, and 24 research centres and institutes. Together with its University and Health Authority partners, the Faculty delivers innovative programs and conducts research in the areas of health and life sciences. Faculty, staff and trainees are located at university campuses, clinical academic campuses in hospital settings and other regionally based centres across the province.  **UBC - One of the World's Leading Universities.** As one of the world's leading universities, the University of British Columbia creates an exceptional learning environment that fosters global citizenship, advances a civil and sustainable society, and supports outstanding research to serve the people of British Columbia, Canada and the world.  *UBC hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply. Equity and diversity are essential to academic excellence. An open and diverse community fosters the inclusion of voices that have been underrepresented or discouraged. 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. All qualified candidates are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority.* |
| [med.ubc.ca](http://www.med.ubc.ca/) | **[**[**insert Department/School website]**](http://surgery.med.ubc.ca/) | **[insert joint Department/School’s website]| [insert affiliated institution’s website]** |