

Peter A. Allard School of Law, University of British Columbia
Research Associate

The University of British Columbia's Peter A. Allard School of Law invites applications for a full-time two-year Research Associate position, based at the UBC Vancouver Campus in British Columbia, Canada, to start during the 2022-2023 academic year (1 July 2022 – 30 June 2023).

POSITION DESCRIPTION:

In collaboration with the UBC Centre for Feminist Legal Studies (CFLS) and the Centre for Asian Legal Studies (CALs), the Allard School of Law is seeking to hire a Research Associate to conduct research on topics related to Afghanistan's judicial system; issues relating to women and the law in Afghanistan; and the experience of women judges within this system, in particular in the context of the recent regime change in 2021. The successful applicant will be someone with direct experience of these topic areas, namely a woman who until recently worked as a judge in Afghanistan's judicial system, and whose position was impacted by the recent regime change in 2021.¹

This position will enhance the Allard School of Law's existing research strengths in the areas of women and the law, Asian legal studies, and international human rights. By focusing on Afghanistan's legal and judicial systems, areas in which no current faculty members have significant expertise, this position will help to diversify the research being undertaken within the law school. The position will also serve to provide faculty and students with first-hand insight into contemporary law and society in Afghanistan (including in particular with respect to the recent regime change in 2021), from the perspective of an Afghan woman judge. In so doing, this position will help advance the Allard School of Law's Strategic Plan, which commits it to delivering "a broad and relevant program that prepares students for both private and public legal practice, service to the community and leadership locally, nationally and internationally," including integrating "exposure to international perspectives into legal education." This position is also in alignment with UBC's Global Engagement Strategy, UBC's Strategic Plan, and UBC's Inclusion Action Plan.

RESPONSIBILITIES:

- Undertake self-directed research on projects related to Afghanistan's judicial system, the experience of women judges within this system (and in particular in the context of the recent regime change in 2021), and issues relating to women and the law in Afghanistan.
- Contribute, by way of their academic and professional expertise, to research projects focused more broadly on women and the law and the experience of women judges.
- Deliver presentations to faculty and students (both formal and informal) on topics related to Afghanistan's judicial system, the experience of women judges within this system (and in particular in the context of the recent regime change in 2021), and issues relating to women and the law in Afghanistan (including by sharing insights with respect to their experience within Afghanistan's judicial system).
- Participate in the activities of the CFLS and CALS.

¹ Please note, "[w]oman refers to a person who internally identifies and/or publicly expresses as a woman. This may include cisgender and transgender individuals" (Government of Canada, "Frequently Asked Questions about the Self-Identification Questionnaire" (April 16, 2021), available online: https://www.ic.gc.ca/eic/site/063.nsf/eng/h_97737.html).

NOTE: The law school understands that the successful candidate will likely work in an additional language. Some of the activities above may need to be undertaken in English.

QUALIFICATIONS:

- Expertise in Afghanistan’s legal system, as demonstrated by recent relevant experience and academic qualifications.
- Experience with legal research.
- Recent experience working as a judge in Afghanistan.
- Preference for applicants with an ability to speak English at an “Independent User” level B1, as defined by the [Common European Framework of Reference for Languages](#): “Can understand the main points of clear standard input on familiar matters regularly encountered in work, school, leisure, etc. Can deal with most situations likely to arise whilst travelling in an area where the language is spoken. Can produce simple connected text on topics which are familiar or of personal interest. Can describe experiences and events, dreams, hopes & ambitions and briefly give reasons and explanations for opinions and plans.”

HOW TO APPLY:

- Applicants should submit the following four documents via email or hard-copy:
 - A. Curriculum vitae (CV) (that should include a description of English-language ability), and
 - B. Three short statements (no more than 500 words each) as outlined below, describing:
 - i. Statement One: The Applicant’s experience as a judge in Afghanistan’s judicial system;
 - ii. Statement Two: The Applicant’s experience in the area of women and the law (including as a judge, advocate, researcher, and/or student); and
 - iii. Statement Three: Research projects that the applicant would be interested in pursuing during their term as a Research Associate, should they be selected for the position, related to Afghanistan’s judicial system, the experience of women judges within this system (and in particular in the context of the recent regime change in 2021), and issues related to women and the law in Afghanistan.
- The deadline for applications is **September 15, 2022**. Applications may be considered after this date in special circumstances.
- Shortlisted candidates will be asked to provide the names and contact information of two individuals who can provide references.
- Applications in English are encouraged. Applications submitted in a language other than English will be translated into English using available software applications. As stated above, applicants should please include a description of their English-language ability in their CV.
- Applicants should please indicate in their application package whether they are aware of anything that would make them inadmissible to Canada according to Canadian immigration law. For more information on inadmissibility, please see the [Immigration, Refugees and Citizenship Canada website \(https://www.canada.ca/en/immigration-refugees-citizenship/services/immigrate-canada/inadmissibility.html\)](https://www.canada.ca/en/immigration-refugees-citizenship/services/immigrate-canada/inadmissibility.html).

All documents and inquiries should be sent to:

Human Resources Department
Peter A. Allard School of Law
The University of British Columbia
1822 East Mall
Vancouver, BC V6T 1Z1
email: appointments@allard.ubc.ca

FURTHER INFORMATION:

Annual salary: \$90,000 CAN

This position is a full-time two-year Research Associate position.

This position is eligible for extended health and dental benefits (see the description of benefits at “2. Lecturer; Term appointments” at the following link: <https://hr.ubc.ca/benefits/eligibility-enrolment/eligibility-and-plan-cost/faculty-postdoctoral-fellows-employees-and>).

The successful candidate will have access to English language training at UBC’s English Language Institute. In addition, UBC will provide on-campus office space, a university email account, a standard office computer, access to a printer and internet, and access to the UBC library system and other UBC services and resources. The successful candidate will also be eligible for some faculty housing programs offered by UBC, if available. Please see more information about faculty housing programs at the following link: <https://hr.ubc.ca/working-ubc/housing-and-relocation-services/finding-housing/rental-housing>.

The Allard School of Law is committed to excellence in legal education and research. As part of an outstanding public university, situated on traditional, ancestral and unceded Musqueam lands in one of the most open, diverse and beautiful places in the world, we provide an inspiring environment for legal scholars and students to study law and its role in society, and to contribute to improving lives in our local communities, across Canada, and around the world.

The Allard School of Law offers varied and rigorous professional programs to a talented and diverse student body in JD, LL.M and PhD programs. Our faculty members encourage students to develop creative and effective approaches to legal analysis and problem solving. As researchers, faculty members are engaged with academics, practitioners, and policy-makers around the globe. We work in a state-of-the-art law building—Allard Hall—designed to support teaching and research in law, and we collaborate with scholars from disciplines across the university. More information about the Allard School of Law is available at www.allard.ubc.ca.

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, Métis, Inuit, or Indigenous person.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority. Individuals participating in the Government-Assisted Refugee Program (GARP) will be given a document confirming their status as permanent residents when they arrive in Canada. See here for more information on the GARP:

https://www.canada.ca/content/dam/ircc/migration/ircc/english/pdf/pub/qar_en.pdf.

This Call for Applications has been translated into both Pashtu and Dari. In the event of any conflict or discrepancy between the English, Pashtu, and/or Dari versions of this Call for Applications, the English language version shall prevail.