

**Peter A. Allard School of Law
University of British Columbia**

Indigenous Faculty Appointment

The Peter A. Allard School of Law at the University of British Columbia seeks to recruit an outstanding research-stream faculty member for a full-time tenured or tenure-track appointment, at the rank of Assistant, Associate, or Full Professor. All candidates with expertise in Indigenous law or Aboriginal law, or in working with Indigenous communities in any field of law, will be considered. Indigenous candidates who are Canadian citizens or permanent residents are strongly preferred. Indigenous candidates who are not Canadian citizens or permanent residents will also be given preference over non-Indigenous applicants. Candidates for the position may be required to establish eligibility to benefit from the preference.

The successful candidate may commence in the position on July 1, 2025, and will be appointed to the rank appropriate to their qualifications and experience. Alternatively, the successful candidate may accept a two-year visiting position at the Allard School of Law before deciding whether to commence in a full-time position (at the appropriate rank) on or before July 1, 2027.

Absent exceptional circumstances, a LL.B., J.D. or equivalent law degree plus relevant advanced graduate level education in law or related fields will be required. Exceptional circumstances can include placement in relevant senior political, administrative, and/or legal positions. The successful candidate will have a strong record of academic research and/or professional activities, demonstrated achievement in education, and a commitment to contributing to one of Canada's outstanding law schools. Experience working with Indigenous communities is an asset. Candidates should identify ways in which their work will contribute to the Law School's programs in teaching and research.

The successful applicant will be expected to establish a productive scholarly agenda, to provide effective teaching and mentoring of J.D. and graduate students, including First Nations, Métis and Inuit students, to contribute to teaching in the core curriculum of the Law School, and to take on leadership roles appropriate for the appointed rank.

The Peter A. Allard School of Law sits on the traditional, ancestral and unceded, territories of the x^wməθk^wəy̓ əm (Musqueam) Nation. The Law School is proud to have one of the highest enrollments of Indigenous law students in Canada and is committed to implementation of Call to Action # 28 of the Truth and Reconciliation Commission.

The Law School offers a varied program of instruction in a broad array of legal fields to talented and diverse law students in the J.D., LL.M., LL.M. (Common Law) and Ph.D. 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 and connected to academics, practitioners, and policy-makers around the globe, and are committed to ensuring that their research makes a difference. More information about the Allard School of Law is available at <http://allard.ubc.ca/>.

Allard Law's Indigenous Legal Studies, founded in 1975 as the First Nations Legal Studies Program, has attained national and international recognition for the strength of its faculty,

staff, students, and graduates. The unit includes several programming initiatives including the Indigenous Community Legal Clinic, the Indigenous Cultural Competency Certificate, the Kawaskimhon Moot, a JD Specialization in Aboriginal Law, an Elders in Residence program, and a speaker series open to the Allard community. In addition, there is a designated Indigenous application stream into the J.D. program, and specific advising and programming support for Indigenous students. The Law School's first-year curriculum includes mandatory "Indigenous Settler Legal Relations" and "Aboriginal & Treaty Rights" courses. The successful candidate will be expected to add to the collective strength and activities of Indigenous Legal Studies unit. (For further information, consult <https://allard.ubc.ca/indigenous-legal-studies>.)

In its [Indigenous Strategic Plan](#), the University of British Columbia has prioritized engagement with Canadian Indigenous communities, including the provision of educational opportunities for Indigenous people, widening opportunities for all students to learn about Indigenous issues and perspectives, and increasing the University's engagement with diverse Indigenous communities and peoples in supportive and productive relationships.

(See <https://indigenous.ubc.ca/indigenous-engagement/indigenous-strategic-plan/>).

Application Process

Applicants must submit:

- (1) a cover letter indicating interest in an appointment at the Allard School of Law and describing:
 - a. academic and research accomplishments,
 - b. demonstrated teaching interests, particularly those in the Law School's required curriculum,
 - c. institutional contributions, and
 - d. personal and/or professional connections to Indigenous communities;
- (2) a curriculum vitae;
- (3) law and graduate school transcripts;
- (4) a research agenda for the next 3-5 years including, where appropriate, engagement with Indigenous communities;
- (5) the names and contact information for three individuals who you have asked to submit letters of reference (applicants should contact the referees and arrange for them to send their letters directly to the School of Law at appointments@allard.ubc.ca);
- (6) two representative scholarly publications or, where publications are not available, other samples of written work; and
- (7) evidence of teaching effectiveness (such as evaluations).

Electronic applications are required and should be submitted to the Appointments Committee (appointments@allard.ubc.ca) by **November 4, 2024**, although applications received after that date may be considered. Referees should submit reference letters by the same date or as soon as possible thereafter. Unofficial academic transcripts may be submitted

with the initial application, but official academic transcripts will be required before appointment. Hard copy publications submitted as part of the application will not be returned. Incomplete applications may not be accepted.

Please note that we have multiple faculty hiring processes at Allard Law this year. This process is labelled “2024-INDIG”. Please use the subject line, LASTNAME, FIRSTNAME – 2024-INDIG, when submitting your application.

The School of Law will continue to review applications, on a rolling basis, until the position is filled. We expect the appointment to commence July 1, 2025 with an expected salary range of \$150,000 - \$320,000 per annum.

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 Indigenous persons who are also 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 or age.

Any questions about the appointments process should be directed to appointments@allard.ubc.ca.

Career Interruptions

UBC acknowledges that certain circumstances may cause career interruptions that legitimately affect an applicant’s record of research achievement. We encourage applicants to note in their applications whether they would like consideration given to the impact of any such circumstances, including those related to health, family, or any other circumstances that might allow for a fair assessment of research productivity.

Commitment to Accessibility and Accommodations

The University is committed to creating and maintaining an accessible work environment for all members of its workforce. Within this hiring process we will make efforts to create an accessible process for all candidates (including but not limited to people with disabilities). Confidential accommodations are available on request by contacting Andrea Chiang, by email at chiang@allard.ubc.ca.

If you have any questions regarding accommodations or accessibility during the recruitment and hiring process or form more information and support, please visit UBC’s Center For Workplace Accessibility website at <https://hr.ubc.ca/health-and-wellbeing/working-injury-illness-or-disability/centre-workplace-accessibility> or contact the Centre at workplace.accessibility@ubc.ca.