



**ASSISTANT PROFESSOR
CANADA RESEARCH CHAIR (TIER 2) IN PLANT RESILIENCE FOR FOOD SECURITY
Posted October 25 – November 30**

Department of Botany in the Faculty of Science at the University of British Columbia, Vancouver.

Position Description

The Department of Botany in the Faculty of Science at the University of British Columbia in Vancouver invites applications from exceptional emerging scholars for a Tier 2 Canada Research Chair (Tier 2 CRC) appointment in Plant Resilience for Food Security. This full-time tenure-track faculty position is at the rank of Assistant Professor, with a start date set for no earlier than July 1, 2025. The expected starting salary range for this position is \$115,000 to \$130,000 per annum. Applicants conducting innovative research in crop stress biology are encouraged to apply, including those who employ cellular, molecular, physiology, genetic and/or genomic approaches or related techniques to address fundamental plant adaptive mechanisms to environmental stresses and those whose research involves the use of food crops, or wild relatives, to address fundamental questions on food security. In evaluating candidates, we will also consider evidence of leadership within the candidate's community and their potential for developing and implementing evidence-based teaching approaches.

Eligibility Criteria

Tier 2 CRCs are intended for exceptional emerging scholars (i.e., candidates must have been an active researcher in their field for fewer than 10 years at the time of nomination). Applicants who are more than 10 years from having earned their highest degree (and where career breaks exist, such as maternity or extended sick leave, clinical training, etc.) may have their eligibility for a Tier 2 CRCs assessed through the program's Tier 2 justification process. Effective March 1, 2020, research interruptions caused by the COVID-19 pandemic are recognized and may be counted as an eligible delay. All CRC nominations are subject to review by the CRC Secretariat, and appointment as a CRC is conditional upon their approval. Please consult the Canada Research Chairs website [<https://www.chairs-chaires.gc.ca/>] for further eligibility details.

In accordance with UBC's CRC Equity, Diversity, & Inclusion Action Plan [UBC's Commitment to Equity, Diversity and Inclusion within the CRC Program](#), and pursuant to Section 42 of the BC Human Rights code, the selection will be restricted to members of the following federally designated groups: people with disabilities, Indigenous people, racialized people, women, and people from minoritized gender identity groups. UBC recognizes the legitimate impact that COVID-related research interruptions and eligible leaves (e.g., maternity, parental, medical, bereavement) can have on a candidate's record of achievement. These leaves will be taken into careful consideration during the assessment process.

Applicants are asked to complete this equity survey https://ubc.ca1.qualtrics.com/jfe/form/SV_6WJHol7SfPxRMu9 as part of the application, and candidates from these groups must self-identify as belonging to one or more of the designated equity groups to be considered for this position. Because this search is limited to those self-identifying as members of designated equity groups, candidates must also provide their names to be considered.



Personal information is collected under the authority of sections 26(a), 26(c) and 26(e) of the BC *Freedom of Information and Protection of Privacy Act*. The information you provide will be used to determine whether you qualify for participation in this restricted process, and to advance accessibility, equity, and fair adjudication in this process. Data will be collected by the Equity & Inclusion Office and only the names of those eligible for the search process will be shared confidentially with the search committee. All responses will be stored in a secure database.

Eligible applicants conducting innovative research in crop stress biology are encouraged to apply, including those who employ cellular, molecular, physiology, genetic and/or genomic approaches or related techniques to address fundamental plant adaptive mechanisms to environmental stresses and those whose research involves the use of food crops, or wild relatives, to address fundamental questions on food security.

The successful candidate will be required to hold a minimum of a PhD degree, have postdoctoral experience, and demonstrate an exceptional track record in crop stress biology or related disciplines. Responsibilities include establishing and conducting an internationally competitive and externally funded research program, commitment to and excellence of teaching at both the undergraduate and graduate levels, supervising graduate students, and participating in service roles contributing to the department, university and academic/scientific community. They will have a strong commitment to equity, diversity and inclusion, to create a welcoming community for all, particularly those who are historically, persistently or systemically marginalized.

Location Description

UBC's campuses are located on the traditional, ancestral, and unceded territories of the Syilx (Okanagan) Peoples and of the Coast Salish Peoples, including the territories of the xwməθkwəyəm (Musqueam), Skwxwú7mesh (Squamish), and Stó:lō and Səlílwətaʔ/Selilwitulh (Tsleil Waututh) Nations.

The Botany Department at UBC is one of the largest and most comprehensive plant-science-focused departments worldwide, offering a wide range of research and educational programs at the frontiers of plant, algal, fungal, and protist biology (<https://www.botany.ubc.ca/>). This organismal diversity is studied at all biological levels, from biochemical, molecular, genomic, and cellular levels, to the evolution of species and domains of life and the ecology of populations, communities and ecosystems through to the biosphere. In our research and teaching, we have made significant progress in incorporating values of equity, diversity, and inclusion into all aspects of our work. Botany is home to 30 highly diverse, collegial, and accomplished research faculty supported by dedicated staff, exceptional research associates, post-doctoral fellows, and graduate and undergraduate students. The Centre for Plant Growth facilities, the Bioimaging Facility (BIF) microscopy infrastructure, the proteomics and metabolomics core facilities, the Sequencing + Bioinformatics Consortium, and the UBC herbarium support research in the department. Botany faculty occupy research labs in two adjacent modern research facilities, the Biosciences Building and the Biodiversity Research Centre. The position includes opportunities for strong interaction with UBC's Biodiversity Research Centre, Michael Smith Laboratories (MSL), Beaty Biodiversity Museum, UBC Botanical Garden, Faculty of Land & Food Systems, and the Faculty of Forestry. The Department is also home to 15 teaching Faculty collaborating with the Department of Zoology to teach the UBC Biology undergraduate teaching program. The Department has a strong tradition of valuing teaching excellence, and our educational mission embraces innovative



pedagogy and scholarship in teaching, promotes the engagement of undergraduates in research, and places an emphasis on experiential learning and organismal biodiversity.

How to Apply

Applications must be addressed to the Botany Head, Professor Shawn Mansfield, submitted via Academic Jobs Online <https://academicjobsonline.org/ajo/jobs/29004>, and include the following:

1. **Cover letter** (up to 2 pages) describing your research vision and accomplishments, how your expertise, scholarship and planned research will integrate with the Department of Botany, with examples of leadership in research, teaching, service, community engagement, outreach, contributions to equity, diversity and inclusion, or other relevant activities.
2. **Curriculum vitae**, including a list of publications.
3. **Research statement** (up to 3 pages) describing your current and proposed research program.
4. **Teaching statement** (1-2 pages) describing teaching philosophy/interests and accomplishments, addressing how you will teach core undergraduate courses in the UBC Biology program.
5. **Diversity statement** (1 page) describing your lived background experience (if comfortable), and your past experience and future plans regarding working with a diverse student body, and contributing to a culture of equity and inclusion. When preparing the statement, applicants are encouraged to familiarize themselves with UBC EDI mandates and resources (<https://equity.ubc.ca/>).
6. **Up to three representative publications in PDF format.**
7. **Names and contact information for three referees.**

The closing date for applications is November 30, 2024 at 5pm (Pacific Standard Time).

Additional Information

UBC hires on the basis of merit and is committed to employment equity. Equity and diversity are essential to academic excellence. An open and diverse community fosters the inclusion of voices that have been underrepresented or discouraged. Inclusion is built by individual and institutional responsibility through continuous engagement with diversity to inspire people, ideas, and actions for a better world. 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, Inuk, or Indigenous person. UBC acknowledges that certain circumstances may cause career interruptions that legitimately affect an applicant's record of research



or educational leadership achievement. We encourage applicants to note in their applications whether they would like consideration given to the impact of any circumstances, such as those due to health or family reasons, in order to allow for a fair assessment of their research productivity.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority, and members of historically marginalized groups will be given special consideration.

If you have any needs or questions regarding accommodations or accessibility during the job application, recruitment and hiring process or for 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.

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 disabled people). Confidential accommodations are available on request by contacting Jessica Sui, Faculty HR Manager at jessica.sui@botany.ubc.ca.

To learn more about how the University is working to create a more inclusive working and learning environment, please see the UBC Inclusion Action Plan's goals related to recruitment and retention [<https://equity.ubc.ca/about/inclusion-action-plan/recruitment-retention-and-success>].