



Department: Biology

Rank: Assistant Professor in Terrestrial Plant Ecology

Start Date: January or July 2027

We acknowledge and respect the Lək'wəḡən (Songhees and X^wsepsəm/Esquimalt) Peoples on whose territory the university stands, and the Lək'wəḡən and WSÁNEĆ Peoples whose historical relationships with the land continue to this day. We are privileged to do our work in a way that is inspired by their history, customs and culture. You can learn more [here](#).

About the Department

The Department of Biology is a diverse department that fosters a collegial and collaborative environment. We are strongly committed to both excellence and equity, and to increasing the diversity of approaches and perspectives in teaching and research. We have research strengths in the major disciplines of biology: ecology and evolution, physiology and development, and cell and molecular biology. The department hosts the [Centre for Forest Biology](#), a Research Centre with a 35-year history, dedicated to graduate training and basic and applied research in forest and tree biology.

Position Overview

The Department of Biology invites applications from talented scientists for a tenure-track position at the rank of Assistant Professor in Terrestrial Plant Ecology to commence January or July 2027. We invite candidates with strong quantitative skills who can further our expertise in areas of research that include but are not limited to: population, community and ecosystem ecology, functional ecology, disturbance ecology, forest dynamics and biogeochemical cycling, and forest microbiomes including plant-soil interactions.

The successful candidate will play an active role in the supervision and advising of graduate and undergraduate students, and teach at the undergraduate and graduate levels. Candidates must demonstrate their ability to teach a diverse student body with a range of perspectives, experiences, and cultures. The successful candidate will be expected to teach courses in introductory ecology, plant ecology, forest ecology, and related areas. The successful candidate will also share in the administrative responsibilities of the department and participate in service to the University and their academic/scientific community.

The University of Victoria is located at the edge of the continent on Vancouver Island, British Columbia. Steep environmental gradients provide ready access to a wide variety of ecosystem types for research and teaching, including coastal temperate rainforests, dry Douglas-fir forests, Garry oak woodlands, and treeline and alpine ecosystems. The Centre for Forest Biology has an on-campus outdoor field site and world-class indoor plant growth facilities able to emulate extreme environmental conditions and enabling plant pest and pathogen research. The





[University of Victoria Herbarium](#) provides further research and teaching opportunities. The successful candidate will benefit from and strengthen existing research networks that include plant-focused researchers and ecologists in Biology and other units at the University of Victoria, and nearby provincial and federal government research units including the BC Ministry of Forests Future Forests Ecosystem Centre and NRCan Pacific Forestry Centre.

Qualifications and Compensation

Qualified candidates will have a PhD in plant ecology with postdoctoral training. They must demonstrate potential to develop an externally funded, independent, and original research program. This requires experience and skills in research, including: i) a track record of high-quality research disseminated through a wide range of outlets, such as academic publications, community-based projects, or others; ii) a demonstrated record of accomplishment for obtaining grants; and iii) the ability to address equity, diversity and inclusion and manage a healthy research group environment that integrates diverse students and employees.

The candidate's qualifications, experience and overall market demand will determine a candidate's final salary offer. The salary for this position includes a competitive salary range of \$110,000 - \$132,000. UVic is committed to offering an equitable and competitive salary, inclusive of a generous benefits package, eligible leaves and pension plan.

Application Process

To be considered, interested candidates should submit application materials with the email subject line "Terrestrial Plant Ecology" to Dr. Doug Briant, the Chair of the Department of Biology, University of Victoria (biochair@uvic.ca). Each application should include a cover letter that addresses the full scope of the job requirements, a curriculum vitae, a research statement (up to 3 pages) describing current and proposed research, samples of three of the applicant's most impactful research contributions, a one-page teaching statement describing teaching interests, experience, and accomplishments, and a one-page statement on diversity and inclusion describing experience and plans for working with a diverse group of students, staff and faculty. Applicants must also include contact information for three references. To be considered, application packages must be received by July 15, 2026. Short-listed candidates should expect to be contacted in August with in-person interviews planned for September to not interrupt possible summer field work of candidates.

Please note that reference checks will be done for short-listed candidates, and background checks, including credential and degree verification, may be undertaken as part of this recruitment process.

UVic is committed to upholding the values of equity, diversity, inclusion and [human rights](#) in our living, learning and work environments. In pursuit of our values, we seek members who are eager to actively participate in that shared responsibility. We actively encourage applications





from members of [historically and systemically marginalized groups](#). Read our [full equity statement](#).

The University acknowledges the potential impact that career interruptions can have on a candidate's record of research achievement. We encourage applicants to explain in their application the impact that career interruptions have had on their record.

Persons with disabilities who anticipate needing accommodation for any part of the application and hiring process may contact Faculty Relations and Academic Administration in the Office of the VP Academic and Provost at FRrecruit@uvic.ca. Any personal information provided will be maintained in confidence.

Faculty and Librarians at the University of Victoria are governed by the provisions of the Collective Agreement. Members are represented by the University of Victoria Faculty Association (www.uvicfa.ca).

All qualified candidates are encouraged to apply. If you are neither a Canadian citizen nor permanent resident, please indicate if you are authorized to work in Canada or willingness to apply for authorization, if offered a position contingent upon eligibility and approval from Canadian government authorities.

