

Tenure-track position in Evolutionary Ecology

The Department of Biology at Queen's University invites applications for a Tenure-track faculty position at the rank of Assistant Professor with specialization in Evolutionary Ecology, with a preferred starting date of July 1, 2018.

We seek a broadly-trained evolutionary biologist with research interests in both fundamental and applied questions related to the evolutionary consequences and management of rapidly changing environments. This position could include aspects of plant or animal biology related to climate change, pollution, resistance to pesticides/herbicides/antibiotics, biological invasion, vector-borne diseases, habitat degradation and fragmentation, and restoration ecology. Priority will be given to candidates who envision studying contemporary evolution utilizing the diverse land-holdings and facilities at the Queen's University Biological Station (QUBS). QUBS includes more than 3400 ha of diverse aquatic and terrestrial habitat, located 60 km north of Kingston (<https://qubs.ca/>). Situated on the Frontenac Arch, QUBS lands provide access to diverse terrestrial and aquatic habitats with a range of human disturbance. The station offers laboratory and teaching spaces as well as accommodation. Queen's is a research-intensive university, with an integrated Biology Department that encompasses observational, experimental and theoretical approaches to gain a fundamental understanding of biological systems and processes. Strong collaborative linkages exist with other departments and faculties at Queen's, and with other national and international institutions.

Candidates must have a PhD or equivalent degree completed at the start date of the appointment. The main criteria for selection are academic and teaching excellence. The successful candidate will provide evidence of high-quality scholarly output that demonstrates potential for independent research leading to peer assessed publications and the securing of external research funding, as well as strong potential for outstanding teaching contributions at both the undergraduate and graduate levels, and an ongoing commitment to academic and pedagogical excellence in support of the department's programs. Candidates must provide evidence of an ability to work collaboratively in an interdisciplinary and student-centred environment. The successful candidate will be required to make substantive contributions through service to the department, the Faculty, the University, and/or the broader community. Salary will be commensurate with qualifications and experience. This position is subject to final budgetary approval by the University.

The University invites applications from all qualified individuals. Queen's is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, Aboriginal peoples, persons with disabilities, and LGBTQ persons. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadian citizens and permanent residents of Canada will be given priority.

To comply with federal laws, the University is obliged to gather statistical information as to how many applicants for each job vacancy are Canadian citizens / permanent

residents of Canada. Applicants need not identify their country of origin or citizenship; however, all applications must include one of the following statements: "I am a Canadian citizen / permanent resident of Canada"; OR, "I am not a Canadian citizen / permanent resident of Canada". Applications that do not include this information will be deemed incomplete.

A complete application consists of:

- a cover letter (including one of the two statements regarding Canadian citizenship / permanent resident status specified in the previous paragraph);
- a current Curriculum Vitae (including a list of publications);
- a statement of research interests, and how the QUBS would be used to fulfil your interests and research goals;
- a statement of teaching interests and experience (including teaching outlines and evaluations if available);
- a diversity statement describing your past and planned commitment to promoting diversity, inclusion, and equity in your research programs and outreach activities;
- Three letters of reference to be sent directly to Brian Cumming, Professor and Head, Department of Biology, c/o Anne Dumont (ad142@queensu.ca)

The deadline for applications is February 18, 2018. Applicants are encouraged to send all documents in their application packages electronically as PDFs to Anne Dumont at ad142@queensu.ca, although hard copy applications may be submitted to:

Brian Cumming
Professor and Head
The Department of Biology
Room 3102, BioSciences Complex
116 Barrie St.
Queen's University
Kingston, Ontario
CANADA K7L 3J9

The University will provide support in its recruitment processes to applicants with disabilities, including accommodation that takes into account an applicant's accessibility needs. If you require accommodation during the interview process, please contact Brian Cumming in the Department of Biology, at cummingb@queensu.ca.

Academic staff at Queen's University are governed by a [Collective Agreement](#) between the University and the [Queen's University Faculty Association \(QUFA\)](#), which is posted at <http://queensu.ca/facultyrelations/faculty-librarians-and-archivists/collective-agreement> and at <http://www.qufa.ca>.