

## Faculty Position in Indigenous Science: Ecology and Environment

Department of Biology and School of Environmental Studies / Faculty of Arts and Science  
Queen's University, Kingston, Ontario, Canada

The School of Environmental Studies and the Department of Biology at Queen's University invite applications for a faculty position in Indigenous Science: Ecology and Environment. The position is a full-time tenure-track/tenured position at Assistant or Associate Professor rank, with a preferred starting date as soon as July 1, 2025. This position is one of seven Queen's National Scholar's (QNS) recruited in support of Queen's University's interdisciplinary Indigenous Knowledge and Perspectives Program. Further information on the Queen's National Scholar Program can be found on the website of the Office of the Provost and Vice-Principal (Academic) at: <https://www.queensu.ca/provost/queens-national-scholars-program/qns-faculty-positions-indigenous-scholars>.

### Qualifications

This position is **open only to Indigenous persons** with clear and demonstrable ties to Indigenous community(ies). In accordance with the [Hiring of Indigenous Specific Positions – Interim Policy](#), applicants will be required to provide documents confirming their Indigenous identity. Shortlisted candidates will have their identity verified prior to being invited to interview and only applicants whose identities have been positively verified will proceed to the interview stage of the hiring process.

We welcome applicants with research expertise and teaching interests in any area of ecology and environmental science. This could include, but is not limited to, biodiversity conservation, restoration ecology, aquatic ecology, ethnobotany and human health, sustainability science, environmental planning and assessment, and ecosystem health. We are particularly interested in applications from individuals who bring Indigenous Knowledge systems into their research.

As a Queen's National Scholar, the ideal candidate will clearly demonstrate three main attributes:

- 1) Excellence in providing **rich and rewarding learning experiences** to students;
- 2) Excellence in developing **innovative, collaborative, or interdisciplinary research programs** that align with Queen's strategic priorities; and
- 3) Commitment to the **principles of Indigenization, equity, diversity, inclusion, anti-racism, and accessibility**.

Further information on teaching and research priorities at Queen's is available in the [Queen's Strategy](#) and the [Queen's Strategic Research Plan](#).

Applications from all qualified candidates will be considered. Candidates must have a PhD or equivalent degree completed at the start date of the appointment. Applicants are encouraged to share qualifications beyond academic credentials, including relevant lived experience and traditional knowledge. The main criteria for selection are a strong record of excellence in research and teaching, evidence of working with Indigenous communities, and evidence of applying Indigenous Knowledge systems to real world problems and land-based learning and research.

Evidence of scholarly achievements that demonstrate the capability for independent research, securing external research funding, research outputs, and outstanding teaching contributions at both the undergraduate and graduate levels, and an ongoing commitment to academic and pedagogical excellence should also be highlighted. Candidates should provide evidence of an ability to work collaboratively in an interdisciplinary and student-centred environment.

### **The Departments and Program**

The successful candidate will develop and teach an interdisciplinary foundational second-year course in Indigenous Science that can encompass both Indigenous ways of knowing and western science, akin to frameworks such as the Haudenosaunee Two Row Wampum or Mi'kmaw Two Eyed Seeing. It is expected that the course would focus on land-based learning and make use of the [Queen's University Biological Station \(QUBS\)](#), a facility that encompasses 34km<sup>2</sup> of lands and waters just north of Kingston (<https://tinyurl.com/2p9yb73d>). QUBS has engaged in extensive Indigenization of its facilities, including a centre for Indigenous knowledge at its Elbow Lake Environmental Education Centre. Ideally, QUBS properties and/or facilities would be incorporated into part of the candidate's research program as well.

The candidate will also make teaching contributions to upper-year undergraduate and graduate courses on related themes and will work collaboratively with the recently established program in Indigenous Knowledges and Perspectives. IK&P at Queen's is hosted by the Department of Languages, Literatures, and Cultures and is anchored in language, cultural, and land-based education. The program launched as a Minor in 2013 and added a Major in 2022 and it features a dynamic and growing list of courses from diverse units across the Faculty of Arts & Science and the university at large. IK&P currently has four Indigenous tenured/tenure-track faculty members and four additional Indigenous Queen's National Scholars from other academic units who support the program through teaching and service. The successful applicant will join a core of people committed to centering Indigenous knowledges and perspectives as INDG continues to grow and flourish. More information is available at [Indigenous Knowledges and Perspectives | Department of Languages, Literatures and Cultures](#).

An [Office of Indigenous Initiatives](#) builds community, advances reconciliation, and integrates Indigenous ways of knowing and being into the fabric and life of the university. Researchers at Queen's have many existing networks with Indigenous communities and researchers locally and from across Turtle Island.

## **Institution**

[Queen's University](#) has a long history of scholarship, discovery, and innovation that shapes our collective knowledge and helps address some of the world's most pressing concerns. Home to more than 25,000 students, Queen's offers a comprehensive research-intensive environment. Diverse perspectives and a wealth of experience enrich our students and faculty while a core part of our mission is to engage in international learning and research.

In 2024, for the fourth year in a row, Queen's University ranked in top 10 globally Times Higher Education [Impact Rankings](#), securing the position of eighth worldwide and second in North America. The rankings measured over 1,700 post-secondary institutions on their work to advance the United Nations' Sustainable Development Goals (SDGs).

From Nobel Prize-winning research exploring the building blocks of the universe to cancer care and treatment to sustainable technologies, our university is tackling humanity's most pressing challenges.

A member of the U15 group of Canadian research universities, Queen's is home to a vibrant research community that includes 33 Canada Research Chairs and over 20 research institutes who work in partnership with communities, governments, and industry to advance research and innovation, making a measured impact on Canada and the world.

People from across Canada and around the world come to learn, teach and carry out research at Queen's University. Faculty and their dependents are eligible for an extensive benefits package including prescription drug coverage, vision care, dental care, long term disability insurance, life insurance and access to the Employee and Family Assistance Program. Employees participate in a pension plan. Tuition assistance is available for qualifying employees, their spouses and dependent children. Queen's values families and is pleased to provide a 'top up' to government parental leave benefits for eligible employees on maternity/parental leave. In addition, Queen's provides partial reimbursement for eligible daycare expenses for employees with dependent children in daycare. Details are set out in the Queen's-QUFA Collective Agreement. For more information on employee benefits, see [Queen's Human Resources](#).

## **The City**

The University is situated on the traditional territories of the Haudenosaunee and Anishinaabe, in historic Kingston on the shores of Lake Ontario. Kingston's residents enjoy an outstanding quality of life with a wide range of cultural, recreational, and creative opportunities, with access to many natural areas and proximity to vibrant First Nations Communities including Tyendinaga and Akwesasne. Kingston is also home to a vibrant and growing urban Indigenous community, supported by urban Indigenous organizations dedicated to Indigenous cultural revitalization and social support.

The city is near Frontenac Provincial Park, the Thousand Islands National Park, and the Frontenac Arch UNESCO World Biosphere Region. Visit [Inclusive Queen's](#) for information on equity, diversity and inclusion resources and initiatives, and the [Immigration and Relocation website](#) for information on relocating to Kingston.

## Targeted Hiring Policy

Queen's University has developed a Targeted Hiring Policy and Procedure in accordance with guidelines on Special Programs by the Ontario Human Rights Commission. The Targeted Hiring Policy and Procedure will be applied to fill the QNS in Indigenous Studies position.

In accordance with the University's Employment Equity Program and pursuant to Section 14<sup>1</sup> of the Ontario Human Rights Code (OHRC), the QNS in Indigenous Sciences is open only to qualified individuals who are Indigenous persons with clear and demonstrable ties to Indigenous community(ies). In accordance with the [Hiring of Indigenous Specific Positions – Interim Policy](#), applicants will be required to provide documents confirming their Indigenous Identity. Shortlisted candidates will have their identity verified prior to being invited to interview and only applicants whose identities have been positively verified will proceed to the interview stage of the hiring process. Recognizing the intersectionality of identities within Indigenous communities, applications from Indigenous candidates who also identify as women, persons with disabilities and 2SLGBTQ+ persons are welcome. All applicants will be invited to self-identify once they have applied; those who wish to be considered under our employment equity provisions are required to self-identify. Self-identification information will be held in confidence by the Human Rights and Equity Office and one member of the hiring committee. All qualified candidates are encouraged to apply; however, Canadians, permanent residents and Indigenous applicants defined under Section 35(2) of the Constitution Act, 1982 will be given priority. Queen's University is a safe space of education and research to be shared by all and offers tailored support for faculty, staff, and students who identify as Queer, Trans, Black, Indigenous, and/or as People of Colour (QTBIPOC).

Queen's Targeted Hiring Policy and Procedure follows the OHRC's guidelines on Special Programs. The requirement for applicants to be an Indigenous person will assist Queen's University in addressing the underrepresentation of Indigenous Scholars at the university. Engaging Indigenous scholars will enable Indigenous experiences and community connections to enlighten and enrich the University, academia, and student experiences at Queen's. It is also an opportunity to correct the historic underrepresentation at Queen's of Indigenous scholars.

In addition, the impact of certain circumstances that may legitimately affect a nominee's record of research achievement will be given careful consideration when assessing the nominee's research productivity. Candidates are encouraged to provide any relevant information about their experience and/or career interruptions.

Salary of the successful applicant will be commensurate with qualifications and experience.

---

<sup>1</sup> Please also note that Under Section 14 of the OHRC, it is not discrimination to put in place a special hiring program if it is designed to:

- Relieve hardship or economic disadvantage
- Help disadvantaged people or groups to achieve, or try to achieve, equal opportunity or
- Help eliminate discrimination

## How to Apply

A complete application consists of:

- Cover letter;
- Current Curriculum Vitae (including publications and other forms of scholarship and creative output);
- Summary of most significant research contributions including demonstrated outreach, network of community collaborations, and outline of future research directions, including potential use of the Queen's University Biological Station where applicable (maximum 2 pages);
- Statement of teaching interests and experience, especially with respect to land-based learning, and indication of how lands and waters of the Queen's University Biological Station would be incorporated into teaching activities (maximum 2 pages);
- Statement describing past and planned commitment to promoting Indigenization, equity, diversity, inclusion, anti-racism, and accessibility in research and teaching (maximum 1 page);
- Contact information for three people who will provide references upon request.

Review of applications will commence on May 1, 2025, and applications will continue to be accepted until the position is successfully filled.

Applicants are encouraged to send all documents in their application packages electronically as a single PDF to Tammy Wintle at [wintlet@queensu.ca](mailto:wintlet@queensu.ca), although hard copy applications may be submitted to:

Dr. Ryan Danby  
Director, School of Environmental Studies  
Queen's University  
BioSciences Complex  
116 Barrie St.  
Kingston, ON K7L 3J9

The University will provide support in its recruitment processes to applicants with disabilities, including accommodation that considers an applicant's accessibility needs. If you require accommodation during the application or interview process, please contact Dr. Ryan Danby: [ryan.danby@queensu.ca](mailto:ryan.danby@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 <https://www.queensu.ca/facultyrelations/qufa/collective-agreements-lous-moas> and at <http://www.qufa.ca>.

Appointments are subject to review and final approval by the Principal. Candidates already holding an existing tenure-track or continuing-adjunct appointment at Queen's University will not be considered.