

**UNIVERSITY OF BRITISH COLUMBIA SAUDER SCHOOL OF BUSINESS -
ORGANIZATIONAL BEHAVIOUR & HUMAN RESOURCES DIVISION
JOB POSTING (2021)**

The Organizational Behaviour & Human Resources Division of the Sauder School of Business at the University of British Columbia (Vancouver Campus) invites applications for two tenure track faculty positions. The first position, at the Assistant Professor level, is open to applicants specializing in Organizational Theory. This position is well suited to applicants who hold (or are very close to completing before the position start date) a Ph.D. in management or related disciplines including Sociology and Public Policy. For the second position, we are seeking applicants at either the Assistant, Associate or Full Professor level, with expertise in the areas of Family Business and Entrepreneurship, and an appropriately related Ph.D. Responsibilities for this second position will include involvement in the UBC Sauder Business Families Centre.

The ideal candidate for both positions will demonstrate research and teaching excellence commensurate with their respective rank. Duties include developing and maintaining an active research program with the goal of high-quality research contributions, developing and teaching classes in our undergraduate and graduate education programs, supervising Ph.D. students, and contributing to other teaching and administrative initiatives in the Organizational Behaviour & Human Resources Division and at the UBC Sauder School of Business. Teaching and service responsibilities are similar to other research-intensive universities. UBC Sauder provides generous start up grants for research, extensive development opportunities and support for junior faculty including an engaging [seminar series](#), faculty “lunch and learn” sessions that focus on teaching development, methods workshops, and paper development workshops. In addition, the Canadian Federal Government sponsors several research funding competitions through the [Social Sciences and Humanities Research Council](#).

The [Organizational Behaviour & Human Resources Division](#) consists of 11 scholars in an interdisciplinary division with both macro and micro research interests who study a wide range of workplace and organizational issues and publish in top tier management journals. The [Sauder School of Business](#) is part of the [University of British Columbia](#) (UBC). UBC ranks among the top 30 universities worldwide, attracting a high-quality and diverse student body. UBC is located in Vancouver, British Columbia, Canada, a city that routinely ranks as one of the best places to live in the world. With a population of 2.5 million, Vancouver is a vibrant and multicultural city situated between the mountains and the Pacific Ocean and is located two hours from Whistler and Seattle, Washington.

A full application package should include:

- (1) A cover letter explaining your interest in UBC Sauder, and the position you are applying for;
- (2) A curriculum vitae;
- (3) A research statement;
- (4) A statement of teaching philosophy, along with a record of teaching evaluations (if available);
- (5) A one page statement identifying your contributions, or potential contributions to Equity, Diversity and Inclusion (EDI) along with your ability to work with culturally diverse and international students;
- (6) Two published or unpublished research papers and/or a dissertation proposal;

Please compile your application documents into one PDF file, using your last name (e.g., vanJaarsveld.pdf) as the file name, and submit the application to:

OBHRrecruiting@sauder.ubc.ca. For PhD candidate and Assistant Professor applicants, we ask for three confidential reference letters to be sent to us separately by your referees in support of your job application. For Associate or Full Professor applicants, please include the names of four references at the end of your cover letter so we can contact them to request reference letters. Please ask your referees to include your name in the filename (e.g., “vanJaarsveld – Letter of Recommendation.pdf”), and to submit their references separately from your application package to: **OBHRrecruiting@sauder.ubc.ca.** Please submit all documents in PDF format.

Subject to budgetary approval, both positions will start on July 1, 2022. **The formal submission deadline is August 24, 2021.** We strongly encourage applicants to submit their complete application by **August 24, 2021** to receive full consideration. Please direct any questions via email to Danielle van Jaarsveld (vanjaarsveld@sauder.ubc.ca), Chair of the Organizational Behaviour and Human Resources Division. Information regarding hiring is available at: http://www.sauder.ubc.ca/Faculty/People/Faculty_Openings

We ask applicants to faculty positions at the UBC Sauder School of Business to complete the following equity survey. The link to the survey is https://ubc.ca1.qualtrics.com/jfe/form/SV_aVtaMWjwsMEcO4l.

Your participation is voluntary and anonymous. The information will not be used to determine eligibility for employment. The answers will be collated to provide data that can assist us in understanding the diversity of our applicant pool and identifying potential barriers to the employment of designated equity group members. This survey takes only a few minutes to complete. You may self-identify in one or more of the designated equity groups. You may decline to identify in any or all of the questions by choosing "prefer not to disclose." Thank you in advance for your participation.

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 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, Inuit, or Indigenous person. All qualified candidates are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority.