The Department of Biological Sciences at the University of Toronto Scarborough (UTSC) invites applications for a full-time tenure stream position in Ecology. The appointment will be at the rank of Associate Professor with an expected start date of January 1, 2024, or shortly thereafter.

This search aligns with the University’s commitment to strategically and proactively promote diversity among our community members (Statement on Equity, Diversity & Excellence). Recognizing that Black, Indigenous, and other Racialized communities have experienced inequities that have developed historically and are ongoing, we strongly welcome and encourage candidates from those communities to apply.

In addition, the University of Toronto Scarborough is implementing a new Strategic Plan: Inspiring Inclusive Excellence. Consistent with the values and objectives in that plan, we especially welcome candidates who self-identify as Indigenous or those who have lived experience in Black or other racialized (persons of colour) communities. This position is part of a cohort of similar faculty searches in Anthropology, Arts, Culture & Media, Biological Sciences, Health & Society, Historical and Cultural Studies, Language Studies, Political Science, Management, and Sociology. New colleagues will have the opportunity to be connected with previous cohorts of faculty from under-represented groups, including those hired in the last three years in departments spanning the Sciences, Social Sciences and Humanities.

Applicants must have earned a PhD in Biological Sciences or a related field, with a clearly demonstrated exceptional record of excellence in research and teaching at the undergraduate and graduate levels. The successful candidate will employ genomic tools and microbiological methods to explore questions in ecology and/or evolution of host-microbe interactions using invertebrate models.

The Department of Biological Sciences seeks to increase our fundamental understanding of the natural world, while ensuring these insights have positive impacts on sustainability and population health. This position will be central to that mission. We are particularly interested in candidates who will create synergies with existing research groups at the University of Toronto Scarborough, in areas such as: ecology, evolution and conservation; infection and disease; physiology and neuroscience. The candidate must complement and deepen our existing departmental strengths.

The successful candidate will have an established international reputation and will be expected to sustain and lead innovative and independent research at the highest international level and to maintain an outstanding, competitive, and externally funded research program. Candidates must provide evidence of research excellence which can be demonstrated by a record of sustained high-impact contributions and publications in top-ranked and field relevant journals, presentations at significant conferences, distinguished awards and accolades, and other noteworthy activities that contribute to the visibility and prominence of the discipline, an innovative research statement, as well as strong endorsements from referees of high international standing.

The successful candidate will also have an exceptional record of excellence in teaching at both the undergraduate and graduate level. Evidence of excellence in teaching will be provided through teaching
accomplishments, the teaching dossier, including a strong statement of teaching philosophy, sample course materials, and teaching evaluations or other evidence of superior performance in teaching-related activities submitted as part of the application, as well as strong letters of reference.

The successful candidates must also show evidence of a commitment to equity, diversity, inclusion, and to the promotion of a respectful and collegial learning and working environment, as demonstrated through the application materials.

Salary will be commensurate with qualifications and experience.

The University of Toronto is an international leader in biological research and education and the Department of Biological Sciences enjoys strong ties to other units within the University. Further information on the research and teaching activities of the department can be found at https://www.utsc.utoronto.ca/biosci/. The successful candidate will be expected to participate in the Graduate Department of Ecology and Evolutionary Biology at the University of Toronto, to maintain an active research program centered at the University of Toronto Scarborough, and to foster and facilitate inclusivity while working in one of Canada's most diverse institutions.

All qualified candidates are invited to apply online by clicking the link below. Applications must include a cover letter; a current curriculum vitae; a statement of research outlining current and future research interests; three representative publications; and a teaching dossier to include a strong statement of teaching philosophy, sample course materials, and teaching evaluations or evidence of superior performance in other teaching-related activities as listed above.

Equity and diversity are essential to academic excellence. We seek candidates who value diversity and whose research, teaching and service bear out our commitment to equity. Candidates are therefore also asked to submit a 1- to 2- page statement of contributions to equity and diversity, which might cover topics such as (but not limited to): research or teaching that incorporates a focus on underrepresented communities, the development of inclusive pedagogies, or the mentoring of students from underrepresented groups. The statement should describe how the candidate's lived experience has influenced their understanding of and commitment to equity, diversity, inclusion (EDI), the promotion of a respectful and collegial learning and working environment, as well as examples of how it is reflected in their research or teaching.

Applicants must provide the name and contact information of three references. The University of Toronto's recruiting tool will automatically solicit and collect letters of reference from each after an application is submitted (this happens overnight). Applicants remain responsible for ensuring that references submit letters (on letterhead, dated and signed) by the closing date. More details on the automatic reference letter collection, including timelines, are available in the FAQ's.

Submission guidelines can be found at: http://uoft.me/how-to-apply. Your CV and cover letter should be uploaded into the dedicated fields. Please combine additional application materials into one or two files in PDF/MS Word format. If you have questions about this position, please email biologygeneral@utsc.utoronto.ca.

Applications lacking reference letters will not be considered. All application materials, including reference letters, must be received by July 11, 2023.
All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

**Diversity Statement**

The University of Toronto embraces Diversity and is building a culture of belonging that increases our capacity to effectively address and serve the interests of our global community. We strongly encourage applications from Indigenous Peoples, Black and racialized persons, women, persons with disabilities, and people of diverse sexual and gender identities. We value applicants who have demonstrated a commitment to equity, diversity and inclusion and recognize that diverse perspectives, experiences, and expertise are essential to strengthening our academic mission.

As part of your application, you will be asked to complete a brief Diversity Survey. This survey is voluntary. Any information directly related to you is confidential and cannot be accessed by search committees or human resources staff. Results will be aggregated for institutional planning purposes. For more information, please see [http://uoft.me/UP](http://uoft.me/UP).

**Accessibility Statement**

The University strives to be an equitable and inclusive community, and proactively seeks to increase diversity among its community members. Our values regarding equity and diversity are linked with our unwavering commitment to excellence in the pursuit of our academic mission.

The University is committed to the principles of the Accessibility for Ontarians with Disabilities Act (AODA). As such, we strive to make our recruitment, assessment and selection processes as accessible as possible and provide accommodations as required for applicants with disabilities.

If you require any accommodations at any point during the application and hiring process, please contact [uoft.careers@utoronto.ca](mailto:uoft.careers@utoronto.ca).

Link to posting:

[https://jobs.utoronto.ca/job/Associate-Professor-Ecology/571027817/](https://jobs.utoronto.ca/job/Associate-Professor-Ecology/571027817/)