# **Templates for CRC postings – External Opportunities – Strategic and Selective Hiring**

**Professor/Associate Professor – Discipline**

**Job posting [Tier 1, External]**

[DATE OF POSTING]

The Department of [XXX] at the University of Toronto [CAMPUS] invites applications for a full-time, tenure stream faculty position in [SUBJECT]. The appointment will be at the rank of Professor [or Associate Professor, if the nominee is expected to be promoted to Professor within two years of the nomination] and will commence on July 1, [YEAR].

The successful candidate will be nominated for a Tier 1 Canada Research Chair. In order to address systemic barriers and increase diversity in the Canada Research Chairs Program and meet [government-mandated requirements](https://www.chairs-chaires.gc.ca/program-programme/equity-equite/2019_addendum-eng.aspx), **selection will be limited to candidates who identify as [SPECIFIC DESIGNATED GROUP]**. This recruitment process follows the provisions for [special programs as described by the Ontario Human Rights Commission](http://www.ohrc.on.ca/en/your-guide-special-programs-and-human-rights-code). This strategic recruitment is an essential component of the University’s efforts to fulfill the commitments in our institutional [Canada Research Chairs Equity, Diversity & Inclusion Action Plan](https://research.utoronto.ca/funding-opportunities/canada-research-chairs/canada-research-chairs-u-ts-equity-diversity-inclusion) and to address the persistent under-representation of [SPECIFIC DESIGNATED GROUP] among our cohort of Chairs. All applicants are **required to self-identify as [SPECIFIC DESIGNATED GROUP] in their cover letter.**

The nominee’s research area must align with the [subject matter eligibility](http://science.gc.ca/eic/site/063.nsf/eng/h_FEE7261A.html?OpenDocument) of [INSERT APPROPRIATE COUNCIL: CIHR/NSERC/SSHRC].

Successful candidates will have established an excellent, innovative research trajectory at the highest international level and an outstanding, independent, externally funded research program. The candidate’s record of excellence in research should be demonstrated by a record of significant sustained contributions and publications in top-ranked and field-relevant academic journals and internationally ranked presses, participation in professional associations through conference presentations and service work, obtaining competitive funding sources, and strong endorsements by referees of high standing. The candidate will have a demonstrated record of teaching excellence, with a teaching program at the undergraduate and graduate level, and experience as an effective supervisor and mentor of graduate students. Evidence of excellence in teaching will be demonstrated through teaching accomplishments (including supervisions of MA and PhD students), strong letters of reference and the teaching dossier and teaching statement submitted as part of the application. Successful candidates must have a Ph.D. in [AREA].

We seek candidates whose research and teaching interests complement and enhance our existing departmental strengths. Candidates will have an established international reputation and will be expected to sustain and lead innovative and independent research, and to maintain an outstanding, competitive, and externally funded research program.

The successful candidate will undertake undergraduate and graduate teaching responsibilities on the University’s [STG/UTM/UTSC CAMPUS]. The successful candidate will join a vibrant intellectual community of world-class scholars at Canada’s leading university. The University of Toronto offers a wide range of opportunities for collaborative and interdisciplinary research and teaching, the excitement of working with a highly diverse student population and actively encourages innovative scholarship. The Greater Toronto Area offers amazing cultural and demographic diversity and one of the highest standards of living in the world. For more information about [UNIT], please visit our home page: UNIT HOMEPAGE URL.

For further information on the federally endowed Canada Research Chairs Program, open to all nationalities, including eligibility criteria, please consult the [Canada Research Chairs website](http://www.chairs-chaires.gc.ca/program-programme/index-eng.aspx). For more information about the CRC nomination process at the University of Toronto, contact Judith Chadwick, Assistant Vice-President, Research Services, at [crc@utoronto.ca](mailto:crc@utoronto.ca).

Salary and rank will be commensurate with qualifications and experience.

To be considered for this position, all application materials must be submitted online at the link below.

Applicants should include a cover letter describing their research agenda, a curriculum vitae, a recent writing sample, and a teaching dossier, including a statement of teaching philosophy, teaching evaluations and sample course materials. 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 referee the day after an application is submitted. 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 [FAQs](https://jobs.utoronto.ca/content/Frequently-Asked-Questions/?locale=en_US).

Applications, including reference letters, must be received by [DEADLINE].

If you have questions about this position, please contact [PERSON] at xxx@utoronto.ca. All application materials must be submitted through the University of Toronto’s online application system. Submission guidelines can be found at [http://U of T.me/how-to-apply.](http://uoft.me/how-to-apply.)

The University recognizes that scholars have varying career paths and that career interruptions due to personal circumstances can be part of an excellent academic record. Search committee members have been instructed to give careful consideration to, and be sensitive to the impact of, career interruptions in their assessments.

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 encourage applications from eligible individuals who also identify as [OTHER UNDER-REPRESENTED GROUPS NOT SPECIFIED ABOVE – e.g., 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.

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).

The Canada Research Chairs Program requires institutions to collect self-identification data from all applicants, following the Program’s [best practices](http://www.chairs-chaires.gc.ca/program-programme/equity-equite/best_practices-pratiques_examplaires-eng.aspx#j). 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>.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

**Assistant/Associate Professor – Discipline**

**Job posting [Tier 2, External]**

[DATE OF POSTING]

The Department of [XXX] at the University of Toronto [CAMPUS] invites applications for a full-time tenure stream faculty position in [SUBJECT]. The appointment will be at the rank of Assistant [OR Associate] Professor and will commence July 1, [YEAR].

The successful candidate will be nominated for a Tier 2 Canada Research Chair. In order to address systemic barriers and increase diversity in the Canada Research Chairs Program and meet [government-mandated requirements](https://www.chairs-chaires.gc.ca/program-programme/equity-equite/2019_addendum-eng.aspx), **selection will be limited to candidates who identify as [SPECIFIC DESIGNATED GROUP]**. This recruitment process follows the provisions for [special programs as described by the Ontario Human Rights Commission](http://www.ohrc.on.ca/en/your-guide-special-programs-and-human-rights-code). This strategic recruitment is an essential component of the University’s efforts to fulfill the commitments in our institutional [Canada Research Chairs Equity, Diversity & Inclusion Action Plan](https://research.utoronto.ca/funding-opportunities/canada-research-chairs/canada-research-chairs-u-ts-equity-diversity-inclusion) and to address the persistent under-representation of [SPECIFIC DESIGNATED GROUP] among our cohort of Chairs. All applicants are **required to self-identify as [SPECIFIC DESIGNATED GROUP] in their cover letter.**

Tier 2 Chairs are intended for exceptional emerging scholars. Nominees should be within ten years of receiving their PhD [or HIGHEST DEGREE IF PhD NOT REQUIRED]. Applicants who are more than 10 years from having earned their highest degree (and where career breaks exist, such as maternity, parental or extended sick leave, clinical training, etc.) may have their eligibility for a Tier 2 chair assessed through the program’s [Tier 2 justification process](http://www.chairs-chaires.gc.ca/program-programme/nomination-mise_en_candidature-eng.aspx#s3). The nominee’s research area must align with the [subject matter eligibility](http://science.gc.ca/eic/site/063.nsf/eng/h_FEE7261A.html?OpenDocument) of [INSERT COUNCIL: CIHR/NSERC/SSHRC].

Applicants must have a Ph.D. in [SUBJECT] or a related discipline at the time of appointment or shortly thereafter. Candidates must provide evidence of research excellence of an internationally competitive calibre, as demonstrated by a record of contributions or publications in leading journals in the field or a research pipeline that is at high international levels, presentations at significant conferences, accolades or awards, and strong endorsements by referees of high standing. The successful candidate will be expected to mount an innovative, competitive and independently funded research program. Evidence of excellence in teaching is required and is demonstrated by the teaching dossier, including a statement of teaching philosophy, teaching evaluations and sample course material, , teaching accomplishments and strong endorsements from referees. We seek candidates whose research and teaching interests complement and enhance our existing departmental strengths. Applicants are encouraged to review the research and teaching profiles of current faculty members. Please visit our home page: [DEPARTMENT OF XXX], UNIT HOME PAGE URL.

The successful candidate will undertake undergraduate and graduate teaching responsibilities on the University’s [STG/UTM/UTSC CAMPUS]. The successful candidate will join a vibrant intellectual community of world-class scholars at Canada’s leading university. The University of Toronto offers a wide range of opportunities for collaborative and interdisciplinary research and teaching, the excitement of working with a highly diverse student population and actively encourages innovative scholarship. The Greater Toronto Area offers amazing cultural and demographic diversity and one of the highest standards of living in the world.

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Salary will be commensurate with qualifications and experience.

To be considered for this position, all application materials must be submitted online at the link below. Applicants should include a cover letter describing their research agenda, a curriculum vitae, a recent writing sample, and a teaching dossier, including a statement of teaching philosophy, teaching evaluations and sample course materials. 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. 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 [FAQs](https://jobs.utoronto.ca/content/Frequently-Asked-Questions/?locale=en_US).

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