

## **ASSISTANT or ASSOCIATE PROFESSOR in EARLY YEARS LANGUAGE & LITERACIES**

**(Preferential Search)**  
UNIVERSITY OF VICTORIA  
Faculty of Education  
Department of Curriculum & Instruction

The Department of Curriculum and Instruction invites applications for a tenure-track preferential position at the Assistant or Associate Professor rank in the teaching and research area of Early Childhood Language and Literacies Education to commence on January 1, 2025. We are seeking an innovative colleague whose expertise and experience in Early Childhood Language and Literacies demonstrate the following:

- the potential to contribute to academic knowledge and leadership in the field of Early Childhood literacies;
- a commitment to advancing the area of Early Childhood literacies as a distinctive pedagogy that focuses on the multiple literacies of young children (i.e., Kindergarten to Grade 4);
- extensive knowledge of research, theories, concepts, and practices in Early Childhood literacies;
- a deep understanding of reading as a complex and multidimensional process of meaning-making that is mediated by multiple and diverse factors; and
- a strong global perspective on Early Childhood literacies and interest in engaging in national and international research collaborations.

The University of Victoria is consistently ranked in the top tier of Canada's research-intensive universities. Vital impact drives the UVic sense of purpose. As an internationally renowned teaching and research hub, we tackle essential issues that matter to people, places and the planet. Situated in the Pacific Rim, our location breeds a profound passion for exploration. Defined by its edges, this extraordinary environment inspires us to defy boundaries, discover, and innovate in exciting ways. It's different here, naturally and by design. We live learn, work and explore on the edge of what's next – for our planet and its peoples. Our commitment to research-inspired dynamic learning and vital impact makes this Canada's most extraordinary environment for discovery and innovation. Experience the edge of possibilities for yourself.

The Department of Curriculum and Instruction is comprised of a dynamic community of educators and researchers committed to building equitable and transformative educational and professional environments. Department members engage in a broad range of multidisciplinary and collaborative research and are dedicated to providing exemplary teaching for learners from all backgrounds. In addition to undergraduate teacher education programs, the department offers a Minor in Education, Master of Education, Master of Arts, and Doctor of Philosophy programs. Faculty are also active in service to the university, and the larger community, both nationally and internationally.

The Department of Curriculum and Instruction seeks applicants whose research and teaching interests complement and enhance the existing strengths of Language and Literacies faculty members. As a community of educators, we strive to establish decolonial, antiracist, and sustainable communities. We acknowledge our privilege and aim to develop relational and respectful environments for those who are marginalized.

In accordance with the University's Equity Plan and pursuant to Section 42 of the BC Human Rights Code, preference will be given to members of the following groups: Indigenous Peoples and/or persons

with disabilities and/or members of visible minorities. Candidates from these groups who wish to qualify for preferential consideration *must self-identify* and are asked to do so in their cover letter.

The candidate's qualifications, experience and overall market demand will determine a candidate's final salary offer. The salary for this position includes a competitive salary range of \$102,362 - \$149,956. UVic is committed to offering an equitable and competitive salary, inclusive of a generous benefits package, eligible leaves and pension plan.

What you will do:

- Design and deliver high quality undergraduate and graduate courses in elementary Language and Literacies education via face-to-face, online, and blended formats;
- Develop innovative and inclusive curriculum at both the undergraduate and graduate levels in Language and Literacies education;
- Work both independently and collaboratively, enacting inclusive practices with diverse communities;
- Establish and pursue an active program of innovative research with a focus on Early Childhood or Elementary Years Language and Literacies that is competitive and externally funded; and
- Make an active and substantial contribution to university, professional, and national and international community engaged service.

What we are looking for (success criteria):

1. A PhD or EdD in Language and Literacies education at the elementary and/or early years levels;
2. Evidence of successful classroom teaching experience in Language and Literacies at the early years and elementary school levels;
3. Evidence of successful post-secondary teaching in early childhood and elementary Language and Literacies education;
4. Evidence of a developing or established research trajectory in Language and Literacies education;
5. Experience in working collaboratively with diverse school populations and/or community groups to support the development of innovative teaching practices in Language and Literacies education;
6. Evidence of including principles of equity, diversity, inclusion and decolonizing (EDID) in practice and understandings;
7. Evidence of the capacity to and interest in working both independently and collaboratively enacting inclusive practices with diverse communities.

Additional criteria (not required but an asset):

1. Ability to teach courses in Language and Literacies at the middle years level; and
2. Ability to teach additional curriculum disciplines within the teacher education program.

UVic is committed to upholding the values of equity, diversity, and inclusion in our living, learning and work environments. In pursuit of our values, we seek members who will work respectfully and constructively with differences and across levels of power. We actively encourage applications from members of groups with historical and/or current barriers to equity, including, but not limited to:

- First Nations, Métis and Inuit peoples, and all other Indigenous peoples;
- members of groups that commonly experience discrimination due to race, ancestry, colour, religion and/or spiritual beliefs, or place of origin;
- persons with visible and/or invisible (physical and/or mental) disabilities;
- persons of marginalized sexual orientations, gender identities, and gender expressions.

Read our full equity statement here: [www.uvic.ca/equitystatement](http://www.uvic.ca/equitystatement)

The University acknowledges the potential impact that career interruptions can have on a candidate's record of research achievement. We encourage applicants to explain in their application the impact that career interruptions have had on their record.

Persons with disabilities, who anticipate needing accommodation for any part of the application and hiring process, may contact Faculty Relations and Academic Administration in the Office of the VP Academic and Provost at [FRrecruit@uvic.ca](mailto:FRrecruit@uvic.ca). Any personal information provided will be maintained in confidence.

Faculty and Librarians at the University of Victoria are governed by the provision of the [Collective Agreement](#). Members are represented by the University of Victoria Faculty Association ([www.uvicfa.ca](http://www.uvicfa.ca)).

We encourage all qualified candidates to apply, including international candidates; if you are neither a Canadian citizen or permanent resident, please indicate if you are authorized to work in Canada and be prepared to provide a copy of your permit authorizing same.

Applications must include:

- A cover letter (maximum 2 pages addressing teaching, research, and EDID\*);
- A current and focused curriculum vitae; and
- Three academic and/or area-related referees.
- Applicants should specifically state: 1) their understanding of EDID; 2) evidence in advancing EDID; and 3) future plans for EDID.

Please note that reference and background checks, including credential and degree verification, may be undertaken as part of this recruitment process.

Deadline for receipt of applications is August 30, 2024.

Please submit your application to:

Todd Milford, PhD  
Chair, Department of Curriculum & Instruction  
Faculty of Education  
University of Victoria  
PO Box 1700 STN CSC  
Victoria, BC V8W 2Y2  
(250) 721-7886  
Email: [cichair@uvic.ca](mailto:cichair@uvic.ca)  
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