



# Indigenous.Link

Canada's fastest growing Indigenous career portal, Careers.Indigenous.Link is pleased to introduce a new approach to job searching for Indigenous Job Seekers of Canada. Careers.Indigenous.Link brings simplicity, value, and functionality to the world of Canadian online job boards.

Through our partnership with Indigenous.Links Diversity Recruitment Program, we post jobs for Canada's largest corporations and government departments. With our vertical job search engine technology, Indigenous Job Seekers can search thousands of Indigenous-specific jobs in just about every industry, city, province and postal code.

Careers.Indigenous.Link offers the hottest job listings from some of the nation's top employers, and we will continue to add services and enhance functionality ensuring a more effective job search. For example, during a search, job seekers have the ability to roll over any job listing and read a brief description of the position to determine if the job is exactly what they're searching for. This practical feature allows job seekers to only research jobs relevant to their search. By including elements like this, Careers.Indigenous.Link can help reduce the time it takes to find and apply for the best, available jobs.

The team behind Indigenous.Link is dedicated to connecting Indigenous Peoples of Canada with great jobs along with the most time and cost-effective, career-advancing resources. It is our mission to develop and maintain a website where people can go to work!

Contact us to find out more about how to become a Site Sponsor.

Corporate Headquarters:

Toll Free Phone: (866) 225-9067

Toll Free Fax: (877) 825-7564

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# Job Board Posting



Careers.Indigenous.Link

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## HUMAN RESOURCES AND MANAGEMENT AREA &ndash; TENURE-TRACK

<b>Job ID</b>	45704-6198	
<b>Web Address</b>	<a href="https://careers.indigenous.link/viewjob?jobname=45704-6198">https://careers.indigenous.link/viewjob?jobname=45704-6198</a>	
<b>Company</b>	McMaster University	
<b>Location</b>	Hamilton, ON	
<b>Date Posted</b>	From: 2022-05-10	To: 2050-01-01
<b>Job</b>	Type: Full-time	Category: Education

### Description

McMaster University is located on the traditional territories of the Haudenosaunee and Mississauga Nations and, within the lands protected by the Dish With One Spoon wampum agreement. Position Description The DeGroote School of Business at McMaster University invites applications for a tenure-track position at the rank of Assistant/Associate Professor in the Human Resources & Management Area. The appointment is targeted to commence July 01, 2023, though an earlier appointment could be made with an exceptional candidate. Profiles of Human Resource & Management faculty are found at the following link: <https://research.degroote.mcmaster.ca/faculty-areas/human-resources-and-management/> Competitive candidates will have a Ph.D. (or nearing completion of a Ph.D.) in a discipline relevant to Human Resources Management (broadly defined) and demonstrated research and teaching interests in this field. We are particularly interested in candidates who are engaged in research, teaching and/or community service within the area of diversity and inclusion. The successful candidate is expected to (a) develop and maintain a grant-supported program of research leading to relevant publications in high quality high impact journals (b), be able to teach a variety of courses in HRM within both the undergraduate and graduate programs (i.e., MBA, EMBA, Ph.D.), (c) supervise graduate students, (d) actively engage in serving the school, university, professional community, and (e) contribute to the school's governance (serving on committees). McMaster University prides itself on a strong culture of excellence in research, teaching, and community outreach. It is consistently ranked among the top 10% of universities globally, including in the Times Education World Rankings and the Academic Ranking of World Universities (AWRU). The DeGroote School of Business operates at two campuses, the McMaster University main campus in Hamilton, Ontario and in nearby Burlington, Ontario, housing the MBA and executive programs. The successful incumbent is expected to contribute to the school's academic programs at both locations. Commitment to Inclusive Excellence The diversity of our workforce is at the core of our innovation and creativity and strengthens our excellence in research, teaching, and community outreach. In keeping with its Statement on Building an Inclusive Community with a Shared Purpose, McMaster University strives to embody the values of respect, collaboration, and diversity, and has a strong commitment to employment equity. The University seeks qualified candidates who share our commitment to equity and inclusion, who will contribute to the diversification of ideas and perspectives, and especially welcomes applications from First Nations, Metis and Inuit peoples, members of racialized communities ("visible minorities"), persons with disabilities, women, and persons who identify as 2SLGBTQ+. We invite all applicants to complete a brief Diversity Survey, which takes approximately two minutes to complete. All questions are voluntary, with an option to decline to answer. All information collected is confidential and will be used to support efforts to broaden the diversity of the applicant pool and to promote a fair, equitable and inclusive talent acquisition process. Inquiries about the Diversity Survey may be directed to [hr.empequity@mcmaster.ca](mailto:hr.empequity@mcmaster.ca). Job applicants requiring accommodation to participate in the hiring process should contact the Office of the Dean of Business at [dsbeo@mcmaster.ca](mailto:dsbeo@mcmaster.ca) to communicate accommodation needs. How to Apply Please apply online via the McMaster Academic Careers website: <https://hr.mcmaster.ca/careers/>, (Faculty Postings, Job 45704), addressing your application documents to: Dr. Rick D. Hackett, Chair, Human Resources & Management, DeGroote School of Business, McMaster University, 1280 Main Street West, Hamilton, Ontario, Canada LMS 4M4. Please submit the following materials: A cover letter with a curriculum vitae describing the impact that career interruptions have had on your research productivity, if applicable. A statement describing your primary research interests, accomplishments, and program, and their alignment with the field of human resources management. Please include a selection of your most

significant research work (published articles or working papers). A statement of teaching interests and their alignment with the field of human resources management. It should include a description of your teaching philosophy and evidence of your potential to be an effective teacher. Teaching evaluations are not required. A statement describing any contributions made or planned in relation to advancing equity, diversity and inclusion or inclusive excellence in teaching, research, or service within higher education, community-based or other professional settings. (2-page maximum) Letters of reference are not required and will not be reviewed at the application stage. The Department will request letters of recommendation from three referees at later stages of the search process.

Review of applications will continue until the position is filled. All applicants will receive an online confirmation of receipt of their application; however, only short-listed applicants will be contacted for interviews. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. To comply with the Government of Canada's reporting requirements, the University is obliged to gather information about applicants' status as either Permanent Residents of Canada or Canadian citizens. Applicants need not identify their country of origin or current citizenship; however, all applications must include one of the following statements: Yes, I am a citizen or permanent resident of Canada No, I am not a citizen or permanent resident of Canada

**Vaccination Policy Statement** The University is committed to providing and maintaining healthy and safe working and learning environments for all employees, students, volunteers and visitors. In accordance with the University's Vaccination Policy-COVID-19 Requirements for Employees and Students, effective October 18, 2021 all McMaster community members, including employees, accessing a McMaster campus or facility in person are required to be fully vaccinated or to have received an exemption from the University for a valid human rights ground. This is a term and condition of employment. The University will continue to follow the guidance of public health organizations to define fully vaccinated status. Further information is available at the following link:

<https://covid19.mcmaster.ca/vaccination-mandate/>. More information on the University's Health and Safety framework is available online at <https://hr.mcmaster.ca/resources/covid19/>. Questions regarding the above requirements or any accommodation requests through the recruitment process can be directed to your HR contact.

For more information, visit McMaster University for HUMAN RESOURCES AND MANAGEMENT AREA – TENURE-TRACK