



**Sobey School  
of Business**

Saint Mary's University

**Assistant Professor, Management:  
Organizational Behaviour/ Human Resource Management**

The Department of Management in the Sobey School of Business at Saint Mary's University invites applications for a tenure-track position in Organizational Behaviour/Human Resource Management at the rank of Assistant Professor, starting July 1, 2022, at the earliest. The ideal candidate already holds a PhD, or is near completion, and can demonstrate potential for research and teaching excellence, as well as community engagement. Candidates are expected to uphold the values of equity, diversity, and inclusion as it pertains to research activities, teaching, and service.

**About the Position**

We are seeking applicants with research and teaching expertise in the fields of Organizational Behaviour and/or Human Resource Management. While we welcome all applications, candidates whose research and teaching engage organizing for sustainability, corporate social responsibility (CSR), environmental, social, and governance (ESG), and/or equity, diversity, and inclusion (EDI) are preferred.

We particularly encourage applicants whose teaching and research align with the Sobey School of Business mission: *“The Sobey School of Business, through active learning and the creation and mobilization of scholarship, prepares citizens of the world to lead sustainable, entrepreneurial businesses and communities.”*

Applications consisting of (i) a letter of application that includes a commitment to equity, diversity, and inclusion in research, teaching and/or service and clearly indicates eligibility to work in Canada, (ii) an up-to-date curriculum vitae, (iii) a teaching dossier that includes a statement of teaching philosophy and evidence of teaching effectiveness (e.g. teaching evaluations), (iv) future research plans, (v) an example of a recent scholarship output (e.g. publication in peer-reviewed journals, conference proceedings, working paper), (vi) evidence of a terminal degree and coursework relevant to the position, and (vii) names and contact information



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of three referees should be emailed to [mgmt.selection@smu.ca](mailto:mgmt.selection@smu.ca). Please specify *Organizational Behaviour/Human Resource Management Tenure Track* in the subject line. If you have question pertaining to the position, please contact the chair of the selection committee: Vurain Tabvuma ([Vurain.Tabvuma@smu.ca](mailto:Vurain.Tabvuma@smu.ca)). Consideration of applications will begin in early March 2022 and continue until the position is filled. Although all applications will be acknowledged, only those that make the shortlist will be contacted.

At Saint Mary's University equity and diversity are integral to excellence and enrich our community. As an institution committed to fostering an environment of inclusion and respect, we welcome applications from women, Indigenous peoples, racialized persons/visible minorities, persons with disabilities, persons of minority sexual orientation or gender identity and others who might contribute to the growth and enrichment of our community.

All qualified candidates are encouraged to apply; however, preference will be given to Canadian citizens and permanent residents. If you require accommodations during the recruitment process, please contact Human Resources at [hr@smu.ca](mailto:hr@smu.ca).

### **About Saint Mary's University**

Saint Mary's University is one of Canada's top primary undergraduate universities known for its international collaborations, leadership in entrepreneurship, and research that benefits local and global communities. Our programs in Arts, Science, Graduate Studies and the Sobey School of Business are among Canada's best and feature professors who are committed to the success of their students. Saint Mary's provides our 7,000 students with a place that fosters possibility, excellent research opportunities, and distinguished graduate and professional programs combined with a caring community. Saint Mary's is community-focused with strong values, operating the way the world should. We embrace diversity, are committed to sustainability, and bravely tackle the issues that matter to society.



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With students from as many as 118 different countries and partnerships with institutions in dozens of other countries, Saint Mary's University is a leader in international and intercultural education. Nestled in the heart of Halifax, Nova Scotia, on Canada's east coast, Saint Mary's University is marked by iconic buildings, green spaces and fresh ocean air. Our campus is based in Mi'kma'ki, the ancestral and unceded territory of the Mi'kmaq, and is global in reach and influence. The Saint Mary's University community is committed to a prosperous future for the world—a world without limits.

## **About Sobey School of Business, Management Department**

The Sobey School of Business at Saint Mary's University is a balanced teaching/research school, and it has the largest business program in the Atlantic Provinces. The Sobey School of Business consists of approximately 80 full-time faculty and offers AACSB accredited degrees at the undergraduate, master, and doctoral levels. Since 2014, the Sobey

School of Business has been a PRME (Principles for Responsible Management Education) signatory, and a PRME Champion since 2020.

The Management Department consists of 18 full-time faculty. Our faculty prides itself research excellence, in terms of both high-quality publications and attracting external funding, and the quality of its teaching. The Department delivers core courses to undergraduate and graduate programs. The Department also delivers courses contributing to majors in Entrepreneurship, Human Resource Management & Industrial Relations, and Management and is associated with several graduate and certificate programs in the Sobey School of Business, including the PhD in Business Administration and the Certificate Program in Human Resource Management.

For additional information about the University and the Sobey School of Business please visit our website at <http://www.sobey.smu.ca>.