

**Director, Associate or Full Professor  
School of Social Work**

The School of Social Work in the Faculty of Education and Professional Studies at Nipissing University is grounded in a longstanding institutional commitment to high-quality social work education tailored to the diverse needs of Northern Ontario. Established following Ministry approval in 2015, the Honours Bachelor of Social Work (BSW) program reflects a generalist approach informed by core values of human rights, inclusion, and equity, with particular attention to social and ecological justice in the northeastern region of the province.

We are looking for a Director (Associate or Full Professor Rank) in the School of Social Work, whose teaching and research engage with the diverse and intersecting identities and issues experienced in Northern Ontario and Canadian contexts, to join our team immediately. This is a tenure-track or tenured appointment. As the field of social work continues to respond to evolving social challenges, we are particularly interested in candidates whose work focuses on decolonizing and trauma-informed approaches that address the needs of marginalized populations, including Francophone and Indigenous communities. These approaches should consider the complex interplay of environmental, social, and holistic health factors that influence individual, family, and community well-being.

Our campus is located at 100 College Dr, North Bay, ON P1B 8L7. This is a permanent, full-time position of 35 hours/week. Based on the Collective Agreement, the annual salary for this role will range from \$110,307 to \$162,602 for Associate rank, and \$133,802 to \$197,542 for Full Professor rank, depending on level of experience, plus employee benefits and pension plan as per the collective agreement. The annual salary will correspond with qualifications and experience and will follow the Nipissing University Faculty Association (NUFA) Collective Agreement. The individual in this role will be required to work full-time from the main campus location listed above. The language of work for this position is English.

The main responsibilities of the positions include:

- Planning, organizing, and directing academic and operational activities of the academic unit in alignment with the institutional goals
- Providing academic leadership by mentoring faculty, supporting teaching and research excellence, and contributing to curriculum development
- Collaborating with the Dean and other administrators to ensure the effective functioning of the academic unit
- Facilitating collegial decision-making by organizing and leading regular academic unit meetings
- Representing the academic unit in internal committees and external administrative matters to advocate for its interests
- Teaching and evaluating students in assigned courses, and conducting research activities

- Ensuring effective communication within the unit and coordinate with other faculties and departments
- Participating in budget planning and administering the unit's budget for programs, equipment, and support services
- Leading the development and approval process for curriculum revisions, academic regulations, and annual academic planning
- Supporting institutional program review and accreditation processes (e.g., IQAP) to ensure academic quality and compliance

You must have the following qualifications:

- PhD in Social Work or a related field, or MSW is required
- Associate or Full Professor rank
- Extensive experience teaching at the post-secondary level
- Completed research activities related to the field of social work
- Eligible for registration with the Ontario College of Social Workers and Social Service Workers
- Knowledge of Indigenous cultures, perspectives and reconciliation is preferred
- Experience working in Francophone communities is preferred

Applications can be emailed to [careers@nipissingu.ca](mailto:careers@nipissingu.ca) using the subject line "Director, (Associate or Full Professor Rank)". Please provide a cover letter, a statement of teaching philosophy, a statement of research, a curriculum vitae, and the names and affiliations of three referees. These materials should be sent in one PDF document. Applicants who do not provide the above will not be considered. Applications must be submitted by Friday September 26, 2025, at 4:30pm. **Review of applications will commence Monday September 29, 2025 and will continue to be accepted and reviewed until the position is filled.**

Nipissing University is committed to employment equity and strongly encourages applications, which may include self-identification in a cover letter from Indigenous peoples, women, persons with disabilities, persons who identify as 2SLGBTQI+ and racialized minorities.

Nipissing University will provide accommodation to ensure barrier-free employment in accordance with the Ontario Human Rights Code and the Accessibility for Ontarians with Disabilities Act. You can request accommodation at any stage of the hiring process. If you require an accommodation, please contact Human Resources at [access@nipissingu.ca](mailto:access@nipissingu.ca).

The search committee would like to thank all applicants for their interest in Nipissing University. Please note that only those candidates invited for an interview will be contacted.