



**Queen's National Scholar in the Indigenous Knowledges and Perspectives  
Program, Faculty of Arts and Science, Queen's University  
Kingston, ON Canada**

The Indigenous Knowledge and Perspectives program, currently hosted in the Department of Languages, Literatures and Cultures, invites applications for a Queen's National Scholar (QNS) position in Indigenous Knowledges and Perspectives. The successful candidate may be joint appointed to a cognate unit as determined by expertise and specialization. This is a full-time tenure-track/tenured position at Assistant Professor or early Associate Professor rank, with a preferred starting date of July 1, 2026.

As a recently established and growing program, the Indigenous Knowledge and Perspectives program, at Queen's is a place for diverse voices and perspectives as we build an exciting and vibrant program together. Our existing strengths include language revitalization and cultural education.

We are seeking a creative and dynamic Indigenous scholar anchored in culturally based Indigenous knowledge gained through lived experience within an Indigenous community context. Candidates from a range of disciplines, career stages, and learning pathways are encouraged to apply.

Applicants must be Indigenous persons with clear and demonstrable ties to Indigenous community(ies). In accordance with the [Hiring of Indigenous Specific Positions – Interim Policy](#), shortlisted applicants will be required to provide documents confirming their Indigenous identity which will be verified prior to being invited to interview. Only applicants whose Indigenous identity has been positively verified will proceed to the interview stage of the hiring process.

**ABOUT THE QUEEN'S NATIONAL SCHOLAR PROGRAM**

As a Queen's National Scholar, the ideal candidate will clearly demonstrate

- excellence in providing rich and rewarding learning experiences to students;
- excellence in developing innovative, collaborative, or interdisciplinary research programs that align with Queen's strategic priorities; and
- a commitment to the principles of Indigenization, equity, diversity, inclusion, anti-racism, and accessibility.

The main criteria for selection as a Queen's National Scholar are academic and



teaching excellence. The successful candidate will provide evidence of high-quality scholarly output that demonstrates potential for independent research leading to peer assessed publications and the securing of external research funding, as well as strong potential for outstanding teaching contributions at both the undergraduate and graduate levels, and an ongoing commitment to academic and pedagogical excellence in support of the department's programs. Candidates must provide evidence of an ability to work collaboratively in an interdisciplinary and student-centred environment.

Further information on the Queen's National Scholar Program can be found on the [Office of the Provost and Vice-Principal \(Academic\) website](#). Further information on teaching and research priorities at Queen's is available in the [Queen's Strategy](#) and the [Queen's Strategic Research Plan](#).

## **Qualifications**

Key qualities of the successful candidate for this position will include:

- a strong commitment to Indigenous Studies as an interdisciplinary field;
- a desire to consolidate and grow a strong undergraduate program, and to teach at all levels of that program;
- a robust research program and interest in supervising and teaching graduate students;
- a demonstrated commitment to using and extending Indigenous theories, methodologies, and pedagogies; and,
- a proven record of community engagement and knowledge sharing within Indigenous community contexts.

These qualities may be expressed in research and teaching areas such as Indigenous language revitalization and cultural education; Indigenous resurgence and activism; land-based learning; Indigeneity in contemporary society; Indigenous curriculum design; Indigenous environmentalisms; Indigenous artistic practice; or other areas of inquiry relating to Indigenous Studies.

The successful candidate should hold a PhD or equivalent degree from any field of research, to be completed by the appointment start date. PhD Candidates who are "all but dissertation" (ABD) will be considered in exceptional cases; however, completion of the PhD will be required prior to the appointment start date, and candidates must include a clear plan for degree completion.

The diverse backgrounds of applicants and the type of scholarship appropriate to their research areas, as well as the diverse range of scholarly methodologies and ways of



measuring impact will be taken into account when assessing the quality of the scholarly or creative work. Candidates will be evaluated using the principles of the [Declaration on Research Assessment \(DORA\)](#) and with attention to the diverse ways excellence can be demonstrated.

The successful candidate will be expected to make contributions through service to the program, the Faculty, the University, and/or the broader community.

Salary will be commensurate with qualifications and experience.

### **Vaccination Requirements**

Prior to May 1, 2022, the University required all students, faculty, staff, and visitors (including contractors) to declare their COVID-19 vaccination status and provide proof that they were fully vaccinated or had an approved accommodation to engage in in-person University activities. These requirements were suspended effective May 1, 2022, but the University may reinstate them at any point.

### **Institution**

[Queen's University](#) has a long history of scholarship, discovery, and innovation that shapes our collective knowledge and helps address some of the world's most pressing concerns. Home to more than 25,000 students, Queen's offers a comprehensive research-intensive environment. Diverse perspectives and a wealth of experience enrich our students and faculty while a core part of our mission is to engage in international learning and research.

From Nobel Prize-winning research exploring the building blocks of the universe to cancer care and treatment to sustainable technologies, Queen's University is tackling humanity's most pressing challenges.

A member of the U15 group of Canadian research universities, Queen's is home to a vibrant research community that includes 46 Canada Research Chairs, two Canada Excellence Research Chairs, and over 20 research institutes who work in partnership with communities, governments, and industry to advance research and innovation, making a measured impact on Canada and the world.

Queen's is in the top 200 of the QS World University Rankings. In 2025, for the fifth straight year, Queen's ranked among the global top 10 in the Times Higher Education (THE) Impact Rankings. THE Impact Rankings, an international ranking of universities that are advancing the UN Sustainable Development Goals within and beyond their local communities. Queen's placed sixth worldwide and first in Canada out of over 2,300



universities in more than 120 countries..

At Queen's University, we are committed to advancing Indigenization, Equity, Diversity, Inclusion, Accessibility, and Anti-Racism (I-EDIAA) as core priorities that shape our workplace and research culture. We recognize that diversity drives innovation, strengthens collaboration, and helps remove barriers so that everyone can thrive. Our eight employee resource groups (ERGs) play a vital role in fostering belonging, amplifying diverse voices, and supporting employees across the university. Faculty and their dependents are eligible for an extensive benefits package that includes prescription drug coverage, vision care, dental care, long-term disability insurance, life insurance, and access to the Employee and Family Assistance Program. Employees also participate in a pension plan, and tuition assistance is available for qualifying employees, their spouses, and dependent children. Queen's values families and provides a "top up" to government parental leave benefits for eligible employees on maternity/parental leave, as well as partial reimbursement for eligible daycare expenses. Full details are outlined in the Queen's–QUFA Collective Agreement, and more information on employee benefits can be found through Queen's Human Resources.

## **The City**

The University is situated on the traditional territories of the Haudenosaunee and Anishinaabe, in historic Kingston on the shores of Lake Ontario. Queen's is an integral part of the Kingston community, with the campus nestled in the core of the city, only a 10-minute walk to downtown. Kingston's residents enjoy an outstanding quality of life with a wide range of cultural and creative opportunities, with access to many natural areas and proximity to vibrant First Nations Communities including Tyendinaga and Akwesasne. Kingston is a unique Canadian city of 125,000 with a distinct blend of history, recreation, industry, and learning. Kingston offers unique waterfront living with many recreational opportunities. It is within a two-and-a-half hour drive (two-hour train ride) to the commercial, industrial and political hubs of Toronto, Montreal, and the nation's capital, Ottawa, and a thirty minute drive from the international bridge linking Ontario and upstate New York. The city is also the origin of the historic Rideau Canal system – a UNESCO International Heritage site, and is close to Frontenac Provincial Park, the Thousand Islands National Park, and the Frontenac Arch UNESCO World Biosphere Reserve. The Queen's University Biological Station, north of the city, encompasses 34 km<sup>2</sup> of diverse lands, affording premier learning and research opportunities. Visit Inclusive Queen's for information on equity, diversity and inclusion resources and initiatives.

## **Targeted Hiring Policy**

Queen's University has developed a Targeted Hiring Policy and Procedure in accordance with guidelines on Special Programs by the Ontario Human Rights Commission. The



Targeted Hiring Policy and Procedure will be applied to fill the Queen's National Scholar position in Indigenous Knowledge(s) and Perspective(s). In accordance with the University's Employment Equity Program and pursuant to Section 14<sup>1</sup> of the Ontario Human Rights Code (OHRC), the Queen's National Scholar in Indigenous Studies is open only to qualified individuals who are Indigenous persons with clear and demonstrable ties to Indigenous community(ies). As noted above, shortlisted applicants will be required to provide documents confirming their Indigenous Identity in accordance with the Hiring of Indigenous Specific Positions – Interim Policy. Documentation will be verified prior to being invited to interview.

The requirement for applicants to be an Indigenous person will assist Queen's University in addressing the underrepresentation of Indigenous scholars at the university. Engaging Indigenous scholars will enable Indigenous experiences and community connections to enlighten and enrich the University, academia, and student experiences at Queen's. It is also an opportunity to correct the historic underrepresentation at Queen's of Indigenous scholars.

Recognizing the intersectionality of identities within Indigenous communities, applications from Indigenous candidates who also identify as women, persons with disabilities and 2SLGBTQ+ persons will be welcome. All applicants will be invited to self-identify once they have applied and those who wish to be considered under our employment equity provisions are required to self-identify. Self-identification information will be held in confidence by the Human Rights and Equity Office and one member of the hiring committee.

## **HOW TO APPLY**

All qualified candidates are encouraged to apply; however, Canadians, permanent residents, and Indigenous applicants under Section 35(2) of the Constitution Act, 1982 will be given priority.

We recognize that certain circumstances, including career interruptions, caregiving responsibilities, health conditions, or systemic barriers, may affect a nominee's record of research achievement. Applicants are encouraged to provide relevant information to contextualize their research record.

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1 Please also note that Under Section 14 of the OHRC, it is not discrimination to put in place a special hiring program if it is designed to:

- Relieve hardship or economic disadvantage
- Help disadvantaged people or groups to achieve, or try to achieve, equal opportunity or
- Help eliminate discrimination



Queen's is committed to providing support and accommodation for applicants with disabilities at all stages of the recruitment processes. If you require accommodation for submitting your application or during the interview process, please contact [QNS\\_INDG@queensu.ca](mailto:QNS_INDG@queensu.ca)

A complete application consists of:

- a cover letter, including a statement that the candidate has reviewed the [Hiring of Indigenous Specific Positions – Interim Policy](#) and will submit documentation for verification if selected to proceed to the interview stage;
- a current Curriculum Vitae, including a list of publications, awards, grants received, and other evidence of scholarly impact;
- a statement of teaching interests and experience, including teaching outlines and evaluations if available;
- summary of the proposed research program and research vision, and the ways in which the program is making an impact in the field through in the field through community partnerships, policy influence, novel knowledge mobilization, or other impact measures relevant to the applicant's discipline;
- three samples of or excerpts from creative, scholarly, and/or publicly engaged publications (between 20 and 50 pages in total); *and*
- a statement of experience with, and commitment to, facilitation and promotion of Indigenization, equity, diversity, inclusion, anti-racism, and accessibility in research and teaching (maximum one page).

Applicants are encouraged to share qualifications beyond academic credentials, including relevant lived experience and traditional knowledge.

Short-listed candidates will be further requested to provide three letters of reference.

Application packages should be submitted via email **by January 14, 2026**, to [QNS\\_INDG@queensu.ca](mailto:QNS_INDG@queensu.ca), although hard copy applications may be submitted to

**Queen's National Scholar in Indigenous Knowledge and Perspectives Search Committee**

c/o Department of Languages, Literatures and Cultures Kingston Hall, Room 416  
Queens University 103 Stuart Street  
Kingston, ON K7L 3N6

Applications received after the deadline of **January 14, 2026**, will be reviewed if the position remains unfilled.



Appointments are subject to review and final approval by the Principal of Queen's University. Candidates holding an existing tenure-track or continuing-adjunct appointment at Queen's will not be considered.

Academic staff at Queen's University are governed by a Collective Agreement between the University and the Queen's University Faculty Association (QUFA), which is posted on [the Faculty Relations website](#) and the [Queen's Faculty Association \(QUFA\) website](#).