



**QUEEN'S UNIVERSITY
FACULTY OF LAW**

November 4, 2024

The Faculty of Law at Queen's University invites applications for a tenure-track faculty position at the rank of Assistant Professor, or tenured faculty position at the rank of Associate Professor, with a specialization in Labour and Employment Law focusing on the intersection of labour and employment law and emerging technologies and the future of work. The successful applicant will also be appointed as the Director of the Centre for Law in the Contemporary Workplace.

Qualifications

The Faculty of Law seeks scholars who are or have the potential to become nationally and internationally recognized for their work. Except in exceptional circumstances, the successful candidate will have a JD or equivalent and a graduate degree in law or within a cognate discipline. The main criteria for selection are academic and teaching excellence and the potential or established capacity to lead multidisciplinary research and knowledge translation efforts through the [Centre for Law in the Contemporary Workplace](#). The successful candidate will provide evidence of high-quality scholarly output that demonstrates a history of, and potential for, independent research with a track record of peer assessed publications in top journals and the securing of external research funding, as well as strong potential for outstanding teaching contributions at both the JD/LLB and graduate levels, and an ongoing commitment to academic and pedagogical excellence in support of the Faculty of Law's programs. Candidates must provide evidence of an ability to work collaboratively in an interdisciplinary and student-centred environment. The successful candidate will also be expected to make contributions through service to the Faculty, the University, and/or the broader community. Salary will be commensurate with qualifications and experience.

As the Director of the Centre for Law in the Contemporary Workplace, the incumbent will be expected to facilitate the growth of the Centre in terms of the breadth and quality of the research generated and its dissemination and uptake. As Director, the incumbent will benefit from a reduced teaching load as well as an administrative and research stipend.

About Queen's Law

Nationally and internationally recognized as a leading law school, Queen's Law has a distinguished record of outstanding teaching and research. Located in historic Kingston, Ontario, Queen's Law has a proud history of faculty and student engagement. Queen's Law has a curriculum and research profile that includes Canada's largest international law program.

Queen's Law prides itself on being at the forefront of research in labour and employment law, with a dedicated research centre - the Centre for Law in the Contemporary Workplace. The Centre provides leadership in the intellectual renewal of labour and employment law as a field of study, practice and policy, by:



- Facilitating high-quality research on emerging problems in labour and employment law;
- Educating the next generation of leading practitioners, teachers and scholars; and
- Actively exchanging knowledge with those who have a stake in improving this area of law.

Queen's Law leads Canadian law schools in interdisciplinary study opportunities, including programs that combine JD studies with Business, Economics, Public Administration, and Industrial Relations. Queen's Law is also home to vibrant LLM and PhD programs that draw students from around the world, leading research groups such as Feminist Legal Studies Queen's, an interdisciplinary Colloquium in Legal and Political Philosophy, and experiential learning opportunities through five clinical programs, which include Business Law, Prison Law, Elder Law, Family Law, and Queen's Legal Aid. In addition, there are unique learning opportunities offered through a Conflict Analytics Lab for study and research by our JD students on legal AI applications, particularly within labour and employment law.

About Queen's University

[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.

In 2024, for the fourth year in a row, Queen's University has [ranked in top 10 globally Times Higher Education Impact Rankings](#), securing the position of eighth worldwide and second in North America. The rankings measured over 2,100 post-secondary institutions on their work to advance the United Nations' Sustainable Development Goals (SDGs).

From Nobel Prize-winning research exploring the building blocks of the universe to cancer care and treatment to sustainable technologies, our 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 33 Canada 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.

Faculty and their dependents are eligible for an extensive benefits package including 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. Tuition assistance is available for qualifying employees, their spouses and dependent children. Queen's values families and is pleased to provide a 'top up' to government parental leave benefits for eligible employees on maternity/parental leave. In addition, Queen's provides partial reimbursement for eligible daycare expenses for employees with dependent children in daycare. Details are set out in the Queen's-QUFA Collective Agreement. For more information on employee benefits, see [Queen's Human Resources](#).



About Kingston, ON

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 of diverse lands, affording premier learning and research opportunities. Visit [Inclusive Queen's](#) for information on equity, diversity and inclusion resources and initiatives.

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.

How to Apply

The University invites applications from all qualified individuals. Queen's is strongly committed to employment equity, diversity and inclusion in the workplace and encourages applications from Black, racialized/visible minority and Indigenous people, women, persons with disabilities, and 2SLGBTQ+ persons. In accordance with Canadian immigration requirements, Canadian citizens and permanent residents of Canada will be given priority, including any qualified individuals who have a valid legal work status in Canada. Please indicate in your application if you have a valid legal work status in Canada. Applications from all qualified candidates will be considered in the applicant pool.

In addition, the impact of certain circumstances that may legitimately affect a nominee's record of research achievement will be given careful consideration when assessing the nominee's research productivity. Candidates are encouraged to provide any relevant information about their experience and/or career interruptions.

The University will provide support in its recruitment processes to applicants with disabilities, including accommodation that takes into account an applicant's accessibility needs. If you require accommodation during the interview process, please contact Law HR lawpositions@queensu.ca or (613) 533-6000, extension 75068.



Those interested in this position should submit a complete application package, including the following documents:

- a cover letter, indicating whether or not you have a valid legal work status in Canada;
- a current Curriculum Vitae (including a list of publications);
- a statement of research interests;
- a statement of teaching interests and experience (including teaching outlines and evaluations if available);
- a statement of interest and vision for leading the Centre for Law in the Contemporary Workplace;
- a statement of experience with, and commitment to, facilitation and promotion of Indigenization, equity, diversity, inclusion, anti-racism, and accessibility;
- Three letters of reference to be sent directly by the referees to Dean Colleen M. Flood at lawpositions@queensu.ca; and,
- Copies or links to the 3 top publications/pieces of writing that the candidate would like the committee to review, which may include a copy of a recent graduate thesis.

The deadline for applications is **January 5, 2025**.

Applicants are encouraged to send all documents in their application packages electronically as PDFs with the subject line "Application Submission for Faculty Position: Labour and Employment Law" to Dean Colleen M. Flood at lawpositions@queensu.ca, although hard copy applications may be submitted to:

Colleen M. Flood
Dean, Faculty of Law
Queen's University
128 Union Street
Kingston, ON
Canada K7L 3N6

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 at <http://queensu.ca/facultyrelations/faculty-librarians-and-archivists/collective-agreement> and at <http://www.qufa.ca>.