

Term Adjunct Positions

Academic Year 2026/2027

Posting Date: April 02, 2026

Closing Date: April 19, 2026

The Faculty of Law, Queen's University invites applications for Instructors for the following courses in the Graduate Diploma in Immigration and Citizenship Law ("GDipICL") to be offered in the 2026/2027 academic term. These are existing vacancies, and successful candidates will also be added to the active pool of qualified instructors. The GDipICL is an online program, and Instructors are expected to work remotely. Expected enrolment for each course section is approximately 35 students. Instructor preferences for specific tutorial day (weekday or weekend) are considered to the extent possible but cannot be guaranteed. For further information about the structure of the program, sessional dates, and course offerings, please visit our website: <https://immigrationdiploma.queenslaw.ca>. Instructor appointments commence one month prior to course start date and end approximately one month after the final teaching week.

Course Available:

ICL - 810 Foundations of Canadian Immigration Law (6 weeks, 3 credit course, runs Fall Term 2026 (August 1, 2026 – November 30, 2026) and Winter Term 2027 (December 1, 2026 – March 31, 2027); tutorials are Thursdays 6:00 pm – 8:00 pm ET or Sundays 11:00 am – 1:00 pm ET)

This course sets the stage for learning about Canadian immigration law and practice. The key building blocks of Canada's immigration framework will be examined with a particular focus on the laws, case law, policies, and procedures associated with the various types of immigration status and stream. The course begins with an overview of the historical, theoretical, administrative law, constitutional and policy underpinnings of Canadian migration law. Students will be introduced to the key actors and institutions, the principal categories and classes of immigration, as well as the basic elements of immigration enforcement. The interplay between international human rights standards and domestic law will be canvassed with reference to the uses of international law in immigration advocacy. The Foundations course also incorporates an intensive focus on legal skills. Students will be introduced to legal terminology and legal reasoning; how to read and interpret case law and legislation; how to analyze legal issues; and the basics of legal research and writing as well as persuasive oral advocacy. Note: this course includes a one-hour plenary session on Tuesdays from 7:00 pm – 8:00 pm ET, taught by the coordinating instructor. Instructors are expected to attend these sessions or view the recording prior to facilitating their own tutorial each week.

ICL - 820 Ethics and Professional Responsibility (6 weeks, 1.5 credit course, runs Fall Term 2026 (October 1, 2026 – January 31, 2027) and Winter Term 2027 (February 1, 2027 – May 31, 2027); tutorials are Thursdays 6:00 pm – 8:00 pm ET or Sundays 11:00 am – 1:00 pm ET)

Discussion of the range of ethical dilemmas that typically arise in the consultant-client relationship will equip students to recognize ethical problems, understand the rationales informing ethical rules, apply an ethical decision-making framework to pursue appropriate options, evaluate the consequences of options and critically reflect on outcomes. The course considers the particular challenges associated with professional competence and confidentiality, preparing clients for hearings, dual representation of parents and children in family-based cases, when and under what conditions it is permissible to withdraw representation, and how to advise persons in Canada who lack lawful status. The course examines the relationship between self-care and ethical practice, the requirements for reflective practice, cultural competence and trauma-informed client service, bearing in mind the serious consequences for clients in this area of law.

ICL - 830 Temporary Entry (6 weeks, 1.5 credit course, runs Fall Term 2026 (October 1, 2026 – January 31, 2027) and Winter Term 2027 (February 1, 2027 – May 31, 2027); tutorials are Wednesdays 6:00 pm – 8:00 pm ET or Saturdays 11:00 am – 1:00 pm ET)

In this course, students will examine the rules, requirements, applications and procedures for obtaining temporary resident entry into Canada, whether as a visitor, worker or student using the ability to read and interpret legislation, regulations, and jurisprudence gained in the introductory course. Substantive topics include applications for principal applicants and accompanying family members, extension of status, restoration of status, “Super Visa”, breach of conditions, the difference between open and employer-specific work permits, post-graduate work permit, labour market impact assessment requirements, the international mobility program and other temporary foreign worker programs.

ICL - 840 Economic Immigration (6 weeks, 1.5 credit course, runs Winter Term 2027 (December 1, 2026 – March 31, 2027) and Summer Term 2027 (April 1, 2027 – July 31, 2027); tutorials are Wednesdays 6:00 pm – 8:00 pm ET or Saturdays 11:00 am – 1:00 pm ET)

This course provides an in-depth examination of the regime for economic-class permanent resident visa applicants. The course begins with express entry and the comprehensive ranking system, followed by an overview of the classes to which this system applies: the federal skilled worker class, the federal skilled trades class, the Canadian experience class, and provincial and territorial nominee programs. The course then moves on to consider the classes that are not part of the express entry system: immigrants to Quebec, business immigrants, and the pilot programs for caregivers. Students will also be introduced to the National Occupation Classification system: the tool used to assess work experience and qualifications.

ICL - 850 Family Class Immigration (6 weeks, 1.5 credit course, runs Winter Term 2027 (December 1, 2026 – March 31, 2027) and Summer Term 2027 (April 1, 2027 – July 31, 2027); tutorials are Thursdays 6:00 pm – 8:00 pm ET or Sundays 11:00 am – 1:00 pm ET)

This course engages students in the specific requirements, eligibility criteria, and procedures associated with family class immigration and the family sponsorship regime. Students will develop an understanding of the two sponsorship programs: the outside Canada (under the Family Class) and the inside Canada (under the Spouse or Common-Law Partner or Conjugal Partner in Canada Class) programs. “Relationships of convenience”, a common basis for rejecting sponsorships, will be considered, along with the specific rules for sponsoring adopted children, parents and grandparents.

ICL - 860 Refugee Protection & Trauma-Informed Client Service (8 weeks, 2 credit course, runs Winter Term 2027 (January 1, 2027 – May 31, 2027) and Summer Term 2027 (May 1, 2027 – September 30, 2027); tutorials are Thursdays 6:00 pm – 8:00 pm ET or Sundays 11:00 am – 1:00 pm ET)

This course examines the legal framework for Canada’s refugee and complementary protection programs, including a comprehensive analysis of statutory eligibility provisions and the inclusion and exclusion elements of the refugee definition and related case law. Students will engage with the rules, policies and procedures of both the Refugee Protection Division and the Refugee Appeal Division of the Immigration and Refugee Board and will gain the practical skills needed to represent clients in all phases of status determination procedures. A dedicated module examines the impact of trauma on the legal indicators of credibility and equips students with practical strategies for representing survivors of violence and trauma. Finally, the course situates Canadian refugee law in its global context and encourages a critical appraisal of both Canadian policies and international efforts to regulate and control asylum flows.

ICL - 870 Enforcement – Inadmissibility, Detention and Removal (8 weeks, 2 credit course, runs Fall Term 2026 (August 1, 2026 – December 31, 2026) and Summer Term 2027 (April 1, 2027 – August 31, 2027); tutorials are Wednesdays 6:00 pm – 8:00 pm ET or Saturdays 11:00 am – 1:00 pm ET)

This course examines the broad parameters and policy rationales for Canada’s immigration enforcement regime. Students will engage with the measures adopted by Canada to regulate arrivals at the border, as well as the grounds of inadmissibility that are used both to deny entry and as a basis for removal for conduct that is identified as contrary to the interests of Canadian society. The processes that precede removal, the special procedures adopted in cases of serious criminality or deemed security risk as well as the grounds for arrest and detention will be covered in-depth. Students will be equipped to successfully represent clients in detention review and inadmissibility hearings before the Immigration Division as well as removal order appeals before the Immigration

Appeal Division of the Immigration and Refugee Board. Students will also have the capacity to identify and pursue relevant administrative remedies, including applications for criminal rehabilitation, Ministerial relief and temporary resident permits.

ICL - 880 Citizenship (4 weeks, 1 credit course, runs Fall Term 2026 (October 1, 2026 – January 31, 2027) and Summer Term 2027 (May 1, 2027 – September 30, 2027); tutorials are Wednesdays 6:00 pm – 8:00 pm ET or Saturdays 11:00 am – 1:00 pm ET)

This course examines the legal framework underpinning Canadian citizenship, including the Citizenship Act and Regulations and related policy documents. The rules and related procedures for the acquisition of citizenship, naturalization, revocation, and renunciation, as well as the complications that commonly arise in relation to multiple nationalities will be examined in depth. Recent amendments to the Citizenship Act will be considered along with current policy debates.

ICL - 890 Immigration Practice Management (12 weeks, 3 credit course, runs Fall Term 2026 (August 1, 2026 – January 31, 2027) and Summer Term 2027 (April 1, 2027 – September 30, 2027); tutorials are Thursdays 6:00 pm – 8:00 pm ET or Sundays 11:00 am – 1:00 pm ET)

This course will equip students with the practical skills needed to operate an immigration consulting practice, whether that involves setting up and managing an immigration consulting business, or incorporating these skills into an existing workplace, such as a law practice, student advising position, or human resources office. Best practices used by firms working in a global context will be examined and the core functions of the business of an immigration consulting practice will be considered in turn: strategy, digital marketing, sales, operations and business development. Course materials and interactive exercises will introduce the basic elements of financial literacy, including accounting techniques, bookkeeping, and maintaining financial records. The increasingly central role of information technology as a practice management tool will be examined and critically assessed, with specific attention to the uses of various software applications to support effective practice management. The course will also address how to work with third parties, how to prepare for an initial client interview, how to write retainer agreements, and how to set up and manage case files and client accounts. A capstone module will focus on refining legal research, reasoning and writing as well as client interviewing skills. Finally, students will construct a client file from the first meeting with the client through to closure of the file. Throughout this course, students will practice and refine the legal and practitioner skills required for effective practice management.

Note: this course includes a one-hour plenary session on Tuesdays from 8:00 pm – 9:00 pm ET, taught by the coordinating instructor. Instructors are expected to attend these sessions or view the recording prior to facilitating their own tutorial each week.

Successful applicants will be required to teach 100% of each course or section. Proposals for team teaching by co-instructors will be considered.

The academic staff at Queen's are governed by a Collective Agreement between Queen's University Faculty Association (QUFA) and the University which is posted at:

<https://www.queensu.ca/facultyrelations/queens-university-faculty-association-qufa/collective-agreements-lous-moas>.

Qualifications

Successful applicants will be expected to be either a practicing RCIC or a member of a provincial law society, in good standing, and with a minimum of five years' experience in an immigration focused practice and demonstrated expertise in refugee law. A Bachelor's degree is a requirement, JD degree or Master's is preferred. An equivalent combination of education and experience will be considered.

Superior legal writing and research skills, as well as excellent interpersonal and communication skills are required. Applicants must have a demonstrated ability to successfully mentor legal skills development in students and junior practitioners. Preference will be given to candidates with prior teaching or equivalent instructional experience as well as experience with learning management systems (e.g. Brightspace) and the use of video-conferencing software (e.g. Zoom).

All candidates must be prepared to work outside the regular 9-5 work week and have access to a stable internet connection and a computer that meets minimum requirements.

Instructor - Summary of Duties

- Responsible for teaching all elements of the online course content in accordance with established curriculum for one Course section.
- Review and provide feedback on all course assessments; and attend Instructor team meetings, as required.
- Monitor student communications (e.g. email and discussion posts in the learning management system) daily and respond as appropriate.
- Respond to messages from students (e.g. e-mail and discussion posts) within 24 hours of receipt.
- Assign students to sub-groups and roles for activities and assessments, as required.
- Facilitate online synchronous tutorials (e.g. 2 – 3 hrs weekly, office hours up to 2 hours per week), and other synchronous activities as required using video-conferencing software.
- Mentor legal skills development and connect the learning objectives of the course to relevant practical experience.
- Grade assignments and all assessments according to established rubrics and within one week of due date; provide detailed feedback to students as appropriate; submit final grade reports via the learning management system, as required.
- Undertake academic integrity investigations as warranted and address student requests for grade reviews.
- Any other duties that arise during the semester related to the successful delivery of the course.

New Course Instructor Compensation

Per Article 42.4.1.3 of the Collective Agreement between Queen's University and QUFA

Course	Number of Weeks	Course Weight	Gross Stipend* (Based on 0 years of teaching experience at Queen's)
ICL 810 – Foundations of Canadian Immigration Law	6 weeks intensive	0.5 credit	\$9,544.00
ICL 820 – Ethics and Professional Responsibility	6 weeks	0.25 credit	\$4,772.00
ICL 830 – Temporary Entry	6 weeks	0.25 credit	\$4,772.00
ICL 840 – Economic Immigration	6 weeks	0.25 credit	\$4,772.00
ICL 850 – Family Class Immigration	6 weeks	0.25 credit	\$4,772.00
ICL 860 – Refugee Protection & Trauma-Informed Client Service	8 weeks	0.33 credit	\$6,299.04
ICL 870 – Enforcement – Inadmissibility, Detention and Removal	8 weeks	0.33 credit	\$6,299.04
ICL 880 – Citizenship	4 weeks	0.167 credit	\$3,149.52
ICL 890 – Immigration Practice Management	12 weeks	0.5 credit	\$9,544.00

*Actual salary will be commensurate with years of teaching experience and course weight, as per the Queen's-QUFA Collective Agreement.

Employment Equity and Accessibility Statement

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.

The University provides support in its recruitment processes to applicants with disabilities, including accommodation that takes into account an applicant's accessibility needs. Candidates requiring accommodation during the recruitment process are asked to contact Diana Turner-Oke, Human Resources and Staffing Officer, Faculty of Law at lawpositions@queensu.ca.

Application Procedure

A complete application consists of:

- Cover letter. Please ensure your cover letter includes the following information:
 - A statement confirming whether you have a valid legal work status in Canada.
 - A detailed explanation of how your professional experience relates to the specific course you wish to teach.
 - A description of the volume and complexity of the files you manage annually as it relates to the specific course you wish to teach.
- Current and complete Curriculum Vitae.
- For Instructors who have not taught in the GDipICL program in the past, a written and video submission will be required at the second stage of this process. Additional information on this step will be provided following the closing date.
- For instructors who have taught in the GDipICL program, an expression of interest for each additional course they apply to teach is required, including a request for previous submission materials to be considered in lieu of a new video or statement.
- Any other materials the applicant wishes to submit such as, information about past teaching experience, including course evaluations, sample syllabi and assignments.
- Name of two referees who may be contacted.



The deadline for applications is **March 19, 2026**. Interested applicants are required to submit an individual application for each course via Interfolio, using the links below, prior to the application deadline.

ICL 810: <https://apply.ca1.interfolio.com/123975>

ICL 820: <https://apply.ca1.interfolio.com/123976>

ICL 830: <https://apply.ca1.interfolio.com/123977>

ICL 840: <https://apply.ca1.interfolio.com/123978>

ICL 850: <https://apply.ca1.interfolio.com/123979>

ICL 860 : <https://apply.ca1.interfolio.com/123974>

ICL 870: <https://apply.ca1.interfolio.com/123980>

ICL 880 : <https://apply.ca1.interfolio.com/123981>

ICL 890 : <https://apply.ca1.interfolio.com/123982>

As part of the application process at Queen's University, our recruitment process uses Artificial Intelligence (AI), as defined under the Ontario *Employment Standards Act*, to ask job-related questions and assess suitability for hire. All final hiring decisions are made using non-AI related processes.