Date Posted: Thursday November 19, 2026
Job Title: Tenure-Track, Assistant or Associate Professor in Indigenous Studies

The Position

Nipissing University is pleased to invite applications for a Tenure-Track, Assistant or Associate Professor in Indigenous Studies, with a preferred emphasis on Indigenous cultural studies and/or Indigenous health and community development. The successful candidate will draw on Indigenous ways of knowing and methodologies to teach the existing undergraduate program in Indigenous Studies. The candidate will be responsible for delivering key courses in the program (e.g. Madjitang (In the Beginning) - An Introduction to Indigenous Studies, Indigenous Places—Changing Landscapes), as well as developing specialized courses in their area of expertise. It is expected that the candidate will establish a novel and culturally appropriate research program with the capacity to attract external research funding. Given Nipissing University's location in northern Ontario and commitment to Truth and Reconciliation, experience fostering respectful and collaborative partnerships with Indigenous communities is a requirement.

The candidate would contribute to Indigenous Studies' major and minor degree programs, as well as contribute to Post Bacs in Environment and Sustainability and Health and Social Impact, and SIT (Societies in Transition) Certificate, etc. Depending on the successful candidate, the position could contribute to Social Work, Criminal Justice, Environmental Science, Child & Family Studies, History, Nursing, Sociology, or Psychology.

The position's focus on Indigenous cultural studies and Indigenous health and First Nations, Métis, and Inuit community development will augment Nipissing University's commitment to Indigenous education, Indigenous physical, mental, and cultural health, and environmental science/land management/Traditional Environmental Knowledge (TEK), and cultural conservation and data sovereignty.

Applicants may bring a combination of the following qualifications, experiences, knowledge, and ways of knowing:

- Identify as First Nations, Métis, or Inuit and be able to demonstrate an established relationship with an Indigenous community, Nation, or recognized Indigenous organization. The candidate will also demonstrate an established and ongoing connection to these communities.
- A PhD is preferred; however, applicants with a master's degree and significant relevant professional, community, cultural, or Indigenous knowledge and experience are encouraged to apply.
- A master's degree is required as a minimum qualification.

- Professional, community, cultural, and/or Indigenous knowledge relevant to the position, which may be demonstrated through academic, community, leadership, artistic, cultural, language revitalization, land-based, or other forms of engagement and contribution.
- Evidence of an emerging or established program of research, scholarship, creative activity, knowledge mobilization, community-engaged work, and/or Indigenous knowledge contributions. This may include traditional and Indigenous knowledges, ontologies, epistemologies, community-based research, cultural leadership, artistic practice, language revitalization, and practical applications of knowledge developed in and with Indigenous communities.

Indigenous Community Connection and Citizenship

Given the nature and mandate of the Indigenous Studies program, the successful candidate(s) will be expected to demonstrate an established and ongoing connection to an Indigenous community, Nation, or People. Candidates should identify as First Nations, Métis, or Inuit and be able to demonstrate an established relationship with an Indigenous community, Nation, or recognized Indigenous organization.

Consistent with approaches adopted by other Canadian universities, substantiation of Indigenous citizenship, membership, or community connection may take a variety of forms. Depending on the candidate's circumstances, this may include:

- First Nations citizenship, status, membership, or enrollment documentation;
- a letter from a First Nations community or Nation confirming membership or community connection;
- documentation supporting a First Nations, Non-Status, or other Indigenous community connection;
- Métis citizenship through a recognized Métis Nation government or community, including citizenship documentation or recognized genealogical documentation;
- Inuit beneficiary documentation or confirmation from a recognized Inuit organization or government;
- a letter from the Congress of Aboriginal Peoples (CAP) and/or one of its affiliated provincial or territorial organizations;
- a letter of support or confirmation from a legally constituted First Nations, Métis, or Inuit organization that is able to attest to the candidate's Indigenous citizenship and/or community connection; or
- other appropriate documentation or confirmation that demonstrates an established relationship with an Indigenous Nation, community, or People.

The University recognizes that Indigenous citizenship, membership, and belonging are determined through diverse Nation- and community-specific processes. Accordingly, the selection process will respect Indigenous self-determination and recognize that appropriate forms of substantiation may differ among First Nations, Métis, and Inuit candidates.

Candidates will be asked to provide a brief statement describing their connection to the Indigenous community, Nation, or People with which they identify and, where appropriate, supporting documentation or confirmation from that community, Nation, or an Indigenous organization.

Salary & Benefits

The annual salary for this role will range from $87,720 to $134,200 at the Assistant Professor rank or $113,340 to $166,560 at the Associate Professor rank, depending on qualifications and experience. In addition, there is an employee benefits and pension plan offered as per the Nipissing University Faculty Association (NUFA) Collective Agreement. This position is in North Bay, Ontario and will commence July 1, 2027. This position is subject to final budgetary approval.

About Nipissing University and the City of North Bay

Nipissing University is in the City of North Bay, Ontario (population 55,000), in the territory of the Robinson-Huron Treaty of 1850 and the Nipissing First Nation Traditional Territory and the traditional territory of the Anishinabek. Situated between Lake Nipissing and Trout Lake, and surrounded by Canadian Shield Forest, our campus is a comfortable three-and-a-half-hour drive from either Toronto or Ottawa. North Bay is a growing city with a vibrant arts community, ample amenities, and countless opportunities for outdoor activities. Learn more about North Bay, Ontario by visiting the @cityofnorthbay YouTube channel here: The City of North Bay.

Nipissing University is known for its excellence in teacher education, arts, science, and a range of professional programs. The School of Graduate Studies includes programs in history, sociology, education, environmental science/studies, kinesiology, and mathematics. In "Pathways: Our Commitments to Water, Land, and People", Nipissing University has committed to fulfilling our responsibility to truth and reconciliation; nurturing our relationship with water, land, and place; embodying harmony and care; inspiring growth and development; building sustainable futures; and, celebrating who we are. Nipissing's renowned focus on student success and experience has translated into top rankings nationally in the areas of student support, student experience, faculty, and residences as a primarily undergraduate institution. Nipissing's academic environment provides close student-faculty interaction, innovative approaches to learning, and a vibrant research culture. Nipissing's Strategic Research Plan reflects this focus on addressing issues of regional relevance through work with regional,

national, and international impact within our research achievement areas: Indigenous and decolonial research, the environment and natural resources, the human condition, conflict resolution, inequality, and information technology and mathematical sciences.

Nipissing's faculty and staff are committed to decolonization and reconciliation and provide a supportive environment for Indigenous students enrolled at the University. Our campus is in a region home to 7,000 First Nations, Metis, and Inuit residents, many of whom choose to study at Nipissing University. As a public university located on the traditional territory of Nipissing First Nation and on the lands within the Robinson-Huron Treaty of 1850, Nipissing University is bound to advance knowledge and be a good guest on this land. Nipissing University has recently launched a new career landing page where prospective applicants can discover exciting career opportunities, learn more about the vibrant City of North Bay, and explore what makes our institution a unique and rewarding place to work.

This institution is an advocate for equity and is committed to ensuring its community is diverse and inclusive. We welcome applications from members of racialized minorities, women, Indigenous Peoples, persons with disabilities, persons of various sexual orientations and gender identities, and others with the skills and knowledge to productively engage with diverse communities and contribute to the institution's research excellence. The institution seeks to maintain its commitment to excellence and recognizes that increasing the diversity of its faculty and ensuring an inclusive environment supports this objective.

Application Process

Interested candidates should submit:

1. A cover letter outlining their teaching and research interests;
2. A description of their collaboration with Indigenous communities or organizations;
3. A brief statement describing your connection to the Indigenous community, Nation, or People with which you identify;
4. A curriculum vitae; and
5. The names, titles, and contact information of three referees who can speak to the candidates' qualifications and suitability for the position.

Please submit the completed application by 4:00pm on Wednesday January 6, 2027. Review of applications will commence Thursday January 7, 2027, and will continue to be accepted and reviewed until the position is filled. These materials should be sent in **one PDF document** to careers@nipissingu.ca using the subject line "**Tenure-Track, Indigenous Studies**".

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 must gather information from applicants to determine eligibility to work in Canada. **Please include a statement in your application to identify whether you are a Canadian Citizen, Permanent Resident or are otherwise legally eligible to work in Canada.**

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 accommodation, please contact Human Resources at access@nipissingu.ca.

In compliance with Ontario's Employment Standards Act, this posting includes the expected compensation range and indicates that AI is not used in our hiring process. This position is for an existing vacancy at Nipissing University.

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.