Position Title: Faculty Position in Biodiversity Science and Collections, Department of Biology, Faculty of Science, Western University

Appointment Type and Rank: Three-year Limited Term at the Assistant Professor level

Number of Positions: 1

Posting Date: November 17, 2026

Closing Date to Apply: January 8, 2027

Anticipated Start Date: July 1, 2027

Position Profile:

The Department of Biology in the Faculty of Science at Western University invites applications for a full-time Limited-Term faculty position in Biodiversity Science and Collections. The successful candidate will contribute to teaching and research in biodiversity science and will provide dedicated service as Curator of the Biodiversity Collections housed in the Department of Biology.

The successful candidate will be expected to teach in the highly subscribed third- and fourth-year Biology courses, expand high-quality experiential learning opportunities, and strengthen the stewardship, use, visibility, and long-term sustainability of the Biodiversity Collections.

Academic Expectations:

The successful candidate will teach 2.0 full-course equivalents per academic year. This teaching assignment includes upper-year, medium- to large-enrolment courses in biodiversity-related areas such as field biology, plant and animal diversity, evolution, ecology, conservation, insects, vertebrates, flora and fauna survey, and biodiversity science. The appointee will contribute to the design, administration, delivery, and ongoing improvement of these courses.

As part of the 2.0 full-course-equivalent assignment, the successful candidate will also design or adapt and deliver specialized biodiversity-focused experiential learning offerings. This may take the form of a field course, fourth-year seminar, community-engaged learning capstone, or comparable course using biological collections, specimens, collections data, field activities, community partnerships, or Western's campus as a living laboratory.

The successful candidate will undertake biodiversity-related research and pursue funding to support that research and the upgrading, maintenance, or operation of the Biodiversity Collections. Research expectations will be proportionate to the 10% research workload.

The successful candidate will serve as Curator of the Biodiversity Collections. Responsibilities will include:

- curating, managing, maintaining, documenting, and protecting collection specimens using current museum and collections-management practices;
- supporting appropriate access to and use of specimens and collections data for teaching, research, outreach, and community engagement;
- using the Biodiversity Collections and Biodiversity Gallery for outreach and recruitment into Biology programs, including Fall Preview, Spring Open House, and related events;
- contributing to departmental committees, programs, shared governance, and academic citizenship; and
- collaborating with Western Advancement and Development to communicate the value and needs of the Collections and to support their sustainability and future growth through philanthropy.

Qualifications, Experience, and Skills Required:

Applicants must hold a PhD in Biology or a closely related field and have an academic or professional background as a biologist. Applicants must also demonstrate relevant curatorial experience with biological, museum, teaching, research, or natural history collections.

The successful candidate will demonstrate:

- preparation and experience relevant to the Department's upper-year teaching needs in more than one biodiversity-related area, such as field biology, plant and animal diversity, evolution, ecology, conservation, entomology, vertebrate biology, flora and fauna survey, and biodiversity science;
- experience designing or adapting and delivering biodiversity-focused experiential learning beyond the traditional classroom, using approaches such as biological collections or specimens, field activities, collections data, community engagement, or the campus as a living laboratory;
- curatorial and collections-management experience using current professional practices, which may include specimen care, preventive conservation, accessioning and cataloguing, collections databases and digitization, environmental monitoring, integrated pest management, loans and access, permitting, policy development, or emergency planning;
- experience using biodiversity collections or comparable resources for teaching, outreach, engagement, or student recruitment;
- evidence of constructive contributions to committees, programs, shared governance, and academic citizenship;
- ability to collaborate with advancement, development, alumni, donors, community partners, or other external stakeholders to support collections sustainability and growth;
- relevant biodiversity research experience and potential to seek funding that supports research or the upgrading, maintenance, and operation of biological collections; and
- a demonstrated commitment to equity, diversity, inclusion, decolonization, Indigenous ways of knowing and research methodologies, and accessibility, as relevant to teaching, service, and work with biodiversity collections.

Relevant and clearly transferable experience gained in comparable collections, museums, herbaria, field programs, community organizations, or other academic and professional settings will be considered.

Compensation Details: $105,000 to $125,000

Affirmation Policy Statement:

Western, like many postsecondary institutions in Canada, is moving beyond sole reliance upon Indigenous self-identification in its hiring processes. This is to safeguard against the use of incorrect, incomplete, or misleading information in circumstances in which a candidate has made a declaration of Indigenous citizenship or membership. Candidates who are invited for an interview or who are short-listed, and who have made a declaration of Indigenous citizenship or membership for material advantage at Western, including where required or preferred for the position, will be asked to have their declaration of Indigenous citizenship or membership affirmed through a relational accountability process, led by the Office of Indigenous Initiatives (OII), that is consistent with Indigenous ways of knowing, being, and doing. Please contact the OII directly for details on the affirmation processes: https://indigenous.uwo.ca/. The policy can be viewed at: POLICY 1.58 - Affirming Declarations of Indigenous Citizenship or Membership at Western University.

The Department of Biology and The Biodiversity Collections:

Western's Department of Biology offers broad undergraduate and graduate programs spanning molecular, cellular, organismal, ecological, evolutionary, and environmental biology. The Department supports research and teaching through laboratories, field-based and experiential learning, and biological collections. The Department also contributes to interdisciplinary programs and provides foundational biology teaching for students across Science and Medical Sciences. Western's Biodiversity Collections comprise the Dr. Laurie L. Consaul Herbarium and the Zoological Collections. Together, they contain approximately 267,000 specimens of plants, fungi, and animals representing global biodiversity. More than a century old, the Collections also provide an important regional record of the historical and present biodiversity of southwestern Ontario, including Western's campus. They support teaching, research, outreach, student recruitment, and engagement with users across Western and the broader London community.

The Faculty of Science:

Western Science ranks among Canada's top ten Faculties of Science. With 1,215 faculty and staff, over seven departments and six centres, the Faculty of Science is dedicated to advancing the scientific frontier in order to address societal challenges. We work in collaboration with members of the local, national, and international community to inform decisions which impact on issues of environment and sustainability, to build industrial capacity through, for example, the development of multiple applications for big data, and to challenge existing boundaries by conceiving new materials and biomaterials.

The University:

Western University delivers an academic experience second to none. Western challenges the best and brightest faculty, staff and students to commit to the highest global standards. Our research excellence expands knowledge and drives discovery with real world application. Western attracts individuals with a broad worldview, seeking to study, influence and lead in the international community. Since 1878, The Western Experience has combined academic excellence with life-long opportunities for intellectual, social and cultural growth in order to better serve our communities.

The City

For nearly 150 years, Western University has called London, Ontario, home. London is a welcoming city that blends big-city energy with small-town charm. With over 440,000 residents, it offers the arts, culture, food, festivals and innovation of a major urban center, providing big-city experiences in a community that feels like home. Western shapes and is shaped by this vibrant community. From volunteering and internships to live music, cafes, green spaces and galleries, there is no shortage of ways to get involved, explore and belong.

To Apply

Applicants should submit the following materials by January 8, 2027, as a single electronic package to Megan Payne, Human Resources Coordinator, mpayne58@uwo.ca :

- a completed Western application form for a full-time faculty position, available at https://www.uwo.ca/facultyrelations/careers/full-time-application-form-new.pdf;
- a cover letter outlining the applicant's interest in the position and summarizing qualifications;
- an up-to-date curriculum vitae;
- a statement of no more than five pages describing the applicant's relevant experience, abilities, and potential in relation to upper-year teaching preparation and effectiveness. The statement should also address contributions to experiential learning, curatorial stewardship, outreach and student recruitment, departmental service, collections sustainability and philanthropy, and biodiversity research and funding potential.
- a statement on equity, diversity, inclusion, decolonization, Indigenous ways of knowing and research methodologies, and accessibility, of no more than one page, describing relevant experience and proposed approaches in teaching, service, and work with biodiversity collections.
- names and contact information for at least three referees. Letters of reference, including detailed comments on teaching abilities and other qualifications relevant to the position, will be requested only for shortlisted candidates.

Applications must include all materials listed above to be considered complete.

Consideration of applications will begin on January 8, 2027, and will continue until the position is filled. We thank all applicants for their interest; however, only those selected for an interview will be contacted.

Existing Vacancy Disclosure Statement

This position is an existing vacancy.

Mandatory Statements

Positions are subject to budget approval. Applicants should have fluent written and oral communications skills in English. The University invites applications from all qualified individuals. Western is committed to employment equity and diversity in the workplace and welcomes applications from women, members of racialized groups, Indigenous peoples, persons with disabilities, persons of any sexual orientation, and persons of any gender identity or gender expression.

In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents.

Accommodations are available for applicants with disabilities throughout the recruitment process. If you require accommodations for interviews or other meetings, please contact Megan Payne mpayne58@uwo.ca.

Posting Number: SCI-BIO-2026-076