Applications are invited for a tenure-track appointment at the Assistant or Associate Professor level, to begin on July 1, 2022. Candidates are expected to have a Ph.D. in Industrial/Organizational Psychology (or be near completion of the degree in the case of Assistant Professor applicants). We are seeking someone whose main teaching, research, and applied interests reside in core Personnel Psychology topics—such as selection, recruitment, job analysis, performance management, and training. As well as meeting their teaching responsibilities, the successful candidate must have an ongoing research program in core Personnel Psychology topics (their research record should be commensurate with their level of experience), be willing to supervise graduate and undergraduate student research, contribute to the Department’s undergraduate programs, and collaborate with other department colleagues. Applied experience in Personnel Psychology is an asset to facilitate research and teaching in this area.

The successful applicant will join a 22-member Department, which includes a Canada Research Chair in I/O Psychology. The Department has an applied focus with major and honours curriculum and offers M.Sc. degrees in Applied Psychology (I/O Psychology and Forensic Psychology streams) and a Ph.D. degree in I/O Psychology, as well as a certificate program in Human Resource Management. The Department has 7 core I/O psychology members. Department members also may participate in the CN Centre for Occupational Health and Safety and the Science Faculty’s M.Sc. in Applied Science program. For additional information about the University and the Department please see our website at https://www.smu.ca/psychology/.

Saint Mary’s University is one of Canada’s top primary undergraduate universities known for its international collaborations, leadership in entrepreneurship, and research that benefits local and global communities. Our programs in Arts, Science, Graduate Studies, and the Sobey School of Business are among Canada’s best and feature professors who are committed to the success of their students. Saint Mary’s provides our 7,000 students with a place that fosters possibility, excellent research opportunities, and distinguished graduate and professional programs combined with a caring community. Saint Mary’s is community-focused with strong values, operating the way the world should. We embrace diversity, are committed to sustainability, and bravely tackle the issues that matter to society.

With students from as many as 118 different countries and partnerships with institutions in dozens of other countries, Saint Mary’s University is a leader in international and intercultural education. Nestled in the heart of Halifax, Nova Scotia, on Canada’s east coast, Saint Mary’s University is marked by iconic buildings, green spaces, and fresh ocean air. Our campus is based in Mi’kma’ki, the ancestral and unceded territory of the Mi’kmaq, and is global in reach and influence. The Saint Mary’s University community is committed to a prosperous future for the world—a world without limits.

At Saint Mary’s University equity and diversity are integral to excellence and enrich our community. As an institution committed to fostering an environment of inclusion and respect, we welcome applications from women, Indigenous peoples, racialized persons/visible minorities, persons with disabilities, persons of minority sexual orientation or gender identity and others who might contribute to the growth and enrichment of our community.
All qualified candidates are encouraged to apply; however, preference will be given to Canadian citizens and permanent residents. If you require accommodations during the recruitment process, please contact Human Resources at hr@smu.ca.

Applicants should submit:

- A cover letter describing their teaching interests (including specific courses they are interested in teaching), research interests (focusing on how they reflect core Personnel Psychology), and citizenship status.
- Their curriculum vitae.
- Their teaching dossier (including evidence of teaching ability and their philosophy of teaching),
- Copies of no more than three of their latest reprints.
- The names and email addresses of three referees (the Search Committee will solicit letters directly from referees, as required) to:
  
  Dr. Kevin Kelloway, Chair of the Search Committee, Department of Psychology, Saint Mary’s University, Halifax, NS B3H 3C3. Telephone: (902) 491-8605. Fax: (902) 496-8287. Email: kevin.kelloway@smu.ca

Review of applications begins immediately and will continue until the position is filled.