

Baillie Family Chair in Conservation Biology and Associate Director of Queen's University Biological Station

Queen's University is situated on the territory of the Haudenosaunee and Anishinaabek.

*Ne Queen's University e'tho no'we nikanónhsote tsi no'we ne Haudenosaunee tánon
Anishinaabek tehatihsnónhsahere ne óhontsa.*

Gimaakwe Gchi-gkinoomaagegamig atemagad Naadowe miinwaa Anishinaabe aking.

The Department of Biology at Queen's University invites applications for the linked positions of the Baillie Family Chair in Conservation Biology (with a focus on avian conservation, evolution, and ecology) and the Associate Director of the Queen's University Biology Station ([QUBS](#)), with the opportunity of assuming the Directorship of QUBS after 4 years. This appointment will be at the rank of tenure-track Assistant Professor or a tenured appointment at the rank of Associate Professor in the Department of Biology with a preferred start date of July 1, 2026.

The Department of Biology is a dynamic research and training environment with >25 faculty that fosters highly collaborative research in cell and molecular biology, aquatic sciences and fisheries, ecology, evolution and behavior, and conservation biology. Queen's is committed to advancing the United Nations' 17 Sustainable Development Goals (SDGs) to guide global action and for this has been recognized in the Times Higher Education Impact Rankings as a leading institution in the world. To contribute to this goal, the Department of Biology and QUBS undertake impactful research and training in biodiversity science & conservation. QUBS is one of the top scientific field stations in Canada, and for 80 years has facilitated research and teaching on a growing land base of over 3,400 ha, located just north of Kingston Ontario. QUBS' mandate focuses on teaching and research in ecology, evolution, conservation, and related sciences, and active stewardship to conserve its lands, waters, and biodiversity. The environment at QUBS has high conservation value and includes small lakes, wetlands, shorelines, and habitats ranging from abandoned farmland through rocky barrens to mature second-growth forests. QUBS lies within the Frontenac Forests Important Bird and Biodiversity Area and the Frontenac Arch World Biosphere Reserve with over 30 bird species at risk making their home on QUBS lands, including the Cerulean Warbler, Wood Thrush, Golden-winged Warbler, Eastern Wood Pewee, and Eastern Whip-poor-will.

The Baillie Family Chair in Conservation Biology

The Baillie Family Chair in Conservation Biology was established with a generous gift from the Baillie family to strengthen research in conservation and biodiversity and to enrich teaching at Queen's. The preferred candidate will have access to a small research fund associated with the Baillie Chair and will be expected to undertake research related to avian conservation biology. For both teaching and research, the candidate will have a lab and office space in the Biology Department on the main Queen's campus in Kingston and access to facilities at QUBS including a new research and teaching building equipped with molecular, GIS, and aquatics labs; a large aviary; and a box-nesting tree swallow population that has been continuously studied since 1975. The candidate should have a vision for the importance and role of field stations and will be expected to contribute to fundraising efforts that support QUBS operations including research support, scholarships for students, funding for stewardship and land acquisition, and outreach.

Qualifications

Candidates must have a PhD and experience in academic, government, or NGO settings with strong leadership, administrative, and interpersonal skills. The main criteria for selection are academic and teaching excellence in conservation and avian biology, and the desire and passion to help reverse biodiversity decline and inspire others to contribute to conservation. Candidates should provide evidence of scholarly achievements that demonstrate innovative original research through publications in high quality journals, ability to secure external research funding, outstanding teaching contributions at both the undergraduate and graduate levels, and the ability to work collaboratively in a transdisciplinary and student-centered environment. As the incoming Associate Director of QUBS, experience in administration (e.g., program development, human resources, fundraising, networking and community outreach, and collaborative grant writing) is important. The successful candidate will work in partnership with ongoing Indigenous initiatives at QUBS (e.g., a new Indigenous Knowledge Centre and associated events and opportunities). Salary and rank will be commensurate with qualifications and experience.

Institution

[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 third worldwide and first in North America. The rankings measured over 1,700 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](#).

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.

The City

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 132,000 with a distinct blend of history, recreation, industry, and learning. Kingston offers 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. Visit [Inclusive Queen's](#) for information on equity, diversity, and inclusion resources and initiatives.

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. All qualified candidates are encouraged to apply; however, 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.

We welcome applicants who engage in transformative research, teaching, and land-based learning. Applicants should have a versatile approach to collaboration with colleagues from diverse fields of science, and interest in reconciliation with Indigenous peoples.

A complete application consists of:

- Cover letter, indicating whether or not you have a valid legal work status in Canada
- Your Curriculum Vitae.
- Statement of the role of field stations like QUBS for scholarship and education (maximum 1 page).

- Statement of your most significant contributions, and an outline of your future research directions with emphasis on QUBS and environs (maximum 2 pages).
- Statement of teaching interests and experience, especially with respect to conservation and teaching in Biology and at QUBS (maximum 2 pages).
- Diversity statement describing your past and planned commitment to promoting diversity, inclusion, and equity in your research and teaching (maximum 2 pages).
- Contact information for three people who could provide references upon request.

The deadline for applications is September 5, 2025 . Interviews will begin in October 2025. Applicants are encouraged to send all documents in their application packages electronically as PDFs to Lindsey Morey at lindsey.morey@queensu.ca, although hard copy applications may be submitted to:

Dr. Brian Cumming
Professor and Head
Department of Biology,
BioSciences Complex,
116 Barrie St.,
Kingston, ON K7L 3J9

The University will provide support in its recruitment processes to applicants with disabilities, including accommodation that considers an applicant's accessibility needs. If you require accommodation during the application or interview process, please contact Dr. Brian Cumming at: cummingb@queensu.ca

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>.