

Head of Department
Robert M. Buchan Department of Mining
Stephen J.R. Smith Faculty of Engineering and Applied Science
Queen's University at Kingston, Canada

March 2024

Queen's University is situated on traditional Anishinaabe and Haudenosaunee Territory.

The [Robert M. Buchan Department of Mining](#), [Stephen J.R. Smith Faculty of Engineering and Applied Science](#) at [Queen's University](#), invites applications for the Head of the Department. This is a tenured faculty position at the rank of Associate or Full Professor, in Mining Engineering. The successful incumbent may be provided an additional offer for an endowed Professorship in Mining & Geological Engineering or an endowed Chair in Mine Mechanical Engineering within the Faculty, as determined by the area of candidate expertise. The preferred starting date of the appointment is September 1, 2024.

Criteria:

The successful candidate must have completed a PhD in Mining Engineering, or a related discipline. The area of expertise must align with relevant aspects of the mining value chain, including Geostatistics, Blasting, Geomechanics, Mine Design, Mineral Processing, Extractive Metallurgy, Sustainability, and Intelligent Mining Systems. This position offers an outstanding opportunity to lead a highly ranked Department of Mining, which has gone through significant renewal and has the potential to further increase its position in world rankings, through a positive impact in the mining industry and the community at large.

The main criteria for selection are:

- Status as an internationally recognized researcher with a record of recognized leadership in their field and evidence of high-quality scholarly independent research leading to peer assessed publications and the securing of external research funding;
- Demonstrated administrative experience in positions of leadership in recognized research-intensive higher education institutions;
- Demonstrated experience in establishing external partnerships and attracting significant research funding;



- Outstanding teaching contributions in Mining Engineering at both the undergraduate and graduate levels, and an ongoing commitment to academic and pedagogical excellence in support of the department's programs;
- Evidence of an ability to work collaboratively in an interdisciplinary and student-centered environment;
- Relevant industrial experience will be considered as a significant asset;
- Professional engineering licensure in Canada, or the eligibility to obtain licensure, is a requirement. Note that all forms of engineering licensure in Canada are considered acceptable (e.g. P.Eng., temporary engineering license, provisional engineering license, etc.).

The successful candidate will be required to make contributions through service to the Department, the Faculty, the University, and/or the broader community. They must bring strategic vision and commitment towards the goals of the Department coupled with their demonstrated academic leadership, and distinguished record of academic achievements in research and teaching. The candidate must have significant knowledge of the challenges and opportunities that exist in the mining industry and have a strong commitment towards I-EDIAA (Indigenization – Equity, Diversity, Inclusion, Anti-Racism, and Accessibility). Salary will be commensurate with qualifications and experience.

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 Faculty and Department

Celebrating its 130th anniversary, the Robert M. Buchan Department of Mining (*Queen's Mining*) has outstanding laboratory facilities and an unparalleled reputation for the quality of our graduates. In alignment with emerging societal and industry priorities, Queen's Mining embraces an integrated systems approach to the mining project life cycle, enabling safer, more efficient, and sustainable extraction processes. To this end, established faculty members have active research programs addressing all aspects of the mining value chain, including Geostatistics, Blasting, Geomechanics, Mine Design, Mineral Processing, Extractive Metallurgy, Sustainability, and Intelligent Mining Systems.

Queen's Mining currently has 13 faculty members, 5 professional staff, and 4 technical staff who oversee world class laboratories for teaching and research in blasting, rock mechanics, mineral processing, and extractive metallurgy. The department offers an undergraduate B.A.Sc. program in Mining Engineering, with an option to specialize in mine design, mineral



processing, or mine-mechanical systems. At the graduate level, the department offers a course-based M.Eng. program, and research-based M.A.Sc. and Ph.D. programs. The department also delivers a fully-online undergraduate Certificate in Mining Technologies, a graduate diploma in Social Performance Management for the Extractive Industries, and several stand-alone Professional Development courses.

The primary academic appointment for this position will be in the Robert M. Buchan Department of Mining. However, cross-appointment to other relevant academic departments is encouraged, depending on the area of expertise and research focus of the appointee.

Among our top priorities in the Stephen J.R Smith Faculty of Engineering and Applied Science is providing opportunities for early career academics to develop exceptional research and teaching contributions while fostering an inclusive environment where all faculty can thrive. Support for faculty to develop strong research programs includes Special Research Grant opportunities, grant writing workshops and review services, and one-to-one mentorship from experienced colleagues. To promote on-going teaching success, there is support for course development and delivery provided by the [Queen's Centre for Teaching and Learning](#), the [Engineering Teaching and Learning Team](#), the Robert M. Buchan Department of Mining Engineering and the Stephen J.R. Smith Faculty of Engineering and Applied Science. Smith Engineering is also committed to promoting equity, diversity, and inclusivity in Engineering, supported by the recent establishment of a [Chair for Women in Engineering](#), [Reimagining Engineering Education](#), the new [Engineering Strategic Plan](#), and [Engineering for Everyone](#).

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 2023, for the third 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](#).

The City

Queen's 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 125,000 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. The [Queen's University Biological Station](#), north of the city, encompasses 34 km² of diverse lands, affording premier learning and research opportunities. 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. Applications from all qualified candidates



will be considered in the applicant pool. In order to support your employment at Queen's, we require you to indicate whether or not you will need a work permit.

In addition, the impact of certain circumstances that may legitimately affect a candidate's record of research achievement will be given careful consideration when assessing the candidate's research productivity. Candidates are encouraged to provide any relevant information about their experience and/or career interruptions.

The University will provide support in its recruitment processes to applicants with disabilities, including accommodation that takes into account an applicant's accessibility needs. If you require accommodation during the interview process, please contact Heather Drouillard in the Robert M. Buchan Department of Mining at mine.office@queensu.ca.

Those interested in this position should submit a complete application package, including the following documents:

- a cover letter, indicating whether or not you will require a work permit and/or require support with an extension of your work permit in the future;
- a current Curriculum Vitae (including a list of publications);
- a statement of leadership and service experience;
- a statement of research interests;
- a statement of teaching interests and experience (including teaching outlines and evaluations if available);
- a statement of experience with, and commitment to, facilitation and promotion of Indigenization, equity, diversity, inclusion, anti-racism, and accessibility; and,
- the names and contact information of three referees.

Review of applications will begin on April 19, 2024, and applications will continue to be accepted until the position is filled. Applicants are encouraged to send their application package electronically as PDFs to Heather Drouillard, Department Manager, at mine.office@queensu.ca with the subject line "Application for Head of Department Position", although hard copy applications may be submitted to:

Heather Drouillard
Department Manager
The Robert M. Buchan Department of Mining
Queen's University
Goodwin Hall, Room 354
Kingston, ON, Canada K7L 3N6



**SMITH
ENGINEERING**
Queen's University

Robert M. Buchan
Department of Mining

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 [Collective Agreements / LoU's / MoA's | Faculty Relations Office \(queensu.ca\)](#) and at <http://www.qufa.ca>.