



UNIVERSITY OF TORONTO
FACULTY OF APPLIED SCIENCE & ENGINEERING

Faculty of Applied Science and Engineering
University of Toronto

Job Posting for the 2015 Fall Session

This job is posted in accordance with the CUPE 3902 – Unit 3 Collective Agreement.

Application Deadline: Wednesday, June 10, 2015

Position: Sessional Lecturer I (1 position available)

Course title and code: Engineering Careers - Theories & Strategies to Manage your Career for the Future APS1030H

Course description: 21st century career management skills and knowledge are critical success factors for engineers, to develop their own careers for the future, and as leaders and project managers, to help develop others' careers. Especially in engineering where career engagement influences innovation and productivity, talent management is arguably the most important learning to bridge the gap between an engineering education and an engineer's ability to apply their learning in the real world.

In this course, students will learn about contemporary theories and issues in career development and talent management so they can apply their knowledge and skills, to benefit their own career wellbeing, their teams, organizations, and society. Students will learn an evidence-based framework for career clarification and exploration. Using this framework, students gain talent management skills, increase hope and confidence, expand their network and use practical tools. In an increasingly volatile, uncertain, complex, ambiguous (VUCA) world of work, students will consider career paths, hear and tell career stories, and understand talent management in the broader scope of careers in organizations and self-employment, and related issues of mobility, professionalization, dual careers, and more.

Estimated Enrolment: Approximately 30 students

Estimated TA support: TBA

Class schedule: one three-hour lecture per week; timetable to be determined

Sessional date of appointment: Fall Session, September - December 2015.

Salary: Minimum level of pay is \$7,125, which includes vacation pay, and may increase depending on applicant's level of experience and suitability for the position.

Qualifications: Applicants must have extensive experience in the area of career and organizational performance management and knowledge of the theories for managing Engineering Talent. Applicants must also have extensive knowledge of chaos theory as it relates to careers as well as the narrative framework for career management and tools for career clarification and exploration. The applicant must have experience with Luthan's psychological capital and CAREer MANAGEMENT (CARMA) Tools and understand and be able to effectively explain links between innovation and productivity. Applicants should have a strong record of presenting lectures. The applicant must be able to lecture in a clear voice, and explain concepts clearly.

Please note: Undergraduate or graduate students and postdoctoral fellows of the University of Toronto are covered by the CUPE 3902 Unit 1 collective agreement rather than the Unit 3 collective agreement, and should not apply for positions posted under the Unit 3 collective agreement.

Brief description of duties: Duties include: preparation of lectures and course materials; delivery of lectures; possible supervision of Teaching Assistants; setting and marking of projects, tests and exams; evaluation of final grades; contact with students.

Posting Date: Tuesday, May 19, 2015

To indicate interest in this position, please send an updated CV and a completed application form, that can be downloaded [here](#).

Please submit applications as an attachment to an email, to:

Markus Bussmann, Vice-Dean, Graduate, Faculty of Applied Science and Engineering, University of Toronto
44 St. George Street, Toronto, Ontario M5S 2E4

Email: bussmann@mie.utoronto.ca

Please note that should rates stipulated in the collective agreement vary from rates stated in this posting, the rates stated in the collective agreement shall prevail.

*Please note that the above course/position is tentative, pending final course determination and enrolments.
The Faculty's hiring policy is available in the Faculty office and at the CUPE, Local 3902 office.*

Preference in hiring is given to qualified individuals advanced to the rank of Sessional Lecturer II or Sessional Lecturer III in accordance with Article 14:12.

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