

## **Student Research Assistant Opportunity – Posted September 2025**

**Project Title:** Recruitment and Retention in Rural British Columbia for K-12 Teachers

**Investigative Team and Supervisors:** Christine Ho Younghusband, EdD (School of Education, UNBC); Mahtab Nazemi, PhD (School of Education, TRU); David Litz, EdD (School of Education, UNBC)

**Funder:** SSHRC Explore Grant

**Remuneration and Time Commitment:** Pay is \$25.00/hr + MERCs (gross pay is \$29.93/hr). Hours are flexible. Approximately 10 hours/week.

**Term of Employment:** October 2025 – March 2026

**Eligibility:** Applicants must be a UNBC graduate student, some experience with qualitative (interviews) and quantitative (surveys) research, and works well in a collaborative team. We are looking for a graduate student with strong organizational, time management, and administrative skills. The successful candidate will be required to sign a confidentiality agreement and provide a current TCPS2 Certificate.

**The Opportunity:** British Columbia (BC) faces a significant challenge in staffing its rural and remote schools. In many communities, teacher turnover is high, and positions are increasingly filled by uncertified teachers on Letters of Permission. As one parent and educator described, rural schools often feel deprioritized, becoming “revolving doors” for teachers who eventually seek urban placements. Recent enrollment growth and pandemic-related disruptions have only exacerbated the issue (Thayaparan, 2023; Blackmore et al., 2022). While some districts have experimented with cash incentives to attract teachers (Zeidler, 2023), these solutions are short-term and risk creating inequities. This project seeks to understand what motivates teachers to choose—and remain in—rural placements, identifying sustainable, evidence-based solutions to improve teacher recruitment and retention beyond financial incentives. The successful candidate will work collaboratively with three faculty leads across two universities to engage in survey questionnaire work with teacher candidates from UNBC and TRU and practicing teachers and help facilitate online (or in-person) interviews with teachers.

**Duties:** The RA provides research support to faculty engaged in the research project. The duties include conducting a literature review, create a survey, facilitating interviews, transcribing interview recordings, and helping with data analysis to report the results.

**Deadline for application:** Please submit a cover letter outlining your intention and relevant experience/skills for this position, and current resume by September 30, 2025.

**To apply, please contact Dr. Younghusband at [christine.younghusband@unbc.ca](mailto:christine.younghusband@unbc.ca)**