

# L'Université de Montréal et de votre carrière.

Deeply rooted in Montreal and dedicated to its international mission, Université de Montréal is one of Canada's Top 100 Employers. Like the city whose name it bears, it is effervescent and multicultural.

UdeM attracts over \$500 million in research funding every year, making it one of the top three university research hubs in Canada. It also ranks among the top 100 universities worldwide and among the five best French language universities.

Through the achievements of the members of its community, UdeM participates in building today's and tomorrow's world.

## Assistant Professor in Management and Human Resources Management

Department of Health Management, Evaluation and Policy, School of Public Health at the Université de Montréal

[The Department of Health Management, Evaluation and Policy](#) (DGEPS) invites applications for a full-time faculty position at the rank of Assistant Professor in the field of **Management and Human Resources Management**. Created more than 60 years ago, the DGEPS (formerly the Département d'administration de la santé de l'UdeM, DASUM), was the first department in French-speaking institutions to focus on training in the management of health organizations. Today, it is an interdisciplinary centre of excellence that ensures the integration of skills in health management, evaluation and policy. A key component of the DGEPS' mission is also to prepare researchers, analysts and consultants capable of analyzing and evaluating services, organizations, systems and policies in the health and social services sector. Since 1967, the DGEPS has been accredited by the Commission on Accreditation of Healthcare Management Education (CAHME), which recognizes its excellence in carrying out its teaching mission.

[The School of Public Health of the University of Montreal \(ESPUM\)](#) offers a range of training programs that cover all three levels of study, with a strong predominance of graduate programs. For this faculty position, the DGEPS wishes to recruit an individual who can contribute to these training programs while developing an applied research program in general management and strategy in the health systems context.

**As a professor, you will have the opportunity to contribute to the excellence of the DGEPS at the ESPUM.** Through your teaching and your research activities, you will also ensure the high visibility of your discipline in addition to actively participating in the operation of a renowned institution. In this capacity, your tasks will essentially consist of:

- » Provide undergraduate, graduate and professionals teaching in the field of management and human resources management to a variety of students.
- » Supervise master's and doctoral students and postdoctoral fellows in the completion of theses, directed studies, internships and dissertations.
- » Develop and conduct an applied research program in management and human resources in the field of health and social services and generate a steady stream of publications.

- » Actively contribute to the functioning of the Department and the School by being involved in administrative, teaching and scientific activities.
- » Participate in external activities of an academic nature, contributing to the influence of the Department, the School and the University in scientific and practical circles.

### To succeed in this role, you'll need:

- » Hold a PhD in management sciences, specializing in human resources management, (e.g., sociology of organizations, organizational theories, organizational psychology, leadership, organizational behavior) or equivalent profile.
- » Have expertise covering a broad theoretical, conceptual and practical range in the field of human resource management, management of professionals, work organization models, workforce planning, performance management.
- » Have the skills to teach management at all three levels of study and to a variety of audiences, including senior and middle managers or professionals of various categories.
- » Have strong research experience in the area of organization analysis or intervention with health and human service organizations.
- » Demonstrate the ability to conduct a research program covering health and social services management challenges (e.g., recruitment, telework, human resource mobilization, temporary work, human resource management practices and occupational health, emotional labor, employee performance and psychological health).
- » Have an adequate knowledge of the French written and spoken language **or** a strong commitment to mastering the proficiency level required, in accordance to [Université de Montréal's Language Policy](#). An institutional learning support program is offered to all professors wishing to learn French or improve their communication skills.

### How to submit your application

We invite you to submit a letter outlining your interests and career goals, your resume, and three letters of recommendation from professors or supervisors to:

**Prof. Roxane Borgès Da Silva, Chair**

ESPUM, Department of Health Management, Evaluation and Policy

Tél: 514-343-6031

Email : [dgeps@espum.umontreal.ca](mailto:dgeps@espum.umontreal.ca)

Website : <https://espum.umontreal.ca/a-propos/departement-de-gestion-devaluation-et-de-politique-de-sante/>

### Additional information about the position

<b>Reference number</b>	<b>ESP-10-21/03_2</b>
<b>Application deadline</b>	Until <b>July 30<sup>th</sup>, 2022</b> , inclusive
<b>Salary</b>	Université de Montréal offers competitive salaries and a full range of benefits
<b>Starting date</b>	As of <b>December 1st, 2022</b>

## DIVERSITY AND INCLUSION

Université de Montréal is strongly committed to fostering [diversity and inclusion](#). Through its *Equal Access Employment Program (EAEP)*, UdeM invites applications from women, Aboriginal people, visible and ethnic minorities, as well as persons with disabilities. We will –confidentially – adapt our recruitment mechanisms to the specific needs of people with disabilities who request it.

UdeM embraces a broad and inclusive definition of diversity that goes beyond applicable laws, and therefore encourages all qualified individuals to apply, regardless of their characteristics. However, in accordance with Canadian immigration requirements, priority will be given to Canadians and permanent residents.

In order to measure the impact of its equity, diversity and inclusion actions, UdeM is collecting data on applicants identifying themselves with one of the groups targeted by the Equal Employment Opportunity Act, namely women, Aboriginal people, visible minorities, ethnic minorities and people with limitations. To this end, we thank you for completing [this self-identification questionnaire](#). The information you provide through this form is **strictly confidential** and will be shared only with those responsible for the UdeM EAEP. If you wish, you may also indicate that you belong to one of the targeted groups in your cover letter, which will be reviewed by the selection committee and the assembly of peers.

Université de Montréal's application process allows all members of the Professor's Assembly to review the application files submitted. If you wish to keep your application confidential until the shortlist is established, please mention it in your application.



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de Montréal

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