



# Become an Assistant or Associate Professor in Health and Social Services Administration

Université de Montréal's [School of Public Health](#) (ESPUM) is the only French-language school of public health in the world, and the only school of public health in Canada to be accredited by the Council on Education for Public Health (CEPH). Every year, it attracts some 1,500 students committed to improving the health of populations through education and the creation and application of knowledge in all areas of public health. The School's professors are active in research, knowledge transfer and the training of researchers and practitioners.

The [Department of Health Policy, Evaluation and Management](#) (DGEPS) was the first department in French-speaking institutions to focus on management training for healthcare organizations. Founded over 60 years ago, the DGEPS is now an interdisciplinary center of excellence for the integration of management, evaluation and health policy skills. With more than 40 regular professors, associate professors and clinical professors, the DGEPS has been accredited [by the CAHME \(Commission on Accreditation of Healthcare Management Education\)](#) for excellence in teaching since 1967

## Your day-to-day impact

Through your teaching and your research activities, you will play a pivotal role in fostering excellence within your faculty. Furthermore, you will enhance the prominence of your area of expertise and actively participate in the daily activities of our renowned university. In this role, your responsibilities will include:

- Teach at all levels, in the field of health and social services administration\*, to various cohorts of learners;
- Supervise master's and doctoral students and postdoctoral fellows in the completion of tutorials, internships, theses and dissertations;
- Develop and lead a research program in the field of health and social services administration (e.g. governance, leadership or organizational change) and generate a steady stream of publications;
- Contribute actively to the running of the Department and the School by getting involved in administrative, pedagogical 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.

*\*If the successful candidate's research program is in line with IVADO objectives, he/she may be considered for an IVADO position with enhanced start-up conditions. Applicants are invited to participate in one of [the Apogée grants for robust, reasoned and responsible AI \(IAR3\)](#).*

## What you'll need to succeed

- Hold a PhD in management sciences, public administration or in a field of social or health sciences related to health administration as demonstrated by publications or equivalent profile;
- Demonstrate the ability to provide quality university education in the field of health administration, at all levels of study and to a variety of audiences, including senior and middle managers or professionals of various categories;
- Solid research experience in organization analysis or intervention in health and social services organizations, as demonstrated by your published scientific articles;
- Demonstrate the ability to lead a research program covering management and governance challenges in health and social services (e.g. coordination, organization of work and services, interprofessional collaboration);
- Demonstrate potential for developing internal, national and international collaborations;
- Demonstrate potential for mentoring graduate students;
- Expertise covering a broad theoretical, conceptual and practical spectrum in the field of general management, governance and organizational change (e.g. organizational forms, strategic planning and management tools, innovation management, change management, leadership) will be considered an asset;
- Adequate proficiency in the French language or a strong commitment to mastering the proficiency level required upon assuming the position in accordance to [Université de Montréal's Language Policy](#). A French language learning assistance program is offered to all professors who wish to acquire French language skills or enhance their communication abilities.

## Additional information about the position

- A competitive salary combined with a comprehensive range of benefits;
- Start date: June 1st, 2025, or depending on the availability of the successful candidate;
- Located in the ESPUM pavilion on the Montreal campus.

## Application process

Your application must include the following documents before the **December 1<sup>st</sup>, 2024**.

- A cover letter (max. 3 pages);
- A copy of three recent publications or research papers;
- A 5-year research report (max. 3 pages);
- A summary of your approach to teaching, coaching and relevant experience (1 page);
- An academic CV (training, scholarships and awards, research grants, scientific publications, teaching and mentoring activities, knowledge transfer activities, etc.);
- Three reference letters sent directly by the author to management by e-mail at [dgeps@espum.umontreal.ca](mailto:dgeps@espum.umontreal.ca).

### Contact Person

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Université de Montréal is committed to employment equity within its community and aims to recruit diverse staff and faculty. We strongly recommend that you complete [this self-identification questionnaire](#).

*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.*

## BENEFITS

- Medical, paramedical, dental care and travel insurance
- Employee and family assistance program, along with an institutional program for better health and well-being
- Defined benefit pension plan offering a retirement pension with indexing, visit [rrum.umontreal.ca](http://rrum.umontreal.ca)
- Life insurance and disability income insurance

## WORK-LIFE BALANCE

- Up to 2 years of parental leave
- Workload reduction upon return from leave and until the child reaches 2 years of age
- Two on-campus daycare centers
- Summer day camps and during school breaks at the Physical Center of Sports of UdeM
- Compassionate leave

## PROFESSIONAL DEVELOPEMENT

- Startup Fund
- Professional Expenses Allocation Program and Development Leave
- French Language Program
- Study and Research Year
- University Pedagogy Development Activity
- Tuition fee exemption program for yourself, your spouse, or partner, and dependent children

## 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, Indigenous Peoples, 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.

The University adopts a broad and inclusive definition of diversity that goes beyond applicable laws and encourages all qualified individuals, regardless of their characteristics, to apply for positions. In accordance with current immigration requirements in Canada, please note that priority will be given to Canadian citizens and permanent residents.

The self-identification questionnaire is a voluntary step to promote a diverse and inclusive work and living environment.

The personal information you provide is valuable and will help us improve our practices and comply with current laws.

Personal information is confidential. Be assured that it will be collected and used in accordance with applicable federal and provincial laws, will never be disclosed without your consent, and will not hinder your hiring or career progression at the University of Montreal.