

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 three university research hubs in Canada. It also ranks among the best 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 Health Services, Organizations and Systems Evaluation

Department of Management, Evaluation and Health Policy, University of Montreal School of Public Health

The [Department of Management, Evaluation and Health Policy](#) (DGEPS) invites applications for a full-time faculty position at the rank of Assistant professor, in the **field of evaluation of healthcare services, organizations and systems**. Created over 60 years ago, the DGEPS (formerly the DASUM, Département d'administration de la santé de l'UdeM) was the first department in French-speaking institutions to focus on training in the management of healthcare organizations. Today, it is an interdisciplinary centre of excellence that integrates expertise 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), recognizing the department's excellence in fulfilling its teaching mission.

Université de Montréal is the only French-language institution in Canada to offer training programs in public health and health services administration accredited by American organizations such as the *Council for Education in Public Health* (CEPH) and the *Commission on Accreditation of Healthcare Management Education* (CAHME). The [Université de Montréal School of Public Health](#) (ESPUM) offers training in all areas of public health specialization at the undergraduate, graduate and postgraduate levels, in both professional and research training programs. For this professor position, the DGEPS wishes to recruit a person who can contribute to these training programs while also developing an applied research program in health and social services management.

**As a professor, you will have the opportunity to contribute to promoting the excellence of the DGEPS and the ESPUM...**

...through your teaching and your research activities. You will also ensure the visibility of your discipline in addition to actively participate in the operation of a renowned institution. As such, you will:

- > Providing graduate teaching in the field of health services, organizations and systems evaluation, to a wide range of learners;
- > Supervising master's and doctoral students and postdoctoral fellows in the completion of dissertations, directed studies, internships and theses;
- > Developing and conducting a research program in evaluation applied to healthcare organizations and systems, and generate a steady stream of publications;

- > Contributing to the running of the Department and the School by getting involved in administrative, pedagogical and scientific activities;
- > Participating in external activities of an academic nature, contributing to the reputation 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 public health or any field relevant to evaluation (economics, management, psychology, sociology, political science, clinical science, epidemiology, biostatistics);
- > Have expertise covering a broad theoretical and conceptual spectrum in the fields of evaluation, and solid experience in applying different evaluation approaches;
- > Demonstrate in-depth expertise in various quantitative and/or qualitative methods applicable to valuation;
- > Demonstrate the ability to teach applied evaluation in healthcare organizations and systems at the undergraduate and graduate levels and to a variety of audiences, including senior and middle managers or professionals of various categories;
- > Demonstrate the ability to develop and lead a research program related to the application of evaluation techniques and strategies to management and improvement challenges in the health and social services context;
- > Have an interest in assuming responsibility for the management and ongoing development of graduate programs in health services administration or public health;
- > Having postdoctoral training in a field related to evaluation is an asset;
- > 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**

You are invited to send a letter describing your interests and career goals, your curriculum vitae with a copy of your diplomas, and three letters of recommendation (from professors, supervisors or any other relevant person) to:

**Roxane Borgès Da Silva, Director**

ESPUM, Department of Management, Evaluation and Health Policy

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/>

We strongly recommend that you complete [this self-identification questionnaire](#). You will find more information about this step in the Diversity and Inclusion section at the end of this document.

**Additional information about the position**

<b>Reference number</b>	ESP 10-23/02
<b>Application deadline</b>	Up to and including <b>December 1st, 2023</b>
<b>Salary</b>	Université de Montréal offers a competitive salary combined with a full range of benefits.
<b>Starting date</b>	From <b>April 1<sup>st</sup> 2024</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, 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.

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, Indigenous Peoples, visible minorities, ethnic minorities and people with limitations. To this end, we thank you for completing the 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.

