

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 and Social Services Management

**Management, Evaluation and Health Policy Department**, 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 **health management**. 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 center 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.

The 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 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 the excellence of the DGEPS and the ESPUM...**

...through your teaching and research activities, you will also contribute to promoting your discipline and playing an active role in the operations of a renowned institution. As such, your will :

- > Providing undergraduate, graduate and professional training in healthcare management to a wide range of learners;
- > Supervise master's and doctoral students and postdoctoral fellows in the completion of dissertations, directed studies, internships and theses;
- > Developing and conducting an applied management research program in the field of health and social services, 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;
- > Participate 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 management science, public administration or a social science field with a significant organizational management dimension (e.g., organizational sociology, organizational theory) or equivalent profile;
- > Have expertise covering a broad theoretical, conceptual and practical spectrum in the field of management in general (e.g., organizational forms, planning and management tools, innovation management, change management);
- > Demonstrate the ability to teach management at undergraduate and graduate levels and to a variety of audiences, including senior and middle managers or professionals from different categories;
- > Have solid research experience in organization analysis or intervention in health and social services organizations;
- > Demonstrate the ability to conduct a research program covering health and social services management challenges;
- > Have an interest in assuming responsibility for the management and ongoing development of graduate programs in health services administration or public health;
- > 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.

## More information about the position

<b>N° display</b>	ESP 10-23/03
<b>Display period</b>	<b>Up to and including December 1st, 2023</b>
<b>Salary</b>	Université de Montréal offers a competitive salary combined with a full range of benefits.
<b>Start 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.



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