



# Become an Assistant, Associate or Full Professor of Health System Analysis

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.

## Day-to-day responsibilities

Through your undergraduate and graduate-level teaching, and your research activities, you will contribute to the faculty's pursuit of excellence. Furthermore, you will promote your discipline and actively participate in the daily activities of a renowned institution. As such, you will:

- Teach health systems analysis at the undergraduate and graduate levels in general and specialized courses
- Supervise master's and doctoral students and postdoctoral fellows in the completion of tutorials, dissertations, theses and research projects
- Develop and lead a research program in health systems analysis and publish in scientific journals
- Actively contribute to the functioning of the Department and the School by getting involved in administrative, educational and scientific activities
- Contribute to the reputation of the DGEPS, ESPUM and the Université de Montréal by participating in various academic and extra-curricular activities, both in scientific and practical settings

## Qualifications

- Hold a PhD in one of the following fields: organizational sociology, social sciences, public administration or public policy, health sciences, as demonstrated by publications or equivalent profile
- Have expertise in one or more fields of health systems analysis, which may include governance practices, organizational practices, professional practices, evaluation of health interventions and policies, etc.
- Demonstrate knowledge of theories and methods relevant to health systems analysis
- Demonstrate an ability to provide high-quality teaching in health systems analysis to a variety of audiences
- Demonstrate potential to supervise graduate students
- Demonstrate an ability to conduct high-level research focused on analysis or intervention in health systems analysis
- Demonstrate potential to develop internal, national, and international collaborations
- Have adequate proficiency of the French language **or** be committed to learning it once hired, through the Université de Montréal's French language support program, in accordance with the [Université de Montréal language policy](#).

## Additional information about the position

- Competitive salary and a comprehensive range of benefits
- Expected start date: June 1st, 2026
- Located at the Montreal campus

## How to submit your application

The application file presented must include the following documents, to be submitted before November 30, 2025:

- A cover letter
- A curriculum vitae
- Copies of, or links to, three recent publications or research papers
- A statement outlining your teaching and mentoring experience and approach
- A research program proposal
- Contact details of three referees who will be solicited for a letter of recommendation

Please adhere to the following page limits: Cover letter (2 pages); Teaching and mentoring experience and approach (1 page); Research program proposal (2 pages).

### Contact information

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We encourage you to complete the [self-identification questionnaire](#). More information is available in the *Equity, Diversity and Inclusion* section at the end of this document.

*As per UdeM's appointment procedures, members of the Assembly of Professors may consult all submitted application files. If you wish your application to remain confidential until the shortlist is established, please mention it in your application.*

- Medical, paramedical, dental and travel insurance
- Employee and Family Assistance Program along with an Institutional Health and Wellness Program
- Defined benefit pension plan with indexed pension payments upon retirement ([rrum.umontreal.ca](http://rrum.umontreal.ca))
- Life insurance and disability income insurance

- Up to two years of parental leave
- Reduced workload upon return from parental leave, until the child turns two
- Two on-campus childcare centres
- Summer camps and spring break camps at UdeM's Sports and Fitness Centre
- Compassionate leave

- Research and study leave
- Research start-up funding
- French language training program
- University-level teaching skills development activities
- Professional development and sabbatical leave allowance program
- Tuition waiver program for you, your spouse, and dependent children

Université de Montréal places the [values of diversity, equity and inclusion](#) at the heart of all its missions. Through its Equal Access to Employment Program, Université de Montréal invites women, Indigenous peoples, visible minorities, ethnic minorities, and people with disabilities to self-identify and apply. During the recruitment process, our selection tools will – confidentially - be adapted to meet the needs of individuals with limitations who request accommodation.

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

Completing the self-identification questionnaire is a voluntary process aimed at supporting a diverse and inclusive working and learning environment.

The personal information you provide through the questionnaire is valuable - it helps us improve our practices and comply with applicable legislation.

All personal information is confidential. You can rest assured that it will be collected and used in accordance with federal and provincial laws, will never be disclosed without your consent, and will not affect your hiring or career progression at Université de Montréal.