

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 work and organizational psychology

Department of Psychology

Faculty of Arts and Sciences

Job description

The Department of Psychology invites applications for a full-time, tenure-track position of Assistant Professor in **work and organizational psychology** (industrial and organizational psychology).

We are searching for candidates who are developing a research program on substantive topics in the field of work and organizational psychology. More specifically, the candidates show strengths in advanced quantitative research methods and have knowledge relevant to understanding new workplace realities and related changes. The successful candidate, depending on their expertise and interest, could be proposed for an IVADO professorship, which offers improved start-up conditions. IVADO Professors participate in the ambitious project (IAR3) aimed at developing and adopting robust, reasoning and responsible artificial intelligence for which IVADO has just obtained a substantial grant from the Canada First Research Excellence Fund (Apogée Canada).

Founded in 1942, the Department of Psychology is the oldest francophone psychology department in North America. With its 60 career professors, it plays a leading role in the training of psychological researchers and professional psychologists. Established for over fifty years, the Department's work and organizational psychology sector was the first in Quebec to offer doctoral training in the field. Professors pursue individual and/or collective research and intervention programs in several facets of the discipline. They are supported by talented graduate students and maintain close collaborations with national and international academic and professional organizations.

Responsibilities

The appointed candidate will be expected to teach undergraduate and graduate courses in a variety of departmental programs (Ph.D. research-intervention and D.Psy. programs in work and organizational psychology, M.Sc. and Ph.D. in psychology), supervise research leading to the writing of dissertations, thesis or doctoral essays, be active in research, publishing, and knowledge transmission, and contribute to the activities of the Department and University. Teaching could be done at the Montreal Campus and at the Laval Campus.

Requirements

- » Hold a doctorate in psychology (Ph.D.) with a specialization in psychology of work and organizations or the equivalent;
- » Be at the beginning of a professoral career since the position is open at the assistant professor rank;
- » Have advanced knowledge in psychometrics, research methodologies and advanced quantitative methods (non-exhaustive examples: advanced psychometrics, structural equations, latent class trajectories, Bayesian statistics and machine learning);

- » Have knowledge about concept of work and the new workplace realities in terms of new technologies (non-exhaustive examples: AI and workplace transformations, hybrid work, teleworking and digital tools; digital skills; big data; gamification).
- » Knowledge of assessment and intervention methods and techniques in work and organizational psychology, as well as their theoretical and empirical foundations;
- » Demonstrable ability to supervise graduate students in their professional and/or scientific development in the field of work and organizational psychology;
- » Demonstration of involvement and networking in applied and research communities;
- » Demonstrated, through publications and conferences, scientific and/or professional skills in the field of work and organizational psychology, as well as the ability to contribute to the academic and professional reach of the Department and University;
- » Ability to provide high quality university teaching;
- » 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

The application file sent to the Department Chair should contain the following documents:

- » A letter outlining your interests and career goals; application must include in the cover letter one of the following statements: "I am a citizen/ permanent resident of Canada." or "I am not a citizen or permanent resident of Canada."
- » A curriculum vitæ;
- » A presentation of your teaching philosophy (no more than two pages);
- » A presentation of your research program (no more than three pages);
- » A diversity and inclusion statement (no more than two pages);
- » Recent publications or research papers;
- » Three letters of recommendation are also to be sent directly to the Department Chair by the referees.

The application and the letters of recommendation must be sent **by e-mail** to the Chair of the Department of Psychology no later than **November 20th 2023**:

Michelle McKerral, Chair
 Department of Psychology
 Faculty of Arts and Sciences, Université de Montréal
 Phone: 514-343-6503
 Email: direction@psy.umontreal.ca

More information about the Department of psychology is available on its website www.psy.umontreal.ca

Additional information about the position

Reference number	FAS 09-23/10
Application deadline	Until November 20 th 2023 inclusively
Salary	Université de Montréal offers competitive salaries and a full range of benefits
Starting date	As of June 1 st , 2024

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.

