

Université de Montréal has more than 10,000 employees and is one of Canada's Top 100 Employers.

UdeM has Canada's 2nd largest student body and ranks among the top five Canadian research universities, receiving more than half a billion dollars in research funding every year.

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

#### **Position 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).

Founded in 1942, the Department of Psychology is the oldest francophone psychology department in North America. With its 58 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. Through its advisory committee, the work and organizational psychology sector is closely linked to the business community and the public network of Montreal.

#### **Responsibilities**

The appointed candidate will be expected to teach undergraduate and graduate courses in the Department's various programs (e.g., Ph.D. Research/Intervention and Psy.D. programs in work and organizational psychology, M.Sc. and Ph.D. research programs), supervise graduate students, be active in research, publishing, and the diffusion of knowledge, and contribute to the reach and activities of the Department and the University. The teaching could be done at the Montreal campus as well as at the Laval campus.

#### **Requirements**

- » Hold a doctorate in psychology with a specialization in psychology of work and organizations or the equivalent;
- » Asset : member of l'Ordre des psychologues du Québec;
- » 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 must consist of the following documents:

- » A letter outlining your interests and career goals; to comply with the requirements of the government of Canada, please include in your cover letter any of the following: "I am a citizen/permanent resident of Canada" or "I am not a citizen/permanent resident of Canada";
- » A curriculum vitæ;
- » A presentation of your teaching philosophy (no more than three pages);
- » A presentation of your research program (no more than three pages);
- » Copies of recent publications or research;
- » Three letters of recommendation, which must be sent directly by their author to the Department Chair.

The application and the letters of recommendation must be sent **by e-mail** to the Chair of the Department of Psychology no later than December 8<sup>th</sup>, 2021:

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

More information about the Department of psychology is available on its website [www.psy.umontreal.ca](http://www.psy.umontreal.ca).

## Additional information about the position

<b>Reference number</b>	FAS 10-21/16
<b>Application deadline</b>	Until December 8 <sup>th</sup> , 2021 inclusively
<b>Salary</b>	Université de Montréal offers competitive salaries and a full range of benefits
<b>Starting date</b>	On or after June 1 <sup>st</sup> , 2022

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.

