

# DEPARTMENT OF ORGANIZATION AND HUMAN RESOURCES

## POSITION: SUSBSTITUTE PROFESSOR IN HUMAN RESOURCE MANAGEMENT

The Université du Québec à Montréal (UQAM) is looking for qualified candidates to join its faculty for a period of one year, with the possibility of renewing their contract for an additional year, in accordance with article 1.11 of the Professors' Collective Agreement. The candidate shall have the rights granted to him or her by the collective agreement, with the exception of tenure mechanisms and rights relating to job security.

The Université du Québec à Montréal (UQAM) is a French-language public university with international influence. Its research centres carry out cutting-edge research focused on social concerns, which contributes to its reputation. The School of Management (ESG UQAM) is UQAM's largest faculty with over 275 professors and 46 research units. The School of Management's Department of Organization and Human Resources is comprised of 51 professors from a variety of disciplinary backgrounds, including human resources management, organizational behaviour, labour relations, industrial and organizational psychology, sociology of work, occupational health and safety, economics, organizational development, and social and collective business management. The work of its faculty in the field of human resources management is internationally recognized in the scientific community and among social actors.

### JOB DESCRIPTION

Human resource management (HRM) encompasses many areas of expertise and requires versatility in the various HRM specialties. The department wishes to recruit a generalist HRM professor with a global vision of the discipline who will be able to assume the following functions:

- Teach and supervise students at the undergraduate, graduate, and postgraduate levels in human resource management
- Undertake research in human resource management
- Engage in community service (activities that contribute to the university's operations and community outreach)

### REQUIREMENTS

- Ph.D. in administration or industrial relations, or equivalent (exceptionally, the application of a person who has not completed the required diploma may be considered)
- Ability to teach human resource management at all academic levels
- Experience and quality of research achievements in the field of human resource management
- Ability to disseminate research results as demonstrated by publications, scholarly communications, and knowledge transfer activities
- Proven ability and skills to integrate into a multidisciplinary team and work collaboratively
- Demonstrated ability to work autonomously and respect professional ethics
- Fluent in French, both written and spoken

**DATE D'ENTRÉE EN FONCTION: SEPTEMBER 1, 2024**

**SALARY:** Based of the UQAM-SPUQ collective agreement

In order to be representative of Quebec society and determined to be enriched by its diversity, the University invites all qualified persons to submit their candidacy, in particular women, Aboriginal people, members of visible and ethnic minorities, as well as persons with disabilities, for the Equal Employment Opportunity Program. Persons from these groups are invited to self-identify when applying by completing the identification questionnaire at this address and attaching it to their application: [www.rhu.uqam.ca/visiteurs/egalite/QuestionnaireAccesEgalite.pdf](http://www.rhu.uqam.ca/visiteurs/egalite/QuestionnaireAccesEgalite.pdf)

In accordance with Canadian immigration requirements, priority will be given to those who have the necessary authorizations to work in Canada. This criterion is not a priority within the applicable collective agreements.

Interested applicants are asked to submit a detailed resumé in French, along with a cover letter (two pages maximum), student evaluations of teaching (if any), a summary of their research plan (three pages maximum), and three letters of reference (sent by the respondents directly to the Executive Secretary) **BEFORE 5 P.M. (EST) ON APRIL 12, 2024, to:**

Céline Warnier, Executive Secretary  
[Department of Organization and Human Resources](#)  
School of Management (ESG UQAM)

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