

# **Professor of Organizational Development / Organizational Change**

Company:  
**UQAM's School of Management (ESG UQAM)**

Location:  
**Canada / Montréal**

Discipline:  
**Organizational Development / Organizational Change**

Employment Type:  
**Permanent Full-time**

Posted:  
**2020-08-22**

Contact Person:  
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## **DEPARTMENT OF ORGANIZATION AND HUMAN RESOURCES**

### **POSITION: PROFESSOR OF ORGANIZATIONAL DEVELOPMENT / ORGANIZATIONAL CHANGE**

**UQAM is seeking qualified candidates to join its faculty and ensure quality development in all areas of activity.**

The Université du Québec à Montréal (UQAM) is world-renowned. The School of Management (ESG UQAM) is UQAM's largest faculty with 300 professors, 3 Canada Research Chairs, 12 Research Partnership Chairs and 6 inter-university research centres. The School of Management (ESG UQAM)'s Department of Organization and Human Resources is comprised of 45 professors from a variety of disciplinary backgrounds, including human resources management, organizational behaviour, labour relations, industrial and organizational psychology, organizational development, and social and collective business management.

All Department of Organization and Human Resources job postings can be found at <https://orh.esg.uqam.ca/offres-demploi/> (French only).

#### **JOB DESCRIPTION**

Organizational development, including organizational change, studies change processes designed to improve organizational efficiency and humanize labour relations. This discipline is growing rapidly, given the challenges that today's organizations are facing. The Department is seeking a professor of organizational development/organizational change who will perform the following duties:

- Teach and supervise organizational development and organizational change students at the undergraduate, graduate and postgraduate levels
- Conduct organizational development and organizational change research

- Perform community services (activities that contribute to the university's operations and community outreach)

## REQUIREMENTS

- PhD in administration, organizational psychology or equivalent field, with thesis or recent research on dimensions of organizational development or organizational change
- Ability to teach organizational development, organizational change and related areas to students at all three levels of study, as evidenced by student evaluations of teaching
- Experience and research achievements in the field of organizational development or organizational change, as demonstrated by publications
- Ability to disseminate research findings, as proven by scientific publications and communications and knowledge transfer
- Expertise gained as an organizational development or organizational change professional
- Ability to work within a multidisciplinary departmental team
- Interest in and capacity for teamwork
- Proven capacity to work independently and prioritize projects, with strong self-management skills and sense of professional ethics
- Fluent in French (spoken and written)

\* The successful candidate must demonstrate a functional mastery of the French language (ability to teach in French) before the starting date. Adequate proficiency in the French language (level C1 of the Common European Framework of Reference for Languages) is required to obtain tenure in accordance with the provisions of the UQAM-SPUQ's collective agreement. French-language classes may be offered.

**STARTING DATE:** June 1, 2021

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

The Université du Québec à Montréal supports equal access to employment. If you are a woman, a member of a visible minority, a member of an ethnic group, an Indigenous person or a person with a disability who meets the requirements of this position, UQAM invites you to apply. We encourage people who identify with any of these groups to complete the Identification Questionnaire at the link below and attach it to their application: <https://www.rhu.uqam.ca/visiteurs/egalite/> (French only). Priority will be given to Canadian citizens and permanent residents.

Interested applicants are asked to submit a detailed, dated and signed resumé in French, along with a cover letter (two pages maximum), three letters of reference, a summary of their research plan (three pages maximum), a teaching philosophy (three pages maximum) and student evaluations of teaching **BEFORE 5 P.M. (EST) ON OCTOBER 15 to:**

Joanne Renaud, Executive Secretary  
Department of Organization and Human Resources  
School of Management (ESG UQAM)  
Université du Québec à Montréal  
Phone: 514-987-3000 ext. 3396  
Email: [renaud.joanne@uqam.ca](mailto:renaud.joanne@uqam.ca)

Contact Person:

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