



McGill

Faculty of
Medicine and
Health Sciences

Faculté de
médecine et des
sciences de la santé

School of Population and Global Health

CHAIR OF THE DEPARTMENT OF EQUITY, ETHICS and POLICY

The McGill University School of Population and Global Health of the Faculty of Medicine and Health Sciences invites applications for the position of inaugural Chair of the Department of Equity, Ethics and Policy. ([Click here for Department Proposal](#))

Entering its third century, McGill has recently created a School of Population and Global Health (SPGH) that is dedicated to exploring pathways towards better health and health equity, drawing on McGill's longstanding excellence in research, education, and service, and our increasingly diverse faculty and student body.

The new Department of Equity, Ethics and Policy is one of three departments in the School. The Department's academic activities will address the ethical, policy, social, technological, legal and environmental determinants of health and health equity. It will provide a home for interdisciplinary research, training, and collaboration, tapping relevant department and faculty partners across McGill, and mobilizing knowledge in partnership with external institutional actors across Quebec, Canada, and internationally. Through expansion of a Master's program in Bioethics and the development of other formal graduate programs, the Department will provide innovative professional training and mentorship to future leaders in health and social policy, with a strong emphasis on translating research to policy, and developing tools for disseminating evidence and policy recommendations.

The inaugural Department Chair will generate a clear, compelling, and collaborative vision that builds on strong interdisciplinary foundations and complements the broader strategy of the new School. The Chair will be expected to make recommendations to the Dean or delegate on recruitment, academic appointments, promotions and tenure. The Chair will be a member of the School's senior management, contributing to School-wide functions related to education, research, partner relations, communications and resource mobilization. The Chair will also be expected to be actively involved in all aspects of McGill's academic mission including research, teaching, and supervision of students.

The successful applicant will have international stature in the areas of health equity, ethics, and policy, and a track record of interdisciplinary collaboration. Proven leadership and management skills are essential. The Chair will have excellent communication and interpersonal skills, serve as a strong advocate for the Department and its faculty, nurture a culture of collaboration and consensus, and engage in transparent decision-making. A record of experience applying equity, diversity and inclusion principles is expected. Proficiency in French will be considered an asset. The office of the successful candidate is located in Montreal, Quebec. Salary will be negotiable, according to qualifications and experience. This is a five-year appointment with the possibility of renewal for a second term. A tenure stream position at the Associate or Full Professor level may be available for the selected candidate.

Interested candidates should submit their application through the [McGill Career Website](#) within 45 days of publication of this advertisement. Interviews will be conducted online.

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The following supporting documents are required:

- a cover letter and curriculum vitae
- a vision statement for the new department that makes explicit reference to leadership in interdisciplinary research and education
- the names and contact information of three referees

Use a personal email address when creating an account in Workday to submit your application. Do not use @mail.mcgill.ca or @mcgill.ca email accounts to apply.

McGill University is committed to equity and diversity within its community and values academic rigour and excellence. We welcome and encourage applications from racialized persons/visible minorities, women, Indigenous persons, persons with disabilities, ethnic minorities, and persons of minority sexual orientations and gender identities, as well as from all qualified candidates with the skills and knowledge to engage productively with diverse communities.

At McGill, research that reflects diverse intellectual traditions, methodologies, and modes of dissemination and translation is valued and encouraged. Candidates are invited to demonstrate their research impact both within and across academic disciplines and in other sectors, such as government, communities, or industry.

McGill further recognizes and fairly considers the impact of leaves (e.g., family care or health-related) that may contribute to career interruptions or slowdowns. Candidates are encouraged to signal any leave that affected productivity, or that may have had an effect on their career path. This information will be considered to ensure the equitable assessment of the candidate's record.

McGill implements an employment equity program and encourages members of designated equity groups to self-identify. It further seeks to ensure the equitable treatment and full inclusion of persons with disabilities by striving for the implementation of universal design principles transversally, across all facets of the University community, and through accommodation policies and procedures. Persons with disabilities who anticipate needing accommodations for any part of the application process may contact, in confidence, this email or phone at 514-398-2477.

All qualified applicants are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority.