

## Call for Applications

### Chair

#### Department of Ophthalmology, Faculty of Medicine

#### Université de Montréal

The [Faculty of Medicine](#) of the [Université de Montréal](#) is looking for an academic leader to assume the position of Chair of the Department of [Ophthalmology](#). This department has more than 100 professors and teaching clinical staff, more than 35 residents and clinical fellows, and it offers its graduates a specialized medical-surgical training (residency or fellowship in ophthalmology) that allow them to treat all eye disorders and diseases.

An internationally renowned institution, [the Faculty of Medicine](#) has a triple mission of teaching, research and health improvement as related to the fields of clinical, fundamental, and health sciences. With 15 departments, 3 schools and more than 700 professors (excluding clinical professors) it serves more than 6 000 students. One-third of Quebec's physicians and a great number of the province's health professionals are graduates of the Université de Montréal Faculty of Medicine.

Please click on the following links to learn more about:

[Department of Ophthalmology](#)

[Chairs - Department of Ophthalmology](#)

[The Faculty of Medicine](#)

[L'Université de Montréal](#)

We are looking for an experienced individual who will provide inspiring leadership within the Department of Ophthalmology of the Faculty of Medicine. The candidate must have a strong academic record, particularly in research and teaching, as well as in international outreach activities. The term of appointment is 4 years (renewable once) and will start on June 1, 2024.

Under the authority of the Dean of the Faculty, the Department Chair is responsible for the organization, administration, and operation of the Department. As such, you will be required to:

- > Develop a vision and priorities for the Department of Ophthalmology, in terms of research, curriculum and knowledge mobilization, in consultation with the members of your department and in complementarity with the Faculty's strategic planning.
- > Actively contribute to the development and administration of the Department's residency and continuing education programs, collaborate with the respective Vice-Deans, and ensure the quality of the programs, including their conformity with the accrediting bodies requirements.
- > Assign academic tasks and, when necessary, responsibilities for creating courses in order to maintain the high level of pedagogic innovation and program improvement continuity.

- > Participate in the recruitment, appointment and promotion of professors at the Department of Ophthalmology, as well as in the hiring of other teaching staff, support professors in their career paths.
- > Elaborate, together with the members of the Department and in close collaboration with the officers of the faculty, the development plans of the Department of Ophthalmology, in addition to assuming responsibility for preparing, administering, and presenting the budget of the Department to the Dean.
- > Manage and develop the Department of Ophthalmology's endowment fund, ensure its sustainability, as well as the advancement of knowledge through research and training of the next generations of talents.

To be effective in this role, the successful candidate must have a high level of training and expertise in the field of ophthalmology, a good knowledge of the professional environment and its challenges, in addition to possessing leadership qualities as well as communications and management skills. The successful candidate will need to meet the academic requirements for an appointment at the Associate or Full Professor levels. They must meet the following selection criteria:

- > Have a diploma of Doctor in Medicine with a specialty in ophthalmology or a related specialty.  
or
- > Have the equivalent of a Ph.D. degree with a combination of post-professional studies, supported by relevant experience and research activities deemed equivalent.
- > Demonstrate a Research and teaching experience in an academic environment.
- > Have an active record of high-impact publications and established national and international outreach.
- > Having an academic management experience will be a strong asset.
- > Have a Sufficient knowledge of the French language in accordance with the language policy of the Université de Montréal [Language Policy of the Université de Montréal](#);
- > Demonstrate Functional fluency in English.

### **How to apply**

Candidates are invited to submit their application by Monday, December 18, 2023, by submitting the following documents:

- > A letter of application in which you set out your vision for the development of the Department of Ophthalmology and the role you intend to play in it, as well as your research and teaching program.
- > A detailed curriculum vitae.
- > An abbreviated curriculum vitae (use [template](#)).

The candidates (internal and external) will be required to make a presentation to the Department faculty; their candidacies will then be submitted to a vote by the Department faculty. Professors will be able to comment on the applications, and the selected candidates interested in pursuing the recruitment process will be met by the selection committee.

Candidates who wish to keep their application confidential must indicate it.

Applications should be sent to:

**Josette Noël, Ph.D.**

Secretary of the Faculty

Faculty of Medicine

University of Montreal

Email: [josette.noel@umontreal.ca](mailto:josette.noel@umontreal.ca)

Website: <https://medecine.umontreal.ca>

#### **EQUITY, 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.