



## Tenure-Track Faculty Position

Open to rank of Assistant Professor or Associate Professor

Optional: Canada Research Chair Tier 2 in *Indigenous Perspectives of Health and Primary Health Care*.

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**Faculty:** Faculty of Medicine

**Department/School:** Department of Family Medicine

The Canada Research Chair is also open to internal candidates who already hold a tenure-track or tenured faculty position at McGill University.

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### Position Description

The Department of Family Medicine at McGill University is committed to the advancement of Indigenous perspectives in the academic discipline of Family Medicine and in the broader field of Primary Care. In the context of our new PhD in Family Medicine and Primary Care and MSc option in Participatory Research and Indigenous Perspectives, we are inviting applications for a tenure-track appointment at the rank of Assistant Professor or Associate Professor. Family Medicine is a dynamic academic department within the McGill University Faculty of Medicine, with a growing research and teaching commitment in Indigenous perspectives of health and health care.

This hire is part of a McGill-wide initiative that prioritizes academic recruitment of Indigenous peoples. Following the recent Provost's Task Force on Indigenous Education and Indigenous Studies, the hire will join a growing network of faculty and staff that is committed to decolonizing methodologies and building Indigenous research capacity. This position is one of three currently being filled in the area of Indigenous health and well-being at McGill University. These positions are aimed at improving individual and community outcomes and practices related to Indigenous wellbeing through culturally-responsive and community-engaged teaching and research in the fields of Nutrition and Environment, Family Medicine and Infectious Diseases. Other postings for these positions can be viewed at <https://www.mcgill.ca/medicine-academic/positionsavailable>.

The successful applicant will join a team of primary health care researchers. Current active areas of research include Indigenous health, health services and policy, knowledge translation, public health, medical education, qualitative research in health, clinical care including quality improvement and biostatistics in primary care. We are methodological leaders in participatory and mixed-methods research, with a strong record of national and international Indigenous research and extensive collaborations with Indigenous organizations in Quebec and beyond. The Department houses the Quebec Indigenous Health Research Mentorship Network and several research programs in

partnership with Indigenous communities. We have a two decade-long partnership with the Kanien'keha:ka (Mohawk) territory of Kahnawà:ke south of Montreal, in addition to working links with other First Nations and Inuit groups across Quebec and Canada. Some of our clinical teaching sites (University Family Medicine Groups) are developing clinical and teaching activities in Indigenous health.

If the successful candidate satisfies the eligibility conditions of the Canada Research Chair (CRC) program, they will be supported by the University for nomination to a Tier 2 Chair in *Indigenous Perspectives of health and primary health care*, which provides protected time for research within a full-time academic appointment.

It is important to note that being qualified for a Tier 2 CRC is NOT a requirement for this position.

Nominees for Tier 2 Chair positions must be emerging scholars and hold the rank of Assistant or Associate Professors, or possess the necessary qualifications to be appointed to these levels. A nominee who is more than 10 years from having earned their highest degree and has experienced legitimate career interruptions (e.g., maternity or parental leave, extended sick leave, clinical training, and family care) will be taken into consideration using the Tier 2 justification process: [http://www.chairs-chaires.gc.ca/program-programme/nomination-mise\\_en\\_candidature-eng.aspx#s3](http://www.chairs-chaires.gc.ca/program-programme/nomination-mise_en_candidature-eng.aspx#s3)

Eligibility conditions for CRCs are on the CRC Program website: [http://www.chairs-chaires.gc.ca/program-programme/nomination-mise\\_en\\_candidature-eng.aspx#s2](http://www.chairs-chaires.gc.ca/program-programme/nomination-mise_en_candidature-eng.aspx#s2)

The Department of Family Medicine is proud to host a respectful, multi-disciplinary and inclusive work setting in its multiple areas of activity, which includes the training of a diverse group of students. The Department is part of McGill University, which is consistently ranked among the top 20 public universities in the world and among the top three in Canada. McGill is located in Montreal, Quebec (<http://www.montrealinternational.com/en/>), a multiethnic city with a strong cultural life. Montreal has been selected numerous times as the best city for students in North America. Montreal is safe, housing costs are among the lowest for cities of comparable size, and overall quality of life is outstanding.

### **Job Duties**

- Research interests should align with Indigenous perspectives in primary health care, with a focus on decolonising methods and participatory research.
- The successful applicant will be expected to promote and conduct culturally anchored research in partnership with Indigenous communities and organisations, as well as with our clinical teaching sites.
- The successful applicant will be expected to develop and maintain a dynamic research program while actively engaging in teaching and supervision in the departmental graduate training program.
- The successful applicant is expected to participate in all aspects of McGill's academic mission (teaching, graduate student supervision, mentorship, and in academic and administrative committees).

### **Qualifications and Education Requirements**

Candidates must hold a PhD by the start date of the position, with the start date being negotiable.

In accordance with career stage, an outstanding record of research/scholarly activity in partnership with Indigenous communities, including funded research and publications in relevant academic journals, presentations at significant conferences, and strong endorsements by Indigenous referees of stature.

In accordance with career stage, candidates are expected to demonstrate evidence of high quality teaching, inclusive pedagogy, and supervision of a diverse student body.

Ability to communicate in French is an advantage.

A commitment to – and in accordance with circumstances, a track record in – equity, diversity, and inclusiveness (EDI) is preferred.

**Preference will be given to candidates of Indigenous identity in filling this position**

***Candidates who do not satisfy the CRC eligibility criteria for a Tier 2 Chair are nonetheless invited to apply for the position.***

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## **JOB DETAILS**

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Job Classification:	Tenure-track
Rank:	Assistant Professor or Associate Professor
Job Status:	Full-time
Salary:	Commensurate with qualifications and experience
Application Deadline:	May 31, 2019 or until the position is filled.

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## **APPLICATION PROCESS**

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Applications must be submitted online at: <http://www.mcgill.ca/medicine-academic/positionsavailable>

The following supporting documents are required:

**1. A PDF document comprising of:**

- A cover letter
- 1-page executive summary including highlights of curriculum vitae and key points of research vision
- Full curriculum vitae (including statement on (i) three important contributions and (ii) leadership activities.

**2. A PDF document comprising of:**

- 2 page full vision and research statement
- 2 page teaching statement
- ½ page statement on equity, diversity and inclusiveness (EDI) as related to any or all of curriculum, research, teaching or services
- A statement of the candidate's relationship to Indigenous communities and identities

**3. The names and contact information of three referees.** *For Tier 2 nominees at the rank of Assistant Professor who are within three years of their PhD, one referee must be the PhD supervisor.*

**For internal applicants only:** Supporting documents include a recent curriculum vitae and a statement of research aligned with the designated subject area for the Chair.

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## COMMITMENT TO EQUITY AND DIVERSITY

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*McGill University hires on the basis of merit and is strongly committed to equity and diversity within its community. 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 productively engage with diverse communities.*

*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, 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, Professor Angela Campbell, Associate Provost (Equity and Academic Policies) by [email](#) or phone at 514-398-1660.*

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

04-03-2019 [Date of Posting]