

PROFESSOR

ONE (1) FACULTY
POSITION

PROFILE: DEVELOPMENT, IMPLEMENTATION AND EVALUATION OF PUBLIC ACTIONS, PROGRAMS OR POLICIES FOR YOUTH AND VULNERABLE POPULATIONS – TIER 2 CANADA RESEARCH CHAIR

JOB SUMMARY

Internal reference no : 24-25-57

Location : Montreal

Posting date : February 13, 2025

Job status : Regular position

CONTEXT

The École nationale d'administration publique (ENAP), the only French-language university specializing in public administration in the world, is an institution at the forefront of research and teaching in public administration and is dedicated to the advancement of public administrations in Quebec and elsewhere.

ENAP is seeking applications to fill a position of specialized regular professor for a Tier 2 Canada Research Chair in the development, implementation and evaluation of public actions, programs or policies for young people and vulnerable populations. Public action, like the conditions under which young people enter adult life, has been undergoing major transformations for several decades. These transformations require us to consider both the conditions of practice of those working with young people, and the consequences for young people, in order to better support them in their various transitions to adulthood.

The Canada Research Chairs Program (CRC) aims to attract and retain some of the researchers considered by their peers as likely to become leaders in their field. These Tier 2 Chairs come with funding of \$100,000 per year for five years, renewable once. The Tri-agency Institutional Programs Secretariat (TIPS), which administers the CRC program, also provides a research allowance of \$20,000 per year for Tier 2 Chairs during the first 5 years of the Chairholder's term.

The candidate's application must be submitted to the Canada Research Chairs Program no later than October 21, 2025.

PROFILE REQUIRED

A. *Special requirements and skills (Canada Research Chairs Program)*

Reviewers and members of the Interdisciplinary Adjudication Committee (IAC) assess all nominations against quality criteria related to the institution's environment, the nomination and the proposed program.

Qualities of the candidate and the proposed research program :

- be an excellent emerging world-class researcher who has demonstrated particular creativity in research;
- have demonstrated the potential to build an international reputation in their field over the next five to ten years;
- have the potential to recruit, train and retain excellent trainees, students and future researchers;
- propose an original, innovative and high-quality research program.

B. *Specific requirements and skills (ENAP)*

- Hold a doctorate in a disciplinary field relevant to public administration (sociology, social work, education, psychology, political science, demography, health sciences, etc.).
 - Demonstrate solid research experience, evidenced by publications in peer-reviewed scientific journals;
 - Experience in interdisciplinary research.
 - Demonstrate ability to develop research programming and grant applications in conjunction with public partner organizations.
 - Have the potential to recruit, train and retain excellent trainees, students and future researchers.
 - Have the ability to teach in French, or to rapidly attain this ability, for at least two of the 2nd and 3rd
-

cycle courses offered by ENAP. For information, here are some courses of interest:

- ✓ Inégalités sociales, santé et actions publiques (ENP7324);
- ✓ La participation des jeunes au cœur des pratiques : un mythe? (ENP8028).

Please note that the language of teaching and work is French.

ENAP'S COMMITMENT TO EDI

ENAP recognizes that certain groups still face systemic barriers to employment, study or research, including women, people with disabilities, aboriginal people, people from visible and ethnic minorities, and people from sexual and gender diversity. We invite people who identify with these groups to apply. ENAP is committed to adapting its practices and has set clear objectives to promote equity towards them and ensure their fair representation among its staff and CRC holders, as reiterated in ENAP's Institutional Equity, Diversity and Inclusion Action Plan 2023-2026.

In accordance with its recruitment policies, notably the "Equal Employment Opportunity Program", ENAP promotes excellence in research and research training and guarantees equal opportunities for all candidates. It supports the principle that excellence and equity are compatible and complementary.

Tier 2 Canada Research Chairs are intended for outstanding emerging researchers (these must be researchers who have been active in their field for less than 10 years at the time of nomination). Candidates who have obtained their most advanced degree more than 10 years previously (and whose career has been interrupted by reasons such as maternity or parental leave, extended sick leave or clinical training) may have their eligibility for a Tier 2 Chair reviewed through the Program's Tier 2 Chair [Justification Submission process](#). Please contact the [ENAP Research Office](#) for more information on eligibility for a Tier 2 Chair.

In keeping with the principles of diversity and equity, ENAP recognizes that career interruptions and personal situations such as parental leave, extended sick leave, caring for a family member and disability can influence productivity and research achievements. Candidates are therefore invited to identify and explain any such effects, so that they can be considered when assessing their application.

To find out more about the program and the eligibility and selection criteria at national level, please visit the [Canada Research Chairs Program website](#).

For a more detailed explanation of the rationale behind ENAP's commitment to EDI, as well as the representation gaps that ENAP must close by 2029 under the CRC program requirements, we invite you to consult the [EDI in the Research Ecosystem page](#), as well as those of the [CRC program](#).

ACCOMMODATION

ENAP may offer accommodations to persons with disabilities based on their needs in the context of this competition, in complete confidentiality. ENAP invites all candidates requiring accommodation, or who have any questions regarding their application or the selection process, to contact our Human Resources Advisor, Marie-Helen Brisebois (marie-helen.brisebois@enap.ca; 418-641-3000, ext. 6335).

PREPARING AN APPLICATION FILE

Candidates' applications must include the following (in PDF format):

- A letter of motivation specifically demonstrating the candidate's ability to fulfill each of the responsibilities and required qualifications listed above;
- Common Canadian CV, including justification for career breaks, if any;
- At least two letters of reference;
- Links to Google Scholar, ResearchGate, ORCID or other profiles (if applicable).
- The title of the proposed Chair and a summary of the research program (100 words);
- A research program proposal (5 pages) including the main thrusts of your previous work, objectives, summary programming, training of highly qualified personnel, funding possibilities and networking;
- Excerpts from the most relevant recent contributions to the fields indicated.
- A document relating to one or more courses taught (course outline, teaching evaluation, etc.);
- Reprints of the most relevant recent contributions to the fields indicated (2 to 3). In the case of a book, a copy of the title page, table of contents and introduction;
- Completed [self-identification form](#).

Candidates can consult the [Program instructions](#) to help them prepare their application.

SUBMITTING YOUR APPLICATION

Interested candidates are requested to send their scanned application by April 15, 2025 at 5 p.m. to

rh.emplois@enap.ca. Applications received after the deadline will not be accepted.

The successful candidate will be assisted by the Research Office in the preparation of the application. The successful candidate must commit to respecting the internal timetable established by the Research Office.

We thank you in advance for your application. Only those selected for an interview will be contacted.

START DATE

By agreement with the Director of Teaching and Research.