



# McGill

*Reference #: C1-260202*

## *Associate or Full Professor (Clinical), Director of the McGill University Division of Urology and Director of the Division of Urology*

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Faculty of Medicine and Health Sciences – McGill University Health Centre,  
Department of Surgery

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### Position Description

The McGill University Department of Surgery, Division of Urology, in the Faculty of Medicine and Health Sciences and the McGill University Health Centre (MUHC) are inviting applications for a full-time Contract Academic Staff position at the rank of Associate or Full Professor (Clinical) as Director of the McGill University Division of Urology and Director of the Division of Urology at the McGill University Health Centre (MUHC). The professorial rank will be determined according to the candidate's qualifications and experience. This will be a Contract Academic Staff position and does not confer eligibility for tenure.

The Department of Surgery 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 McGill Division of Urology is composed of 19 full-time clinicians and 6 scientists, offering clinical care at the MUHC, the Jewish General Hospital and St. Mary's Hospital. There is also close academic collaboration with the Montreal Children's Hospital—a group of major teaching hospitals affiliated with the Faculty of Medicine and Health Sciences at Canada's internationally renowned McGill University, located in the vibrant and multicultural city of Montreal, in the province of Quebec.

McGill University was founded in 1821 and is consistently ranked among the top 20 public universities in the world and among the top three in Canada. McGill is in Montreal, Quebec; (<https://www.montrealinternational.com/en/>), a multi-ethnic city with a sparkling 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

The successful candidate will be a transformative leader, who as Director of the McGill University Department of Urology and Director of Urology, McGill University Health Centre (MUHC), will have demonstrated record of success in academic performance and leadership with an ability to collaborate with the leadership of all hospital sectors, reporting to the MUHC Surgeon-in-Chief. The incumbent will be expected to oversee clinical education at undergraduate and post-graduate levels, faculty recruitment

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and career development and research in urology across the McGill health network and ensure high quality clinical services at the MUHC.

Given the evolving clinical needs of our patients and the rapidly evolving Quebec healthcare system, the incumbent will be expected to ensure high-quality clinical services at the MUHC and its affiliated sites, including optimizing care processes, outcomes, accessibility, teamwork, recruitment, and mentorship.

The successful candidate will be expected to:

- Be an accomplished academic physician with relevant leadership experience;
- Develop a vision for the McGill and the MUHC divisions, including a recruitment plan;
- Have the drive, leadership skills, and experience in change management to realize that vision;
- Create work and training environments that increase cohesiveness, engagement, and collaboration between all members of the division across sites;
- Implement data-driven quality improvement initiatives;
- Promote inter-disciplinary teamwork and collaboration;
- Demonstrate excellent communication skills with all stakeholders;
- Be dedicated to supporting excellent undergraduate, graduate, and postgraduate clinical and science education;
- Promote work and training environments that support retention and recruitment of staff and trainees;
- Be committed to research excellence;
- Continue to provide and promote opportunities for robust clinician and scientist integration, ensuring alignment between clinical excellence and research innovation;
- Provide leadership in the recruitment, development, and mentoring of diverse faculty;
- Promote the national and international standing of the McGill and MUHC Division of Urology to further nurture clinical, administrative, and academic goals;
- Ensure the delivery of high-quality clinical care for local, regional, and supra-regional populations.

The incumbent will also be expected to be actively involved in relevant aspects of McGill's academic mission (e.g., research, teaching, supervision of students and residents, and involvement in academic and administrative committees).

McGill faculty members are expected to contribute to service activities within their units, the University, and the wider scholarly community. A demonstrated commitment to equity, diversity, and inclusion is also expected.

## Qualifications and Education Requirements

Candidates must:

- Hold a medical degree, and must hold or be eligible for, licensure in the province of Quebec;
- Be certified by the Royal College of Physicians and Surgeons of Canada (or equivalent);

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- Be certified by the *Collège des Médecins du Québec*;
- Currently hold a position as Associate or Full Professor at a university with demonstrated administrative leadership and teaching excellence;
- Have clinical expertise suited to tertiary hospital settings;
- Possessing knowledge of the Quebec health care system will be considered an asset;
- Possessing an established track record in research with a demonstrated commitment to supporting postgraduate education or educational leadership will be considered an asset;
- Bilingual language skills (French and English) are preferred, or a commitment to acquire the necessary language skills to practice medicine in Quebec. Candidates should be able to interact in English and in French with patients, families, and health care professionals.

**Note:** For more information about the eligibility for promotion and reappointment, please consult the following link: <https://www.mcgill.ca/apo/academic-life-cycle/contract-academic-staff-cas/ranked-cas>

## JOB DETAILS

**Job Type:** Contract Academic Staff (Research)

**Rank:** Associate or Full Professor

**Job Status:** Full-Time

**Salary:** Salary will be commensurate with qualifications and experience

**Posting Period:** Please submit your application within 60 days of the publication of this advertisement.

## APPLICATION PROCESS

Applications must be submitted on-line at:

[https://mcgill.wd3.myworkdayjobs.com/McGill\\_Careers/job/MUHC-GLEN/Associate-or-Full-Professor--Clinical---Director-of-the-McGill-University-Division-of-Urology-and-Director-of-the-Division-of-Urology--McGill-University-Health-Centre--Department-of-Surgery--C1-260202- JR0000073785-1](https://mcgill.wd3.myworkdayjobs.com/McGill_Careers/job/MUHC-GLEN/Associate-or-Full-Professor--Clinical---Director-of-the-McGill-University-Division-of-Urology-and-Director-of-the-Division-of-Urology--McGill-University-Health-Centre--Department-of-Surgery--C1-260202- JR0000073785-1)

**The following supporting documents are required:**

- a cover letter & curriculum vitae (as 1 pdf document)
- statement of clinical, research and educational contributions (if including other documents, combine to make 1 pdf);

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- the names and contact information of three referees

*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, 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, [accessibilityrequest.hr@mcgill.ca](mailto:accessibilityrequest.hr@mcgill.ca).*

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