



McGill

Centre universitaire
de santé McGill



McGill University
Health Centre

Assistant or Associate Professor (Clinical), Department of Medicine, Division of Nephrology (C3-240415)

Faculty of Medicine and Health Sciences – Department of Medicine, Division of Nephrology, McGill University Health Centre (MUHC)

Position Description

The McGill University Department of Medicine, Division of Nephrology in the Faculty of Medicine and Health Sciences invites applications for (i) a full-time Clinician-Scientist or Clinician-Investigator, and (ii) a full-time Clinician-Teacher or Clinician-Educator, each at the rank of Assistant or Associate Professor (Clinical). There are two positions available and each candidate will be appointed to clinical practice at the McGill University Health Centre (MUHC); these are Contract Academic Staff positions and do not confer eligibility for tenure.

The Department of Medicine is a leader in academic medicine. Our educational and research missions support excellent and innovative clinical programs across our teaching hospitals. The McGill University Health Centre is one of McGill's 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.

Job Duties

The successful candidates will be appointed to clinical practice in the Department of Medicine, Division of Nephrology, which consists of a diverse group of highly accomplished Nephrology sub-specialists based at the MUHC. The group consists of 20 full-time academic nephrologists and one medical scientist.

At the MUHC, the Nephrology Division is responsible for overseeing care at three in-centre and satellite dialysis units, and provides services in kidney transplantation, home dialysis, and general nephrology. We also provide dialysis, transplantation, and general nephrology care to indigenous populations living in northern Quebec.

Please see the Department of Medicine (DOM) website for [McGill DOM Career path definitions](#). Our career path definitions specify typical ranges of time allotted to clinical work, teaching (clinical and didactic), research and administration.

As a Clinician-Scientist, the successful candidate will be expected to spend 50% of their time dedicated to research, and develop and maintain an independent and productive research program. The research program is expected to attract external peer reviewed funding (e.g., Canadian Institutes of Health Research and the Fonds de Recherche Québec—Santé). Internal start up funding may be available on a competitive basis to a suitable candidate.

As a Clinician-Investigator, the successful candidate will focus on directing a research program of sufficient calibre to publish in peer-reviewed journals and obtain funding from peer-reviewed agencies. The candidate interested in a Clinician-Investigator position will be expected to devote between 25-50% of their time to research.

As a Clinician-Educator, the successful candidate will focus on education research of sufficient caliber to publish in peer-reviewed journals or education administration with a focus on leading/developing world-class training programs.

As a Clinician-Teacher, the successful candidate's major non-clinical focus will be on teaching the next generation of physicians. Teaching activity will include both didactic and clinical teaching.

Clinical responsibilities will include covering the kidney transplant and nephrology consult services, dialysis units, outpatient clinics, Northern dialysis units and clinics, and on-call duties. The relative proportions of time allocated to each of these clinical duties will be jointly determined between the successful candidates and the Division Director.

The successful candidates will also be expected to be actively involved in all aspects of McGill's academic mission (i.e., 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 an MD degree and must hold, or be eligible for, licensure in the province of Quebec;
- Have completed subspecialty training in Nephrology;
- Be certified by the Royal College of Physicians and Surgeons of Canada (or equivalent);
- Be certified by the Collège des médecins du Québec;
- Have training and clinical experience in managing all aspects of clinical nephrology;
- Have completed additional medical training in the field of kidney transplantation;
- Have appropriate training and scholarly work in research or education;
- Have a strong and demonstrable interest in patient care, teaching, research, and innovation;

A strong record of peer-reviewed publications and demonstrable procedural skills will be an asset.

Bilingual language skills (French and English) are preferred, or a commitment to acquire the necessary language skill to practice medicine in Quebec. Candidates should be able to interact in English and in French with patients, families and health care professionals.

JOB DETAILS

Faculty/Department/Unit: Faculty of Medicine and Health Sciences, Department of Medicine, Division of Nephrology

Employee Type: Contract Academic Staff ('Academic Contractual')

Rank: Assistant/Associate Professor

Salary: Remuneration will be according to Quebec health care fee schedule

Job Status: Full Time

Posting Period: Please submit your application within 30 days of date of posting

APPLICATION PROCESS

Applications must be submitted at the following link: https://mcgill.wd3.myworkdayjobs.com/en-US/McGill_Careers/job/MUHC-GLEN/Assistant-or-Associate-Professor--Clinical--Department-of-Medicine--Division-of-Nephrology--C3-240415-JR0000053051

The following supporting documents are required:

- A cover letter & curriculum vitae;
- A statement indicating your academic plans if you are successful in obtaining this position. Indicate your planned career path as a Clinician-Teacher, Clinician-Educator, Clinician-Investigator or Clinician-Scientist. Describe your clinical time allocation and detail your teaching plans and plans for service to the academic community;
- 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 an English-language university where most teaching and research activities are conducted in the English language, thereby requiring English communication both verbally and in writing.

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, 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.
