

Call for Candidates

Canada Excellence Research Chair

Posting period: June 18th to August 15th, 2025

HEC Montréal is seeking outstanding candidates to lead **Canada Excellence Research Chairs (CERC)**. [The CERC program](#) is the most prestigious research chair program in Canada, aimed at attracting top-tier researchers with international leadership in their field. Successful candidates will be awarded a grant valued **at \$500K per year for eight years** (the amount could be up to \$1M per year if only one candidate is selected, and the chair's program warrants it). Interested candidates must express their interest by August 15th, 2025. All applications will be treated confidentially. Eligible candidates may then be invited to apply for a professorship according to HEC Montréal's hiring procedures and will be required to collaborate with HEC Montréal to prepare a CERC application to the Government of Canada in winter 2026. The CERC awards will be announced by the CERC program, with appointments taking effect within the following 12 months.

ONE OR TWO CHAIRS ARE AVAILABLE IN THE FOLLOWING STRATEGIC PRIORITY:

- **Digital Transformation**

Digital transformation refers to the integration of new technologies into all aspects of organizations, fundamentally changing how they operate and create value. By focusing on digital transformation, HEC Montréal positions itself at the forefront of research that shapes the future of management practices and addresses current societal issues. This priority encompasses various research themes, including data exploitation, training and strategic management of information technologies and social media, digital transformation of business models, user experience, artificial intelligence, digital health, e-government, smart cities, and cybersecurity. These areas are crucial for developing innovative business models, improving customer experience, and creating intelligent solutions for all types of organizations.

OBJECTIVES OF THE CERC PROGRAM:

- Strengthen Canada's ability to attract world-class researchers to excel in advancing the priority research areas of science, technology, and innovation that can generate positive social and economic benefits for Canadians.
- Help Canada build crucial knowledge in the priority areas of science, technology, and innovation established by the government.

- Create a competitive environment to help Canadian universities attract a pool of world-class researchers pursuing research excellence.
- Contribute to increase Canada's visibility as a preferred location for world-class research in science and technology, in collaboration with other federal programs with similar objectives.

PRIORITIES IN THE FIELD OF SCIENCE, TECHNOLOGY, AND INNOVATION FOR THE CANADA RESEARCH CHAIRS

PROGRAM

The CERC are awarded in priority areas established by the Government of Canada. Accordingly, applicants are expected to explain how their research program will advance one or more of the following challenges:

- Healthy people and populations: Improve the health and well-being of the Canadian population at all stages of life.
- Innovative and resilient communities: Build vibrant, affordable, inclusive, healthy, clean, and safe communities.
- Sustainable food systems: Maximize Canada's agri-food potential to support economic growth and secure equitable access to food.
- A clean, sustainable, and prosperous country: Combat climate change, promote a resilient ecosystem, and protect Canada's environment while harnessing the potential of our natural resources to advance carbon neutrality and adaptation goals to support a resilient and sustainable economy and high quality of life.
- A technologically advanced country: Advance transformative and enabling technologies that will support a technologically advanced economy and society.

Priority areas have been identified under each challenge. Applications likely to meet the objectives of a challenge but not directly related to the listed priority areas will also be considered. The challenges, priority areas, and expected results are detailed in the table on: [Science, Technology and Innovation Priorities for the Canada Excellence Research Chairs Program](#)). Researchers conducting research that incorporates principles of equity, diversity, and inclusion are encouraged to apply.

REQUIREMENTS

- Be an associate or full professor.
- Be internationally recognized as a leader in their field.
- Have accomplishments that have made major societal impact (as appropriate based on their career stage).
- Demonstrate their ability to support their research through external funding.
- Have a record of attracting and mentoring a diverse group of students, trainees and research personnel, and establishing an equitable and inclusive research environment.
- Be able to establish a high-calibre and diversified research team that will propel HEC Montréal to the forefront of developments in the priority fields.

- Commit, once a chairholder, to integrating equity, diversity and inclusion into their team and research designs.

DESIRED PROFILE

The Canada Excellence Research Chairs Program is for researchers who are associate professors, on the verge of becoming full professor, or those already full professors. Selected candidates will be responsible for establishing and developing new research avenues that contribute to strengthening HEC Montréal's position as a top-tier business school, interdisciplinary, innovative, and impactful. Selected candidates will also need to build internationally recognized research teams and actively engage in knowledge dissemination both within and outside the academic community.

APPLICATION PROCESS

Interested candidates should send their application **as soon as possible and before August 15th**, via this [link](#).

The application should include:

- A motivation letter (maximum 2 pages).
- A description of the chair's research program relating to the select field, as well as the candidate's commitment to EDI (a maximum of five pages in total).
- An up-to-date curriculum vitae.
- Contact information for two referees.

Conditional to the awarding of a research chair through the program, the nominee will be integrated into HEC Montréal's faculty as a professor.

Awardees will have up to 12 months to take up their position at HEC Montréal after the issue of notice of award by the CERC program.

For further information contact us at the following email address: directrice.recherche@hec.ca.

COMMITMENT TO EQUAL ACCESS TO EMPLOYMENT

HEC Montréal is fully committed to promoting equity, diversity, and inclusion at all stages of the recruitment process in accordance with the requirements of the CERC Program. HEC Montreal believes that equity, diversity, and inclusion are a true source of wealth and a key to creating an environment conducive to innovation. HEC Montreal thus recognizes the essential and necessary contribution of women and gender equity groups, individuals from the 2SLGBTQIA+ community, people with disabilities, Indigenous people, and racialized individuals. HEC Montreal invites individuals belonging to underrepresented groups to submit their applications and is committed to ensuring equal opportunities for all who apply.

The program imposes no restrictions on nominees with regard to nationality or country of residence. The government of Canada established procedures to allow non-Canadian chairholders to work in Canada. Members of the Chair's team may also be eligible for an expedited work permit.

In the interest of fairness and excellence, the application review committee will consider career interruptions and unique life circumstances such as illness, disability, family and community responsibilities (e.g., maternity leave, parental leave, sick leave, care for family members, slowdowns due to chronic illness or disability, or the impacts of COVID-19). The evaluation committee is aware that these particularities are often part of life and are likely to impact a candidate's research outcomes, and they will be carefully considered during the evaluation process. Applicants are invited to share the circumstances of any career interruptions and explain how these have impacted their career path. Applicants with disabilities who might require accommodations at any stage of the application process are encouraged to contact Fadila Hamouni (edi@hec.ca) in confidence.

We thank all applicants for their interest. However, only those selected for an interview will be contacted.

ABOUT HEC MONTRÉAL

Established in 1907, HEC Montréal is the first business school to be established in Canada. Building on its excellence in teaching and research, HEC Montréal is a French-language institution open to the world and firmly rooted in Quebec society, that trains management leaders who contribute responsibly to the success of organizations and to sustainable development of society.

The School is a crossroads of management knowledge that inspires, innovates and is renowned worldwide for the quality and relevance of its teaching and research, for its influence and commitment in local, national and international communities, and for its human, responsible and collaborative approach. HEC Montréal also takes a unique multilingual approach in North America by offering courses in French, English and in Spanish. Thanks to this resolve, it became the first institution in North America to be awarded the three most prestigious international accreditations in its field: AACB International, EQUIS and AMBA.

Combining its commitment to excellence and its desire to push its limits, HEC Montréal supports high-level researchers whose leadership is recognized both scientifically and professionally. Research and knowledge transfer are at the heart of HEC Montréal's mission, as demonstrated by its 34 research chairs, 33 professorships and 26 research groups and knowledge transfer hubs.

ABOUT MONTRÉAL

Montréal is a welcoming, vibrant and cosmopolitan city. It is one of the safest and most affordable cities in North America. It is also a dynamic university city that attracts top talent from around the world. Second in North America for the number of students per capita, it offers a stimulating environment for study and research. Montréal has a festive atmosphere, with many world-class festivals, cultural, and tourist attractions.