

JOB DESCRIPTION

DATE : JUNE 2026

RESEARCH SCIENTIST

PÔLE D - TOP EXECUTIVES AND STRATEGIC MANAGEMENT HUB – HEC MONTRÉAL

JOB CHARACTERISTICS

EMPLOYMENT STATUT	3-year renewable full-time contract
BENEFITS	Group insurance program and retirement plan
IMMEDIATE SUPERVISOR	Pôle D - Top Executives and Strategic Management Hub

OVERVIEW

The Top Executives and Strategic Management Hub, also known as Pôle D, is a research and knowledge transfer centre whose mission is to put science at the service of leaders in order to support the economic and social development of Québec and beyond. Founded five years ago, Pôle D aims to become an international reference on issues related to strategic leadership.

Drawing on a multidisciplinary team of approximately forty contributors, including professors, executives, experts, researchers and students, Pôle D is experiencing sustained growth. In this context, the Pôle is seeking to strengthen its production capacity in order to support the expansion of its activities.

Pôle D is deploying a research program based on direct access to organizations and their leaders, enabling it to collect original and cumulative primary data. Its objective is to produce high-impact scientific work, grounded in real-world issues and disseminated both in academic spheres and among practitioners.

POSITION SUMMARY

The Pôle is seeking to recruit one or more Research Scientists to contribute to the development and delivery of its scientific program. Depending on their profile and expertise, selected candidates will work primarily on projects using quantitative or qualitative approaches.

Working closely with the Pôle's team and collaborators, the Research Scientists will contribute to the design and execution of research projects, the analysis of empirical data, and the production of scientific outputs intended for publication in leading academic journals and conferences.

The role is part of a demanding, research-intensive environment with a strong focus on scientific production. It requires autonomy, intellectual rigour, strong execution capacity and a high standard of quality. Selected candidates will have access to original research areas and data collected directly from organizations and their leaders. The position also offers real opportunities for progression within the Pôle, depending on its development and each person's contributions.

MAIN RESPONSIBILITIES

Conduct research projects

- Contribute to the design and implementation of research projects aligned with the Pôle's scientific program.
- Develop data collection protocols, instruments and strategies adapted to each research project.
- Collect, organize, structure and document empirical data from a variety of sources.
- Conduct quantitative or qualitative analyses using the methods and tools appropriate to the project.
- Interpret results and contribute to transforming them into rigorous and publishable scientific outputs.
- Make relevant use of artificial intelligence tools to support certain stages of research and data processing.

Scientific production

- Contribute to the production and writing of scientific documents, including articles, working papers and research reports.
- Prepare the materials required for publications, including tables, figures, appendices, databases, excerpts, analytical structures and methodological documentation.
- Work closely with other researchers to advance projects through to publication.

Research program development and knowledge transfer

- Contribute to the development, quality, traceability and reuse of the Pôle's research materials, within a cumulative logic.
- Provide informal guidance and methodological support to doctoral students, postdoctoral fellows and

other Pôle contributors.

- Participate in the knowledge transfer and dissemination of results to academic and professional audiences, in a variety of formats.

CANDIDATE PROFILE

EDUCATION AND EXPERIENCE

- ✓ PhD in management, strategy, psychology, sociology, economics, or a relevant discipline.
- ✓ Relevant experience in university-level research or in a demanding environment, with direct involvement in the production of scientific work.
- ✓ Demonstrated ability to contribute significantly to scientific publications, ideally in leading journals.

POSITION-SPECIFIC SKILLS

Depending on the candidate's profile, strong expertise in quantitative or qualitative research is expected.

Quantitative profile:

- Strong command of quantitative methods, including survey design, data processing and data analysis.
- Strong command of statistical analysis software and tools.

Qualitative profile:

- Strong command of qualitative methods, including interviews, documentary analysis, coding and interpretation of empirical materials.
- Ability to structure and analyze complex qualitative datasets.

PROFESSIONAL SKILLS AND ATTRIBUTES

- ✓ Ability to maintain the pace and manage priorities in long-cycle projects.
- ✓ Ease in interacting with experienced stakeholders, including researchers and executives.
- ✓ Ability to contribute to collective work while taking clear responsibility for specific deliverables.
- ✓ High personal standards for the quality of work delivered.
- ✓ Ability to integrate feedback to improve the quality of the work.

COMPLEMENTARY ASSETS

- ✓ Understanding of scientific publication standards.
- ✓ Proficiency in French and English, spoken and written. Knowledge of English is required for the production of scientific work intended for English-language publications and conferences, as well as for collaboration with non-French-speaking partners.
- ✓ Experience using artificial intelligence tools for data analysis and processing.
- ✓ Network in academic, professional or research communities.

CONDITIONS AND BENEFITS

- Full-time position based at HEC Montréal's new downtown campus.
- Initial three-year contract, renewable based on operational needs and available funding.
- Relocation support may be available, where applicable and subject to institutional policies.
- Hybrid work arrangements possible, in accordance with institutional policies and operational needs.
- French courses available according to the person's needs, profile and institutional policies.
- Access to relevant HEC Montréal training and professional development opportunities.
- Research tools, software and relevant professional subscriptions may be covered.
- Authorship and acknowledgment based on contributions and academic standards.

TO APPLY

Interested candidates are invited to submit their application online by visiting the following website:
<https://tre.tbe.taleo.net/tre01/ats/careers/v2/viewRequisition?org=NYQEDG&cws=43&rid=1347>

The deadline to submit applications is **August 9, 2026, at 11:59 p.m.** (ET).

Applicants are encouraged to include the following documents as part of their application:

- cover letter;
- an up-to-date curriculum vitae.

HEC Montréal recognizes the crucial and indispensable contribution of women, Indigenous peoples, members of visible or ethnic minorities, and persons with disabilities, and is committed to provide equal opportunities for all candidates.

To promote equity and excellence, the selection committee will consider any career interruptions experienced by applicants. 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 need accommodations at any stage of the application process may communicate in a confidential manner dap@hec.ca.

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

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