



Institute of Health Policy, Management & Evaluation
UNIVERSITY OF TORONTO

Assistant Professor - Organizational Behaviour, Implementations Science, and Advanced Technologies

Date Posted: 12/15/2025

Closing Date: 04/30/2026, 11:59PM ET

Req ID: 46335

Job Category: Faculty - Tenure Stream (continuing)

Faculty/Division: Dalla Lana School of Public Health

Department: Institute of Health Policy, Management, and Evaluation

Campus: St. George (Downtown Toronto)

Existing Vacancy: Yes

Description:

The Institute of Health Policy Management and Evaluation in the Dalla Lana School of Public Health at the University of Toronto (hereinafter, the Institute), invites applications for a full-time tenure stream position in the areas of Organizational Behavior, Implementation Science, and Advanced Technologies. The appointment will be at the rank of Assistant Professor, with an anticipated start date of January 1, 2027. The successful candidate will also hold the position of Embedded Scientist in the Science of Care Institute at Sinai Health for a six-year term, which will be renewable following a favorable review.

Candidates must hold a PhD in one of the following related fields: organization theory, behavioral science, implementation science, health administration, public health, health systems research, management sciences, or other relevant fields(s). Candidates must also have a demonstrated record of excellence in both teaching and research in organizational behaviour and implementation science in the area of advanced technologies in health and health care, and proven excellence or emerging excellence as a leader of collaborative, multi-/inter- trans-disciplinary research. The successful candidate will be expected to pursue innovative and independent research, and to establish an outstanding, competitive, and externally funded program.

There is growing interest and investment in integrating advanced and innovative technologies (e.g., artificial intelligence, automation, and data-driven decision-support systems) in ethical,

effective, equitable, and risk conscious ways into healthcare organizations. However, gaps exist across the innovation and implementation life cycle including: 1) designing innovative, advanced technologies and their implementation into organizational practice and workflow processes; 2) monitoring and evaluating the impact and implementation of innovative, advanced technologies; and 3) sustaining and scaling innovative, advanced technologies. Addressing these gaps requires organizations to transform and think differently about strategic planning, operational planning, governance, leadership, and change management. Systems and transformational thinking are required to equip the healthcare workforce to be technologically adept and optimally perform within the evolving models of care; staffing; and workflow processes, policies, and practices.

We seek candidates who demonstrate collegial and collaborative service, and whose research and teaching interests complement and bolster our existing departmental strengths - Health Systems Research, Implementation Science, Health Economics, Public Health, Learning Health Systems. Candidates will also demonstrate excellence in research that is clearly aligned with the Science of Care Institute's mission and strategic spheres [agile and equitable innovation; workforce magnetism and nursing excellence; organizational and systems learning; and collaborative practice and strategic partnerships].

Excellence in research, including an emerging reputation in research, can be demonstrated by evidence of an ability to for example, attract competitive external research funding, publications in appropriate top-ranked peer-reviewed journals or forthcoming publications meeting the international standards of excellence, the submitted research statement, and strong endorsements by referees of high international standing. Successful candidates will have also demonstrated commitment to integrating knowledge users, policy makers, and members of the public in their research.

Excellence in teaching will be demonstrated through a strong teaching dossier, which must include a statement of teaching philosophy, sample course materials, and a record of previous teaching accomplishments and innovations, and teaching evaluations or other evidence of superior performance in teaching-related activities submitted as part of the application, as well as strong endorsements from referees of high standing. Other teaching-related activities can include performance as a teaching assistant or course instructor, experience leading successful workshops or seminars, student mentorship, or excellent conference presentations or posters.

The successful candidate will be expected to teach courses in micro- and meso-organizational behaviour and qualitative or mixed methods courses for professional and research stream students. The candidate will have the opportunity to assume academic leadership positions including advancing the curricula related to management and organization science in the Institute's professional and research programs. The candidate may also have the opportunity to teach undergraduate courses.

The selected candidate will work closely with the Science of Care Institute's Chief Scientific Officer and Sinai Health's leadership team and play a prominent role in accelerating the research life cycle within the intersections of organization behaviour, implementation science, and advanced technologies. This includes: 1) raising the profile of organizational behaviour and implementation science to guide the advanced technologies innovation and implementation life cycle and 2) building research and innovation capacity including conducting research studies and mentoring highly qualified personnel/trainees, clinicians and staff within Sinai Health and the Institute.

The expected salary range is \$130,000-\$150,000 CAD per annum, depending on experience. Negotiations beyond this salary range will be considered for exceptionally qualified candidates.

Established by Royal Charter in 1827, the **University of Toronto** is the largest and most prestigious research-intensive university in Canada, located in one of the world's greatest cities. The University has more than 19,000 faculty and staff, some 73,000 students enrolled across three campuses, and annual budget of \$1.8 billion, including \$376 million in externally funded research, an additional \$469 million in research funding in the affiliated teaching hospitals, and one of the premier research libraries in North America.

The **Institute of Health Policy, Management and Evaluation (IHPME)** is one of the largest units of its kind in Canada. It is internationally competitive in the fields of health policy and governance, organizational management and leadership, performance management, comparative health systems, health services research, clinical epidemiology and health care research, knowledge transfer, health economics, quality improvement, and patient safety. It offers rigorous research and professional graduate degree programs, as well as continuing education. Multidisciplinary and collaborative, the Institute's more than 600 faculty members represent a wide range of disciplines including health policy, economics, law, clinical epidemiology, innovation, e-health and technology, sociology, and political science.

This Institute—unique in Canada—brings together leading researchers from across the world and from a wide variety of disciplines to develop and to translate innovative ideas into evidence-informed practices that improve the planning, delivery and outcomes of health care. The current Director, Professor Audrey Laporte, was appointed January 1, 2020. For detailed information on the Institute, visit its [website](#).

The Institute is located within the Dalla Lana School of Public Health (DLSPH). This School was founded in 1927 and has grown to be the largest and most productive cluster of public health scholars in Canada. The Dalla Lana School of Public Health (DLSPH) (<http://www.dlsph.utoronto.ca/>) has an illustrious history that began in the 1920's and continued with a recent renaissance beginning in 2008 (see synopsis at <http://www.dlsph.utoronto.ca/about/>). The most prominent School of Public Health in

Canada, the DLSPH now has a roster of over 800 students, and greater than \$27 million in annual research expenditures. In addition to the Institute of Health Policy Management and Evaluation, the DLSPH houses the graduate unit of Public Health Sciences, the Waakebiness Institute for Indigenous Health, major initiatives related to Healthy Cities, Big Data for Health, Quality Improvement, and partnerships with institutions throughout Toronto that comprise the largest health-science research complex in Canada, alliances with multiple international partners and a central location in one of the most dynamic, multi-ethnic, and cosmopolitan cities in the world. The current Dean, Professor Adalsteinn Brown, was appointed July 1, 2018 and re-appointed on July 1, 2023.

The **Science of Care Institute** is located on the beautiful Hennick Bridgepoint Hospital campus of Sinai Health and is advancing new discoveries and innovation in how compassionate care is transformed, co-designed, implemented, and measured. Our Science of Care Research and Innovation Framework focuses **on the integration of caring, symptom and safety science using team, implementation, improvement, and innovation science to accelerate new models of complex, compassionate, fundamental care and work environment strategies into practice that are sustainable and scalable.**

The Science of Care Institute is in a growth trajectory that builds on a strong foundation of interdisciplinary teams of researchers, clinician-scientists, trainees and staff from the former Collaboratory for Research and Innovation and our Centre for Nursing Excellence. Collectively, our teams are working collaboratively to produce high quality research to drive innovation and health system transformation. Sinai Health also hosts the Lunenfeld-Tanenbaum Research Institute which is a University of Toronto affiliated research centre and is one of the world's leading centres in biomedical and health systems research.

Application Process:

All qualified candidates are invited to apply online by clicking on the link below. Applications must submit a cover letter; a curriculum vitae; a research statement outlining current and future research interests; a recent writing sample; and a teaching dossier including a teaching statement, sample course materials, and teaching evaluations or evidence of superior performance in other teaching relating activities as listed above.

Applicants must provide the name and contact information of three references. The University of Toronto's recruiting tool will automatically solicit and collect letters of reference from each referee within 48 hours after an application is submitted. Applicants remain responsible for ensuring that referees submit recent letters (on letterhead, dated and signed) by the closing date. More details on the automatic reference letter collection, including timelines, are available in the [candidate FAQ](#).

Submission guidelines can be found at: <http://uoft.me/how-to-apply>. Your CV and cover letter should be uploaded into the dedicated fields. Please combine additional application materials into one or two files in PDF/MS Word format. If you have questions about this position, please contact Precious Canlas at IHPME at ihpme.director@utoronto.ca.

All application materials, including recent letters of reference, must be received by **April 30th, 2026**.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Diversity Statement

The University of Toronto embraces Diversity and is building a culture of belonging that increases our capacity to effectively address and serve the interests of our global community. We strongly encourage applications from Indigenous Peoples, Black and racialized persons, women, persons with disabilities, and people of diverse sexual and gender identities. We value applicants who have demonstrated a commitment to equity, diversity and inclusion and recognize that diverse perspectives, experiences, and expertise are essential to strengthening our academic mission.

As part of your application, you will be asked to complete a brief Diversity Survey. This survey is voluntary. Any information directly related to you is confidential and cannot be accessed by search committees or human resources staff. Results will be aggregated for institutional planning purposes. For more information, please see <http://uoft.me/UP>.

Accessibility Statement

The University strives to be an equitable and inclusive community, and proactively seeks to increase diversity among its community members. Our values regarding equity and diversity are linked with our unwavering commitment to excellence in the pursuit of our academic mission.

The University is committed to the principles of the Accessibility for Ontarians with Disabilities Act (AODA). As such, we strive to make our recruitment, assessment and selection processes as accessible as possible and provide accommodations as required for applicants with disabilities.

If you require any accommodations at any point during the application and hiring process, please contact uoft.careers@utoronto.ca.

Link to the job posting: [Assistant Professor - Organizational Behaviour, Implementations Science, and Advanced Technologies Job Details | University of Toronto](#)