Call for proposals

Professor, Canada Excellence Research Chair—Cybersecurity, its advanced analysis methodologies and multidisciplinary approaches

N 07496
Posting period: From March 3, 2025, to April 11, 2025, at 5 p.m.

- Faculty of Science
- Regular full-time position
- Unifying theme: Digital Age: Intelligent Organizations and Training
- Main field of expertise: Cybersecurity, its advanced analysis methodologies and multidisciplinary approaches
- Deadline to apply: April 11, 2025, at 5 p.m.
- Candidates must be available between April 14 and May 16, 2025, for a possible interview.
- Anticipated start date: To be determined; at the latest by spring 2028.

As part of the 2026 competition for the Canada Excellence Research Chairs (CERC) Program, the Faculty of Science at the Université de Sherbrooke (UdeS) is inviting applications for a professor position, with the selected candidate expected to hold a prestigious CERC.

This position falls under the Digital Age: Intelligent Organizations and Training unifying theme at the UdeS. Given the identified research focus, the selected candidate will be affiliated with the Department of Computer Science.

This call for proposals is open only to external candidates, meaning individuals who do not hold a position or a professorial status at the UdeS as of the application deadline.

CERCs are worth $500,000 or $1,000,000 per year for 8 years and are non-renewable.

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DESIRED PROFILE

The candidate's primary field of expertise must focus on the following theme:

Cybersecurity, its advanced analysis methodologies and its multidisciplinary approaches.

The candidate must have expertise in developing cyber threat analysis methodologies that combine artificial intelligence with behavioural and legal analysis.

The ideal candidate should have a strong interest in working in a multidisciplinary environment, as close collaborations within the Cybersecurity Hub are expected, particularly in engineering, as well as in management, social sciences and law. As part of its research program, the candidate must also be able to develop partnerships with public and private sector players active in the field of cybersecurity, both nationally and internationally.

The CERC program was established by the Government of Canada to strengthen Canada's ability to attract the best researchers in the world to lead the way in advancing priority areas of science, technology and innovation likely to generate positive social and economic benefits for Canadians.

The program places no restrictions on candidates with respect to nationality or country of residence. If an institution nominates a researcher who is working at a Canadian institution, it must explain the real national benefits of transferring that person from one Canadian institution to another. A priority is to support early career researchers, as this reinforces Canada's position as a world leader in developing talent and strengthening the research ecosystem.

Successful candidates will be selected by a selection committee that will comply with the recruitment and nomination requirements of the CERC program based on the following criteria:

1. **Academic and research record and leadership skills**
Leading researchers whose achievements have had a major societal impact in their field (depending on the stage of their career) and who are recognized internationally as leaders. For Indigenous researchers based in Canada, the impact may be at the international, community, regional or national level. Also assessed are the quality and impact of the record of research achievement, including work done within the research community (e.g., participation in peer review committees, faculty recruitment committees, advisory committees, etc.).

Proven ability to attract and mentor a diverse group of students, trainees and research staff, and to create an equitable and inclusive research environment.

2. **Quality of the research program**

The extent to which the research program aligns with one or more of the Government of Canada's science, technology and innovation priorities for the CERC and the Canada First Research Excellence Fund.
The potential of the proposed research area, in line with world-leading research in this field.

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The extent to which the proposed research program enhances knowledge mobilization and translation so that all sectors of society (business, government, academia, non-profit organizations, etc.) benefit from the research and data generated.

The extent to which the chair fills a gap in existing expertise within the institution or in Canada.

The quality of the proposed research program in terms of how it integrates the principles of equity, diversity and inclusion at each stage of the research process, as described by the Canada Excellence Research Chairs Program.

The quality of the proposed research program in terms of how it allows to co-create and co-supervise research "by and with" First Nations, Inuit and Métis as researchers, trainees, partners and collaborators, and the inclusion of Indigenous knowledge (if applicable).

3. **Structuring impact of the proposal on the strengths and strategic research priorities at the UdeS and on their positioning in Canada and globally.**

Please visit the CERC website to learn more about the program and the eligibility criteria for candidates.

CAREER INTERRUPTIONS

In accordance with the diversity and equity objectives, career interruptions for parental, medical and family leave or due to the pandemic are considered in assessing the applications. Candidates are encouraged to identify such periods in their curricula vitæ or cover letters.

UNIVERSITY'S COMMITMENT TO DIVERSITY, EQUITY AND INCLUSION

The UdeS will prioritize applications that enable it to strengthen its strategic commitment to equity, diversity and inclusion.

The UdeS values diversity, equality, equity, and inclusion in employment within its community. It is committed to prioritizing these values as strategic drivers of excellence, recognizing that diverse perspectives foster innovation and creativity. This commitment is outlined in both its *2022–2025 Strategic Plan, Oser l'expérience*, and its *2023–2026 EDI Action Plan for Research* (in French only).

Also affirming its will to contribute to reconciliation and healing, the UdeS has been deploying joint initiatives with members of the First Peoples, to better understand and promote their realities and their cultural heritage.

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The merit of Indigenous research is assessed with respect for its unique nature, following the Guidelines for the Evaluation of Indigenous Research, which apply to all Indigenous research, regardless of the granting agency.

The UdeS invites all qualified individuals to apply, particularly women, members of visible and ethnic minorities, Indigenous people and persons with disabilities under the *Programme d'accès à l'égalité en emploi* (PAEE). As such, the selection tools can be adapted to the needs of persons with disabilities who request them, in complete confidentiality. Contact: Elaine Huot (Elaine.Huot@USherbrooke.ca).

The UdeS also encourages individuals of all sexual orientations and gender identities to apply.

DUTIES

- Teach at all graduate and undergraduate levels.

- Supervise graduate students.

- Develop fundamental and applied research activities.

- Take part in university life.

- Contribute to community service.

REQUIREMENTS

- Ph.D. in a relevant discipline or equivalent experience and education (requirement of the institution, not the Program).

- Compliance with the requirements of the CERC program.

- Publication record in international peer-reviewed journals and conferences, attesting to the excellence of the research record.

- Leadership qualities, initiative, and excellent abilities to communicate and interact effectively and harmoniously with internal and external partners.

- Experience in interdisciplinary, multidisciplinary or transdisciplinary research and in knowledge transfer will be considered an asset.

- Good ability to supervise graduate students.

- Strong interest in and aptitude for teaching and university pedagogy as well as research, development and innovation.

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- Ability to establish and maintain good interpersonal relations, to collaborate and to work as a team member.

- Experience in equity, diversity and inclusion.

- Ability to teach in French or to achieve this ability within two years.

- Candidates must be full professors or associate professors who will be qualified to become full professors within two years of nomination. Candidates from outside the post-secondary education community must have the necessary qualifications to be appointed to similar positions.

- Ability to comply with the requirements for responsible conduct in research.

WORK CONDITIONS

The working conditions are governed by the collective agreement in effect.

Regular, full-time position.

Anticipated start date: To be determined; no later than spring 2028.

Location: Sherbrooke (Quebec, Canada).

APPLICATION PROCESS

The deadline for submitting applications is **FRIDAY, APRIL 11, 2025, at 5 p.m**.

You will find a full description of all our vacancies on our website. You may submit your application electronically (see offer07496) by clicking on "Postuler."

Please attach the following documents (in English or French):

1. Your curriculum vitæ;

2. A cover letter;

3. A research program proposal (6 pages) that includes its original contribution:

   a. in line with world-leading research in this field;

   b. to one or more of the Government of Canada's science, technology and innovation priorities for the CERC program;

   c. to knowledge mobilization and translation so that all sectors of society (business, government, academia, non-profit organizations, etc.) benefit from the research and data generated;

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d. to existing expertise within the UdeS or in Canada;

e. to the integration of the principles of equity, diversity and inclusion in the management of the team, the research environment and the design of the research project, as described by the Canada Excellence Research Chairs Program.

f. to the co-creation and the co-supervision of research "by and with" First Nations, Inuit and Métis (if applicable).

4. A summary, not exceeding one page, of the top five career research contributions and their impact, in a language accessible to an interdisciplinary committee;

5. A summary, not exceeding one page, of the research program and its contribution, in a language accessible to an interdisciplinary committee;

6. Copies of your most recent scientific articles relevant to the fields indicated.

Appointment to a CERC follows two eliminatory stages. In the first stage, applications are assessed by the UdeS in response to this call for proposals. Only those candidates selected then enter the second stage, where they will co-develop an application with the UdeS for submission to the government granting council. The UdeS provides substantial institutional support at this stage in the development of the application. The awarding of a CERC is conditional on a positive decision by the Tri-agency Institutional Programs Secretariat following a peer review of the application.

IMPORTANT INFORMATION: Candidates must be available between April 14 and May 16, 2025, for a possible interview.

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ABOUT THE UNIVERSITÉ DE SHERBROOKE

A nationally and internationally renowned institution, the UdeS is the heart of one of Quebec's three major teaching and research centres. Located in one of the most dynamic university towns in the province, it proudly competes with the universities in major centres. Ranking among the top 15 research universities in Canada. It has made remarkable advances in research while remaining true to its values: sustainable development; equity, diversity and inclusion; and constant collaboration with its community and partners. Recognized for its sense of innovation, the UdeS is a leading partner of senior and regional governments in fostering social, cultural and economic development. It also stands out for its success in technology transfer as well as its initiatives in entrepreneurship and open innovation in collaboration with industry and society.

For more information:

- About Université de Sherbrooke

- Research Excellence at Université de Sherbrooke

- An exceptional working and living environment (French)

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