

ASSISTANT OR ASSOCIATE PROFESSOR POSITION IN HYBRID CONFLICTS

Posting period: April 10 to May 10, 2026
Units: Graduate School of International Studies and Department of Computer Science and Software Engineering
Faculties: Faculty of Social Sciences and Faculty of Science and Engineering
University: Université Laval

About the Institution

Located in the heart of Quebec City (Canada), Université Laval is one of Canada's leading research-intensive universities, recognized for excellence in both scholarship and teaching. A global leader in international engagement and a cornerstone of the Francophone academic world, the University fosters a vibrant, interdisciplinary community dedicated to advancing knowledge and addressing complex global challenges. Université Laval offers an exceptional environment for research, innovation, and academic life.

Position Description

The Graduate School of International Studies and the Department of Computer Science and Software Engineering at Université Laval invite applications for a tenure-track position at the rank of Assistant or Associate Professor in the field of hybrid conflicts. This area encompasses subversive forms of conflict operating in the "grey zone" between war and peace, characterized by rapid technological change, cyber operations, and information manipulation. These evolving modes of confrontation are embedded in complex geopolitical dynamics and integrate strategies of influence, cyber capabilities, and technological innovation.

The successful candidate will hold the *Interdisciplinary Research Chair on Hybrid Conflicts* and will be expected to develop a high-impact research program at the intersection of strategic studies and computer science. The Chair focuses on emerging forms of conflict operating below the threshold of conventional warfare, with particular emphasis on influence operations, artificial intelligence, and the strategic use of data in contemporary international security.

The Chairholder will benefit from dedicated institutional support for research development, including grant preparation, strategic planning, and knowledge mobilization. Substantial resources are available to support research activities, graduate student funding, and the dissemination of research outcomes.

This is a joint appointment. The successful candidate will hold an academic position in both the Graduate School of International Studies (Faculty of Social Sciences) and the Department of Computer Science and Software Engineering (Faculty of Science and Engineering), with an expected start date of July 1, 2026, or no later than January 1, 2027. Appointment will be made at the rank of Assistant or Associate Professor in accordance with the Université Laval–SPUL collective agreement.

DUTIES AND RESPONSIBILITIES

- Develop an innovative research program at the intersection of strategic studies, computer science, and software engineering;
- Supervise graduate students (research papers, master’s theses, and doctoral dissertations) in strategic studies and software engineering;
- Teach interdisciplinary graduate-level courses related to international security, hybrid conflicts, and digital technologies within programs offered by both academic units;
- Establish a Geopolitical and Digital Laboratory (game theory and simulation-based research);
- Publish scholarly work in leading peer-reviewed journals and participate in national and international research networks;
- Contribute to the pedagogical and administrative activities of both affiliated units;
- Perform any other duties provided for under the Collective Agreement between Université Laval and SPUL.

SELECTION CRITERIA

Applicants must hold either a PhD in the humanities or social sciences with demonstrated expertise in digital technologies analysis, **OR** a PhD in computer science with significant expertise in international security.

Academic Background and Disciplinary Anchoring

- PhD in a field relevant to the Chair’s themes (e.g., international relations, strategic studies, international law, computer science, cybersecurity, or software engineering);
- Applicants nearing completion of their PhD will be considered provided that a letter from their supervisor confirms the expected defence date.

Key Competencies

- **Interdisciplinarity:** demonstrated commitment to interdisciplinary collaboration between strategic studies and computer science in analyzing the impact of technological innovation on evolving forms of conflict;
- **Strategic expertise:** ability to analyze defence doctrines, grey-zone theories, geopolitical influence mechanisms, and cognitive warfare strategies;
- **Advanced technical literacy:** understanding of network architectures, cybersecurity protocols (with emphasis on cyber-espionage), and machine learning algorithms;
- **Translational capacity:** ability to communicate technical concepts to policy decision-makers and translate ethical imperatives into design constraints for developers.

Experience and Research Profile

- **Research:** strong and promising research record with demonstrated development potential, including multidisciplinary collaboration and peer-reviewed publications;
- **Networking:** collaborative links with national security actors, international organizations (NATO, UN), or major technological research centres (MILA, OBVIA);
- **Funding:** demonstrated ability or strong potential to obtain research funding from diverse agencies (SSHRC for strategic studies, and potentially NSERC or defence-related funding sources);
- **Teaching:** university teaching experience or demonstrated potential for graduate-level teaching;
- **Language:** ability to teach in French or commitment to acquiring this ability within three years of appointment.

Alignment with Core Academic Competencies

- Analytical ability, synthesis, and sound judgment
- Creativity and innovation
- Communication skills
- Interpersonal skills and openness
- Teamwork and partnership skills
- Autonomy and sense of responsibility
- Ethical judgment and professionalism
- Student supervision and mentorship

TERMS OF EMPLOYMENT

Regular full-time position at the rank of Assistant or Associate Professor. Salary will be commensurate with recognized experience and includes benefits in accordance with the Collective Agreement between Université Laval and SPUL.

APPLICATION PROCESS

Application deadline: **May 10, 2026**

Start date: July 1, 2026, or no later than January 1, 2027.

Applications must include:

- A cover letter outlining the candidate's interest in the Chair themes and proposed interdisciplinary approach;
- A curriculum vitae;
- A document (maximum two pages) presenting a proposed five-year research program for the Chair;
- One sample of publications or research work;
- Candidates selected for interviews will be required to submit three letters of reference.

Valuing equity, diversity, and excellence, Université Laval is firmly committed to providing all staff members with an inclusive work and living environment. Diversity is a source of strength, and the University encourages qualified individuals of all backgrounds, genders, sexual orientations, gender identities or expressions, and persons with disabilities to apply.

Université Laval also adheres to an employment equity program for women, members of visible or ethnic minorities, Indigenous peoples, and persons with disabilities. All applicants will be invited to complete a confidential self-identification form upon submission of their application.

All applications will be treated in strict confidence. Application files must be sent by email to:

Jonathan Paquin
Director
Graduate School of International Studies
Université Laval
recrutement.esei@ulaval.ca