

# UNIVERSITY RECRUITMENT ANNUAL CAMPAIGN

## *Call for candidates*

September 20 to October 15, 2004

## STUDENT HIRING IN THE QUÉBEC PUBLIC SERVICE

Reserve number 900R-4503003

A  
**new  
generation** joins  
the Québec Public Service

Québec 



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RECRUITMENT  
ANNUAL CAMPAIGN**

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## INTRODUCTION

In order to increase the presence of young people in the Public Service, the Gouvernement du Québec reserves recruitment campaigns for graduates of university programs, college technical programs and professional training programs in secondary schools.

This brochure contains the call for candidates for the 2004 Annual University Recruitment Campaign. It includes information on the reserve of candidates for professional employment that will help you gain access to the career possibilities in the Public Service.

This reserve of candidates will be used to fill prospective casual and regular employment needs for all the departments and agencies throughout Québec's administrative regions. If you meet the reserve's eligibility requirements and successfully pass the subsequent exam, you will be placed on one or more of the lists of declaration of competency, according to your education profile, for the professional job classes.

Are you interested in meeting challenges? If so, then keep reading!

## 1. GENERAL ELIGIBILITY REQUIREMENTS

You must meet one of the two following requirements to be eligible for university recruitment:

A. You are a full- or part-time student and you will have completed your studies by August 2005 to obtain a diploma accepted by the reserve.

OR

B. You already hold the university diploma accepted by the reserve and are still studying full-time.

You must also have Canadian citizenship or permanent resident status. In addition, to hold a position in the Québec Public Service, you must have appropriate skills in French, in accordance with the duties of the position.

Once named to a position, you will have one year less a day in which to provide proof of having obtained the diploma accepted by the reserve (except in the case of certain job classes that are related to a professional body (as specified in section 3) which require the proof upon being named to the position.)

## 2. LIST<sup>1</sup> OF ACCEPTED DIPLOMAS BY FIELD OF UNIVERSITY STUDY<sup>2</sup>

### ADMINISTRATION

#### Undergraduate studies (bachelor's degree, honours or major)

Administration  
Business Administration  
Commerce  
Finance  
Industrial Relations  
Information Systems

#### ***Francophone universities:***

*Administration  
Administration des affaires  
Comptabilité de management  
Gestion des ressources humaines  
Recherche opérationnelle  
Relations industrielles  
Relations industrielles et ressources humaines  
Sciences comptables*

#### Graduate studies (master's degree)

Administration (Finance)  
Business Administration (International Business)  
Business Administration (Investment Management)  
Public Policy and Public Administration

#### ***Francophone universities:***

*Administration des affaires – administration des services de santé  
Administration des affaires – finance  
Administration des affaires – financement des entreprises  
Administration des affaires – gestion de la santé et de la sécurité du travail  
Administration des affaires – gestion des ressources humaines  
Administration des affaires – gestion du personnel  
Administration des affaires – gestion internationale  
Administration des affaires – gestion pharmaceutique  
Administration des affaires – placement et gestion de portefeuille  
Administration des affaires – santé  
Administration des affaires – services financiers  
Administration publique  
Analyse et gestion urbaines  
Finance appliquée  
Fiscalité  
Gestion de projet  
Gestion des organisations  
Gestion des personnes en milieu de travail  
Relations industrielles  
Relations industrielles et ressources humaines  
Sciences de la gestion – économie appliquée  
Sciences de la gestion – économie financière appliquée  
Sciences de la gestion – finance  
Sciences de la gestion – gestion des ressources humaines  
Sciences de la gestion – gestion internationale  
Sciences de la gestion – ingénierie financière*

<sup>1</sup> Due to the variations that exist between the names of diplomas in English and French, this brochure includes both lists.

<sup>2</sup> Other undergraduate university diplomas (bachelor's degree, honours or major) and graduate diplomas (master's or Ph.D. degree) directly related to the duties of the position may also be accepted.

## FINE ARTS

### Undergraduate studies (bachelor's degree, honours or major)

Art History  
Art History and Studio Art  
Design Art  
Print Media  
Studio Art

#### **Francophone universities:**

Arts  
Arts et design  
Arts plastiques  
Arts visuels  
Arts visuels et médiatiques  
Communication graphique  
Création visuelle  
Design graphique  
Études cinématographiques et littérature comparée  
Histoire de l'art

## HEALTH SCIENCES

### Undergraduate studies (bachelor's degree, honours or major)

Dietetics  
Kinesiology  
Nutrition  
Occupational Therapy  
Physical Therapy  
Physiology

#### **Francophone universities:**

Biologie médicale  
Ergothérapie  
Kinésiologie  
Nutrition  
Pharmacie  
Pharmacologie  
Physiothérapie  
Sciences biomédicales  
Sciences infirmières

### Undergraduate studies (doctorate)

Médecine vétérinaire

## HEALTH SCIENCES

### Graduate studies (master's degree)

Anatomy  
Bioethics  
Dental Sciences  
Epidemiology and Biostatistics  
Genetic Counselling  
Human Genetics  
Human Nutrition  
Medical Radiation Physics  
Neurological Sciences  
Nursing  
Occupation Health Sciences  
Otolaryngology  
Pathology  
Pharmacology  
Physiology  
Psychiatry  
Rehabilitation Science

#### **Francophone universities:**

Audiologie  
Bioéthique  
Biologie cellulaire et/ou moléculaire  
Conseil génétique  
Épidémiologie  
Évaluation des technologies de la santé  
Kinésiologie  
Médecine dentaire  
Médecine expérimentale  
Neurobiologie  
Nutrition  
Orthophonie  
Pathologie et biologie cellulaires  
Pharmacie  
Pharmacie d'hôpital  
Pharmacologie  
Physiologie  
Physiologie-endocrinologie  
Pratique pharmaceutique  
Radiobiologie  
Santé communautaire  
Santé environnementale et santé au travail  
Sciences biomédicales  
Sciences bucco-dentaires  
Sciences cliniques  
Sciences de la vision  
Sciences dentaires  
Sciences expérimentales de la santé  
Sciences infirmières  
Sciences neurologiques  
Sciences pharmaceutiques  
Virologie et immunologie

### Graduate degree (D.E.S.S., 30 credits)

Ergonomie  
Intervention ergonomique en santé et sécurité au travail  
Prévention et gestion de la santé et de la sécurité du travail  
Santé et sécurité au travail

## HUMANITIES AND SOCIAL SCIENCES

### Undergraduate studies (bachelor's degree, honours or major)

Anthropology  
Anthropology and Sociology  
Communication and Journalism  
Communication Studies  
Economics  
Education (all disciplines)  
Geography  
History  
Human Environment  
Human Relations  
International Development Studies  
Journalism  
Latin-American and Caribbean Studies  
Law  
Leisure Sciences  
Philosophy  
Political Economy  
Political Science  
Psychology  
Social Work  
Sociology  
Teaching (all disciplines)  
Therapeutic Recreation  
Urban Studies

### ***Francophone universities:***

*Adaptation scolaire*  
*Adaptation scolaire et sociale*  
*Animation et recherche culturelles*  
*Anthropologie*  
*Anthropologie et ethnologie*  
*Communication*  
*Communication (relations humaines)*  
*Communication (relations publiques)*  
*Communication et politique*  
*Communication publique*  
*Communication sociale*  
*Création en multimédia interactif*  
*Criminologie*  
*Développement de carrière*  
*Développement local et régional*  
*Développement social et analyse des problèmes sociaux*  
*Droit*  
*Économie de gestion*  
*Économie et informatique*  
*Économie et politique*  
*Économie mathématique*  
*Économique*  
*Enseignement (toute discipline)*  
*Études est-asiatiques et anthropologie*  
*Études internationales*  
*Géographie*  
*Géographie environnementale*  
*Géographie et aménagement*  
*Géographie physique*  
*Histoire*  
*Histoire, culture et société*  
*Information et orientation professionnelles*  
*Loisir, culture et tourisme*  
*Orthopédagogie*  
*Philosophie*  
*Plein air et tourisme d'aventure*  
*Psychoéducation*  
*Psychoéducation et psychologie*

### ***...Francophone universities:***

*Psychologie*  
*Psychologie et sociologie*  
*Science politique*  
*Science politique et philosophie*  
*Sciences de la communication*  
*Sciences de l'orientation*  
*Sciences économiques*  
*Service social*  
*Sociologie*  
*Sociologie et anthropologie*  
*Travail social*

### **Other**

Barreau du Québec (academic training and internship)

### **Graduate studies (master's degree)**

Anthropology  
Counselling Psychology  
Economics  
Education  
Educational Psychology  
Educational Studies  
Educational Technology  
Geography  
History  
Human Systems Intervention  
Kinesiology and Physical Education  
Library and Information Studies  
Medical Anthropology  
Political Science  
Psychology  
Social Work  
Sociology

### ***Francophone universities:***

*Administration et évaluation en éducation – mesure et évaluation en éducation*  
*Analyse des politiques*  
*Anthropologie*  
*Communication – communications internationales*  
*Criminologie*  
*Démographie*  
*Développement régional*  
*Didactique*  
*Droit – droit du travail*  
*Droit – droit international*  
*Droit – droit international et transnational*  
*Droit – fiscalité*  
*Droit et politique de la santé*  
*Économie rurale*  
*Économique*  
*Éducation*  
*Enseignement*  
*Éducation comparée et fondements de l'éducation*  
*Éthique*  
*Ethnologie des francophones en Amérique du Nord*  
*Étude des pratiques psychosociales*  
*Études et intervention régionales*  
*Études régionales*  
*Études urbaines*  
*Formation à distance*  
*Géographie*  
*Géographie – géographie humaine / aménagement*  
*Gérontologie*  
*Gestion de l'éducation et de la formation*  
*Histoire*

## HUMANITIES AND SOCIAL SCIENCES

### Graduate studies (master's degree)

#### **...Francophone universities:**

Intervention sociale  
Orientation  
Psychoéducation  
Psychologie  
Psychologie des relations humaines  
Relations internationales  
Science politique  
Sciences de l'éducation – andragogie  
Sciences de l'éducation – didactique  
Sciences de l'éducation – mesure et évaluation en éducation  
Sciences de l'éducation – orientation  
Sciences de l'information  
Sciences de l'orientation  
Sciences économiques  
Sciences géographiques  
Service social  
Sociologie  
Technologie éducative  
Travail social  
Vieillesse, santé et société

### Graduate degree (D.E.S.S., 30 credits)

Adult Education

#### **Francophone universities:**

Andragogie  
Chambre des notaires du Québec (academic training and internship)  
Éducation – didactique  
Éducation – générale  
Enseignement  
Formation et éducation des adultes

## LANGUAGE AND LITERATURE

### Undergraduate studies (bachelor's degree, honours or major)

Creative Writing  
Études françaises  
Études françaises et québécoises  
German Studies  
Hispanic Studies  
Langue et littérature françaises  
Linguistics  
Traduction

#### **Francophone universities:**

Archéologie  
Communication, rédaction et multimédia  
Études allemandes  
Études anciennes  
Études françaises  
Études françaises et linguistiques  
Études françaises et philosophie  
Études hispaniques  
Études internationales et langues modernes  
Études littéraires  
Études littéraires et culturelles

#### **...Francophone universities:**

Études littéraires françaises  
Langue française et rédaction professionnelle  
Langues modernes  
Lettres et sciences humaines  
Linguistique  
Littérature comparée et philosophie  
Sciences du langage  
Traduction  
Traduction et rédaction

### Graduate studies (master's degree)

Applied Linguistics  
Linguistics

#### **Francophone universities:**

Linguistique  
Linguistique appliquée en terminologie

## PURE AND APPLIED SCIENCES

### Undergraduate studies (bachelor's degree, honours or major)

Actuarial Mathematics<sup>3</sup>  
Agricultural Economics  
Agricultural Sciences  
Animal Biology  
Animal Science  
Applied Mathematics  
Applied Zoology  
Architecture  
Athletic Therapy  
Biochemistry  
Biology  
Botanical Science  
Cell and Molecular Biology  
Chemistry  
Clinical Exercise Physiology  
Computer Science  
Earth and Planetary Sciences  
Engineering (all disciplines)  
Environment  
Environmental Biology  
Environmental Science  
Exercise Science  
Food Science  
Geology  
Immunology  
Mathematics  
Mathematics and Computer Science  
Microbiology  
Microbiology and Immunology  
Physics  
Physics and Chemistry  
Plant Science  
Probability and Statistics  
Resource Conservation  
Statistics  
Urban Planning  
Wildlife Biology

<sup>3</sup> For this diploma, the application period ends on October 1, 2004.

## **PURE AND APPLIED SCIENCES**

### **Undergraduate studies** **(bachelor's degree, honours or major)**

#### ***Francophone universities:***

Activité physique  
Actuariat<sup>3</sup>  
Agronomie  
Aménagement et environnement forestiers  
Architecture  
Architecture de paysage  
Biochimie  
Biochimie et biotechnologie  
Bio-informatique  
Biologie  
Biologie en apprentissage par problèmes  
Biophysique  
Chimie  
Chimie pharmaceutique  
Design architectural  
Écologie  
Économie et gestion agroalimentaires  
Génie (toute discipline)  
Géologie  
Informatique  
Informatique de gestion  
Informatique et génie logiciel  
Intervention en activité physique  
Mathématiques  
Mathématiques et économie  
Mathématiques et informatique  
Mathématiques orientation actuariat<sup>3</sup>  
Microbiologie  
Microélectronique  
Opérations forestières  
Physique  
Physique et informatique  
Sciences biologiques  
Sciences de la consommation  
Sciences de l'activité physique  
Sciences et technologie des aliments  
Sciences géomatiques  
Statistique  
Urbanisme

### **Graduate studies (master's degree)**

Agricultural and Biosystems Engineering  
Architectural History and Theory  
Architecture  
Biochemistry  
Biology  
Biomedical Engineering  
Chemical Engineering  
Chemistry  
Civil Engineering (Structural Engineering and Construction Materials)  
Earth and Planetary Sciences  
Engineering (Aerospace)  
Environmental Engineering  
Food Science and Agricultural Chemistry  
Mathematics  
Microbiology  
Microbiology and Immunology  
Physics  
Renewable Resources  
Urban Planning

#### ***Francophone universities:***

Aménagement  
Aménagement du territoire et développement régional  
Architecture  
Biochimie  
Biologie  
Biophysique et biologie cellulaire  
Chimie  
Environnement  
Finance mathématique et computationnelle  
Génie aérospatial  
Génie agroalimentaire  
Génie biomédical  
Génie chimique  
Génie civil – structure et matériaux  
Génie civil – structures  
Génie civil – structures et mécanique des solides  
Génie industriel  
Génie physique  
Gestion de l'ingénierie  
Gestion des ressources maritimes  
Immunologie  
Ingénierie  
Kinanthropologie  
Kinanthropologie – ergonomie  
Mathématiques – informatique mathématique  
Mathématiques – mathématiques  
Mathématiques – mathématiques appliquées  
Mathématiques – mathématiques industrielles  
Mathématiques – statistique  
Mathématiques appliquées – statistique et probabilités  
Mathématiques et informatique appliquée  
Microbiologie  
Microbiologie appliquée  
Microbiologie et immunologie  
Physique  
Ressources renouvelables  
Sciences biologiques  
Sciences de l'activité physique  
Sciences de l'architecture  
Sciences de la terre  
Sciences de l'eau  
Sciences de l'environnement  
Sciences des pâtes et papiers  
Sciences et technologie des aliments  
Sciences forestières  
Sol et environnement  
Statistique  
Urbanisme

### **Graduate degree (D.E.S.S., 30 credits)**

*Génie industriel*

### **Graduate studies (Ph.D. degree)**

*Biology*

#### ***Francophone universities:***

*Biologie*  
*Sciences biologiques*  
*Sciences de l'environnement*  
*Sciences forestières*

<sup>3</sup> For this diploma, the application period ends on October 1, 2004.

### 3. DESCRIPTION OF JOB CLASSES BY AREA OF ACTIVITY

The following is a list of job classes in which government departments and agencies may have casual or regular positions to be filled by means of the reserve of candidates for this campaign.



#### Administration, Economics and Finance

##### Actuaries

As an actuary, you would analyze and evaluate public and private health insurance plans from both a financial and conceptual perspective. You would use your professional expertise in performing the following activities:

evaluations of reserves of insurance carriers in accordance with the laws and regulations in question; analyses of the regulations and the administration of retirement and insurance plans to ensure their conformity with applicable legislation; actuarial evaluations of retirement plans for employees of the Québec government and the Régie des rentes du Québec. In addition, you would develop, plan and evaluate retirement and insurance or social assistance plans.

Diplomas (bachelor's degree, honours or major) that are generally accepted:

*Francophone universities: actuariat; mathématiques orientation actuariat.*

Anglophone universities: Actuarial Mathematics.

Departments and agencies offering employment:

Various departments and agencies in all the administrative regions of Québec and, in particular, the Commission administrative des régimes de retraite et d'assurances, Commission de la santé et de la sécurité du travail, Régie des rentes du Québec, Société de l'assurance automobile du Québec, and the Secrétariat du Conseil du trésor. Note however that most positions are offered in Québec City.

Salary: The annual salary, calculated on the basis of 35 hours per week, is \$34,590 at entry level and \$72,324 at scale maximum.

*psychoéducation et psychologie; psychologie; psychologie et sociologie; recherche opérationnelle; relations industrielles; relations industrielles et ressources humaines; science politique; sciences comptables; sciences de la communication; sciences de l'orientation; sciences économiques; service social; sociologie; statistique; travail social.*

Anglophone universities: Administration; Business Administration; Commerce; Communication Studies; Economics; Human Relations; Industrial Relations; Law; Political Economy; Political Science; Probability and Statistics; Psychology; Social Work; Sociology; Statistics.

Departments and agencies offering employment:

Various departments and agencies in all the administrative regions of Québec.

Salary: The annual salary, calculated on the basis of 35 hours per week, is \$33,931 at entry level and \$62,475 at scale maximum.

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#### Administrative processes analysts

As an administrative processes analyst, you would participate in the development of new administrative or management systems, new work methods, guidelines or procedures aimed at improving the effectiveness of existing systems. In addition, you would provide objective and independent evaluations of the mechanisms for control incorporated in the activities and systems within a department or agency in order to ensure reliability of data, controls and the quality of management.

Diplomas (bachelor's degree, honours or major) that are generally accepted:

*Francophone universities: administration; administration des affaires; génie industriel; gestion des ressources humaines; informatique de gestion; recherche opérationnelle; relations industrielles; relations industrielles et ressources humaines.*

Anglophone universities: Administration; Business Administration; Commerce; Human Relations; Industrial Engineering; Industrial Relations.

Departments and agencies offering employment:

Various departments and agencies in all the administrative regions of Québec.

Salary: The annual salary, calculated on the basis of 35 hours per week, is \$35,126 at entry level and \$64,870 at scale maximum.

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#### Administrative attachés

As an administrative attaché, you would participate in the implementation of governmental policies. You would carry out duties related to planning, organization, control and training with regard to implementation and follow-up of measures and services for various clientele. You would draft analyses, memoranda, responses, etc.

Diplomas (bachelor's degree, honours or major) that are generally accepted:

*Francophone universities: administration; administration des affaires; communication; communication (relations humaines); communication (relations publiques); communication et politique; communication publique; communication, rédaction et multimédia; communication sociale; comptabilité de management; criminologie; développement de carrière; développement social et analyse des problèmes sociaux; droit; économie de gestion; économie et informatique; économie et politique; économie mathématique; économique; gestion des ressources humaines; information et orientation professionnelles; informatique de gestion; mathématiques et économie; psychoéducation;*

## Financial management officers

As a financial management officer, you would work in financial management. You would perform audits and inquiries, inspections, various calculations, analyses, control activities, financial and accounting operations. You would conduct audits or budgetary or financial operations reviews. You would engage in analysis and control of management systems or perform their evaluation in order to provide expertise and counsel with regard to the design or development of such systems. You would evaluate the fiscal performance of businesses and collect major accounts receivable. In addition, you would conduct the analyses required for optimal capital management; work on public debt management, carry out information evaluation, identify problems, produce audit opinions or recommendations, put forward the audit results in written reports.

Diplomas (bachelor's degree, honours or major) that are generally accepted:

*Francophone universities: administration concentration comptabilité or finance or finance corporative; administration des affaires concentration comptabilité or comptabilité de management or comptabilité professionnelle or finance; comptabilité de management; sciences comptables.*

Anglophone universities: Business Administration (Accounting or Finance); Commerce (Accountancy or Accounting or Finance); Finance.

Departments and agencies offering employment:

Various departments and agencies in all the administrative regions of Québec and, in particular, the Revenu Québec, Curateur public du Québec, Ministère de la Santé et des Services sociaux and the Ministère des Affaires municipales, du Sport et du Loisir.

Salary: The annual salary, calculated on the basis of 35 hours per week, is \$33,931 at entry level and \$62,475 at scale maximum.

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## Human resource management advisors

As a human resource management advisor, you would advise and conduct research, as well as carry out activities in the area of human resource management, in particular with respect to work organization, classification, staffing, occupational health and safety, remuneration, collective agreements and human resource development. You would ensure the interpretation and application of texts related to legislation, regulations and agreements in these areas.

Diplomas (bachelor's degree, honours or major) that are generally accepted:

*Francophone universities: administration concentration gestion des personnes or gestion des ressources humaines or management; administration des affaires concentration gestion des ressources humaines or management; communication (relations humaines); développement de carrière; droit; gestion des ressources humaines; information et orientation professionnelles; psychologie; relations industrielles; relations industrielles et ressources humaines; sciences de l'orientation.*

Anglophone universities: Business Administration (General Business Management or Human Resource or Management Science); Commerce (Human Resource Management or Labour-Management Relations or Management or Management Science or Organizational Behaviour and Human Resource Management or Strategic Management); Human Relations; Industrial Relations; Law; Psychology.

Departments and agencies offering employment:

Various departments and agencies in all the administrative regions of Québec.

Salary: The annual salary, calculated on the basis of 35 hours per week, is \$34,985 at entry level and \$65,425 at scale maximum.

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## Human resource management advisors (master's degree)

As a human resource management advisor, you would act as a specialist and carry out activities in the areas of consultation, analysis, development, research, drafting policies and directives in various sectors of human resource management, such as work organization, development, skills evaluation, classification, job hiring, workplace health and safety, pay and work relations.

Diplomas (master's degree) that are generally accepted:

*Francophone universities: administration des affaires – gestion de la santé et de la sécurité du travail or gestion des ressources humaines or gestion du personnel; administration et évaluation en éducation – mesure et évaluation en éducation; administration publique – gestion des ressources humaines; droit – droit du travail; éducation – carriérogie; gestion des personnes en milieu de travail; orientation; psychologie; psychologie des relations humaines; relations industrielles; relations industrielles et ressources humaines; sciences de la gestion – gestion des ressources humaines; sciences de l'éducation – mesure et évaluation en éducation ou orientation; sciences de l'orientation.*

Anglophone universities: Counselling Psychology; Educational Psychology; Human Systems Intervention; Psychology.

Departments and agencies offering employment:

Various departments and agencies in all the administrative regions of Québec.

Salary: The annual salary, calculated on the basis of 35 hours per week, is \$37,615 at entry level and \$65,425 at scale maximum.

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## Research officers in accounting

As a research officer in accounting, you would, by means of consulting services offered to clients, contribute to the reliability of registered financial data in the government's accounting system, while monitoring compliance with accounting standards, principles and policies. You would provide support to clients in the spirit of partnership and assist in projects that are underway by offering consultation services, training and support in accounting and financial control. You would perform accounting analyses and participate in the realization of projects related to financial data produced by clients. You would prepare public accounts, including consolidated financial statements, as well as other governmental financial reports. You would propose improvements with regard to various procedures and contribute to the evolution of Canadian accounting standards. Moreover, you may also be called on to carry out management of the treasury, as well as reconciliation and accounting for various banking and financial operations, revenues and government disbursements.

Diplomas (bachelor's degree, honours or major) that are generally accepted:

*Francophone universities: administration concentration comptabilité; administration des affaires concentration comptabilité or comptabilité professionnelle; sciences comptables.*

Anglophone universities: Business Administration (Accounting); Commerce (Accountancy or Accounting).

Departments and agencies offering employment:

Various departments and agencies in all the administrative regions of Québec and, in particular, the Contrôleur des finances (Ministère des Finances) that is responsible for government accounting involving, among other things, production of the consolidated financial statements for the Gouvernement du Québec.

Salary: The annual salary, calculated on the basis of 35 hours per week, is \$34,510 at entry level and \$65,425 at scale maximum.

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### Research officers in economics

As a research officer in economics, you would carry out activities involving counsel, analysis, forecasting and research in various areas of public administration with regard to public finance, economic conditions, economic and fiscal policy, debt financing policy and portfolio management. You would develop, implement and evaluate policies, programs and action plans on the local, regional, national or international scale in the areas of activity related to government intervention. You would process the gathered information, establish situational portraits, develop and use models and other analytical tools.

Diplomas (bachelor's degree, honours or major) that are generally accepted:

*Francophone universities: économie de gestion; économie et informatique; économie et politique; économie mathématique; économique; mathématiques et économie; sciences économiques.*

Anglophone universities: Economics; Political Economy.

Departments and agencies offering employment:

Various departments and agencies in all the administrative regions of Québec.

Salary: The annual salary, calculated on the basis of 35 hours per week, is \$34,510 at entry level and \$65,425 at scale maximum.

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### Research officers in economics (master's degree)

As a research officer in economics, you would carry out activities involving counsel, analysis, forecasting and research in various areas of public administration with regard to public finance, economic conditions, economic and fiscal policy, debt financing policy and portfolio management. You would develop, implement and evaluate policies, programs and action plans on a regional, provincial, national or international scale in the areas of activity related to government intervention. You would process the gathered information, establish situational portraits, develop and use models and other analytical tools. In addition, you would define and propose policy orientations and strategies with a view to reaching the government's budgetary objectives and promoting Québec's economic development.

Diplomas (master's degree) that are generally accepted:

*Francophone universities: économique; sciences de la gestion – économie appliquée or économie financière appliquée; sciences économiques.*

Anglophone universities: Economics.

Departments and agencies offering employment:

Various departments and agencies in all the administrative regions of Québec and, in particular, the Ministère des Finances.

Salary: The annual salary, calculated on the basis of 35 hours per week, is \$37,187 at entry level and \$65,425 at scale maximum.

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### Research officers in finance (master's degree)

As a research officer in finance, you would conduct analyses in order to identify the financial markets, forms of financing and financial intermediaries to be used. You would evaluate the feasibility of using alternative funding formulas and develop various financial policies. You would analyze proposals involving financing and debt management. To this end, you would analyze, identify and recommend the use of debt management tools likely to enable minimizing costs and risks for the government and other borrowers in the Québec public sector. You would negotiate and conclude financial transactions; recommend and apply investment strategies; develop models and conduct analyses and research required for planning, decision-making, risk control and performance evaluation with regard to long-term financing, debt management, investments, debt service and the treasury. In addition, you would develop competitive and innovative savings products.

Diplomas (master's degree) that are generally accepted:

*Francophone universities: administration des affaires – finance or financement des entreprises or placement et gestion de portefeuille or services financiers; finance appliquée; finance mathématique et computationnelle; sciences de la gestion – économie financière appliquée or finance or ingénierie financière.*

Anglophone universities: Administration (Finance); Business Administration (Investment Management).

Departments and agencies offering employment:

Various departments and agencies in all the administrative regions of Québec and, in particular, the Ministère des Finances.

Salary: The annual salary, calculated on the basis of 35 hours per week, is \$37,187 at entry level and \$65,425 at scale maximum.

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### Research officers in labour and remuneration

As a research officer in labour and remuneration, you would plan, organize and conduct research, studies and inquiries concerning the labour market and remuneration. To this end, you would develop, validate and apply research methodologies related to various research projects. You would analyze collective agreements and participate in work groups that would enable conceptual or methodological development related to observed problematics regarding labour and remuneration.

Diplomas (bachelor's degree, honours or major) that are generally accepted:

*Francophone universities: administration concentration gestion des personnes or gestion des ressources humaines; administration des affaires concentration gestion des ressources humaines; gestion des ressources humaines; relations industrielles; relations industrielles et ressources humaines.*

Anglophone universities: Business Administration (Human Resources); Commerce (Human Resource Management or Labour-Management Relations or Organizational Behavior and Human Resource Management); Human Relations; Industrial Relations.

Anglophone universities: Business Administration (Accounting or Finance); Commerce (Accountancy or Accounting or Economics or Economics and Accounting or Economics and Finance or Finance); Economics; Finance; Law.

Departments and agencies offering employment:

Various departments and agencies in all the administrative regions of Québec and, in particular, the Institut de la statistique du Québec.

Departments and agencies offering employment:

Various departments and agencies in all the administrative regions of Québec and, in particular, Revenu Québec.

Salary: The annual salary, calculated on the basis of 35 hours per week, is \$34,510 at entry level and \$65,425 at scale maximum.

Salary: The annual salary, calculated on the basis of 35 hours per week, is \$34,510 at entry level and \$65,425 at scale maximum.

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## Research officers in pensions and insurance

As a research officer in pensions and insurance, you would perform verifications with respect to one or more aspects of the monitoring policy of the Régie des rentes, in particular, in dealing with the financial position of the plan, financial risks, protection of participants' rights and transparency of the administration. You would analyze the compliance of certain changes to registered pension plans with the Supplemental Pension Plans Act. In addition, you would examine corporate, legal or situational events at the origin of a termination and evaluate their impact. You would assist employers and participants by informing them of their rights and obligations, as well as the available recourses.

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## Research officers in taxation (master's degree)

As a research officer in taxation, you would carry out consultations with respect to fiscal regulations and principles of taxation with a view to governmental decision-making in the area of fiscal policy. You would conduct research and analysis projects aimed at developing, improving or correcting tax policy and make proposals to this effect. You would participate in the development of a legal and regulatory framework for tax measures implementing the policy adopted by the government, and draft quasi-judicial documents providing information regarding the changes to tax policy. You would ensure the implementation of tax measures announced by following up with the departments and agencies concerned.

Diplomas (bachelor's degree, honours or major) that are generally accepted:

*Francophone universities: actuariat; administration; administration des affaires; droit; mathématiques orientation actuariat.*

Anglophone universities: Actuarial Mathematics; Administration; Business Administration; Commerce; Law.

Diplomas (master's degree) that are generally accepted:

*Francophone universities: droit – fiscalité; fiscalité.*

Departments and agencies offering employment:

Various departments and agencies in all the administrative regions of Québec and, in particular, the Ministère des Finances.

Departments and agencies offering employment:

Various departments and agencies in all the administrative regions of Québec and, in particular, the Régie des rentes du Québec.

Salary: The annual salary, calculated on the basis of 35 hours per week, is \$37,187 at entry level and \$65,425 at scale maximum.

Salary: The annual salary, calculated on the basis of 35 hours per week, is \$34,510 at entry level and \$65,425 at scale maximum.

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## Specialists in program evaluation (master's degree)

As a specialist in program evaluation, you would perform duties in the following areas: develop, adapt and update programs; analyze and evaluate education policies and systems; develop definitions for the field or analysis and specifications charts; develop tools for evaluation of learning; carry out studies in the management information systems in order to determine the status of the situation and formulate appropriate recommendations; participate in verification projects aimed, in particular, at ensuring that evaluated activities are managed in a manner which is economic, efficient and effective.

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## Research officers in taxation

As a research officer in taxation, you would conduct research in order to deal with complex tax cases with respect to the interpretation and application of tax laws. You would contribute to research and analysis projects aimed at developing, improving or correcting tax policy and make proposals to this effect. You would participate in the development of a legal and regulatory framework for tax measures implementing the policy adopted by the government, and draft quasi-judicial documents providing information regarding the changes to tax policy. You would ensure the implementation of tax measures announced by following up with the departments and agencies concerned. In addition, you would represent the department or agency at various interdepartmental and intergovernmental committees.

Diplomas (master's degree) that are generally accepted:

*Francophone universities: administration et évaluation en éducation – mesure et évaluation en éducation; administration publique – évaluation de programmes; sciences de l'éducation – mesure et évaluation en éducation.*

Departments and agencies offering employment:

Various departments and agencies in all the administrative regions of Québec.

Diplomas (bachelor's degree, honours or major) that are generally accepted:

*Francophone universities: administration concentration comptabilité or finance or finance corporative; administration des affaires concentration comptabilité or comptabilité de management or comptabilité professionnelle or économie appliquée or finance; comptabilité de management; droit; économique; sciences comptables; sciences économiques.*

Salary: The annual salary, calculated on the basis of 35 hours per week, is \$37,187 at entry level and \$65,425 at scale maximum.



## Architecture and Landscape Architecture

### Architect-trainees

As an architect-trainee, you would ensure the realization of construction, maintenance and repair works and projects throughout Québec. To this end, you would analyze and resolve numerous day-to-day problems related to the public and community housing park, assist internal and external actors in the decision-making process regarding technical questions, provide opinions relative to the mandates

conferred upon external representatives and participate in the realization of activities respecting the transfer of knowledge to the construction industry.

Diplomas that are generally accepted:

Diplomas recognized for admission to the Ordre des architectes du Québec.

Note: To hold a position as architect-trainee, you must be currently awaiting proof of membership in the Ordre des architectes du Québec.

Departments and agencies offering employment:

Various departments and agencies in all the administrative regions of Québec and, in particular, the Société d'habitation du Québec.

Salary: The annual salary, calculated on the basis of 35 hours per week, is \$34,510 at entry level and \$38,605 at scale maximum (trainees).

### Specialists in landscape architecture

As a specialist in landscape architecture, you would perform the follow-up and integration of landscape architecture in the context of preparing projects involving rebuilding, improving and construction of transportation infrastructures. To this end, you would study the visual problem of sites and propose design solutions in landscape architecture, analyze and evaluate the existing biophysical and environmental factors and interpret the pavement and art work documents, while preparing sectorial opinions (visual environment) during environmental evolutions; design an ensemble of documents in landscape architecture for calls for tenders and ensure the follow-up of projects and the monitoring of workplaces by verifying compliance with construction plans and estimates. All of these landscaping interventions must integrate roadway user safety, as well as technical and aesthetic purposes.

Diploma (bachelor's degree) that is generally accepted:

*Francophone universities: architecture de paysage.*

Departments and agencies offering employment:

Various departments and agencies in all the administrative regions of Québec and, in particular, the Ministère des Transports.

Salary: The annual salary, calculated on the basis of 35 hours per week, is \$34,510 at entry level and \$65,425 at scale maximum.



## Computer Sciences

### Computer analysts

As a computer analyst, you would perform duties respecting the design, development, evolution and maintenance of systems on central or departmental processing platforms. You would

conduct studies related to the digital security and the data domain; support the management processes and the work instruments in computer technologies; develop resolutions and conduct preliminary studies; ensure the functional support of multi-platform and network technological infrastructures. In addition, you would coordinate the implementation of changes to the data in the development and production environments.

Diplomas (bachelor's degree, honours or major) that are generally accepted:

*Francophone universities: administration concentration systèmes d'information; administration des affaires concentration gestion de l'information et des systèmes or systèmes d'information organisationnelle or technologies de l'information; génie (des technologies de l'information, électrique, informatique, logiciel or microélectronique); informatique; informatique de gestion; informatique et génie logiciel; microélectronique.*

*Anglophone universities: Commerce (Information Systems or Management Information Systems); Computer Science; Engineering (Computer, Computer System Hardware, Computer System Software or Electrical); Information Systems.*

Departments and agencies offering employment:

Various departments and agencies in all the administrative regions of Québec.

Salary: The annual salary, calculated on the basis of 35 hours per week, is \$35,126 at entry level and \$64,870 at scale maximum.



## Culture, Language and Communications

### Communications advisors

As a communications advisor, you would develop, carry out and evaluate communication plans. You would draft or revise various texts, in particular institutional documents, speeches, press releases and folders. You would ensure public relations and act as spokesperson with the media.

You would develop the content for the intranet and Internet sites and coordinate their development.

Diplomas (bachelor's degree, honours or major) that are generally accepted:

*Francophone universities: communication; communication et politique; communication graphique; communication publique; communication sociale; communication, rédaction et multimédia; création en multimédia interactif; création visuelle; études françaises; études françaises et philosophie; études littéraires; études littéraires et culturelles; études littéraires françaises; langue française et rédaction professionnelle; littérature comparée et philosophie; science de la communication; traduction et rédaction.*

Anglophone universities: Communication and Journalism; Communication Studies; Creative Writing; Études françaises; Études françaises et québécoises; Journalism; Langue et littérature françaises.

Departments and agencies offering employment:

Various departments and agencies in all the administrative regions of Québec.

Salary: The annual salary, calculated on the basis of 35 hours per week, is \$34,510 at entry level and \$65,425 at scale maximum.

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### Communications advisors, graphic artists

As a communication advisor/graphic artist, you would design and edit information, teaching and marketing tools (information documents, publications, printed publicity and promotional articles, etc.). You would plan and coordinate the different stages of production with respect to these tools. You would negotiate service agreements and make appropriate recommendations. You would draft technical estimates and ensure the follow-up, as well as the quality control.

Diplomas (bachelor's degree, honours or major) that are generally accepted:

*Francophone universities: arts et design; arts plastiques; arts visuels; arts visuels et médiatiques; communication graphique; création en multimédia interactif; création visuelle; design graphique.*

Anglophone universities: Design Art; Print Media; Studio Art.

Departments and agencies offering employment:

Various departments and agencies in all the administrative regions of Québec.

Salary: The annual salary, calculated on the basis of 35 hours per week, is \$34,510 at entry level and \$65,425 at scale maximum.

### Cultural officers, linguists

As a cultural officer/linguist, you would provide counsel and assistance with respect to linguistic matters. You would revise various texts drafted in French, such as annual reports, journal articles and press releases; reformulate and rewrite texts, as needed, in order to ensure that the texts are in conformity with linguistic standards; revise texts translated into French to ensure their faithfulness to the form and style of the original text; perform terminological research, draft information documents to provide information regarding linguistic difficulties, and evaluate, as requested, the linguistic quality of texts.

Diplomas (bachelor's degree, honours or major) that are generally accepted:

*Francophone universities: études françaises et linguistique; langue française et rédaction professionnelle; linguistique; sciences du langage.*

Anglophone universities: Linguistics.

Departments and agencies offering employment:

Various departments and agencies in all the administrative regions of Québec.

Salary: The annual salary, calculated on the basis of 35 hours per week, is \$33,931 at entry level and \$62,475 at scale maximum.

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### Librarians (master's degree)

As a librarian, you would apply the techniques and methods in use in the field of library science in order to select, preserve, classify, organize and make available the documentation contained in libraries of public administration. You would advise clients and respond to requests. You would carry out the research and studies necessary to update and develop documentary resources.

Diplomas (master's degree) that are generally accepted:

*Francophone universities: sciences de l'information.*

Anglophone universities: Library and Information Studies.

Departments and agencies offering employment:

Various departments and agencies in all the administrative regions of Québec.

Salary: The annual salary, calculated on the basis of 35 hours per week, is \$36,279 at entry level and \$62,475 at scale maximum.

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### Research officers in cultural affairs

As a research officer in cultural affairs, you would work in the following fields: museology, heritage, the arts, literature, libraries, archives, scientific culture and recreation, cultural industries, the media, telecommunications, cable television, and new information technologies. You would conduct situational analyses, formulate opinions and make recommendations, design measuring devices to develop, revise and evaluate policies and programs; ensure financial assistance program management; advise and support various clientele both technically and financially with respect to project management; coordinate or participate in work committees in order to promote partnership and collaboration between various players.

Diplomas (bachelor's degree, honours or major) that are generally accepted:

*Francophone universities: animation et recherche culturelles; anthropologie; anthropologie et ethnologie; archéologie; architecture; arts; arts plastiques; design architectural; éducation musicale; études anciennes; études cinématographiques et littérature comparée; études françaises; études françaises et philosophie; études internationales et langues modernes; études littéraires; études littéraires et culturelles; géographie; géographie environnementale; géographie et aménagement; géographie physique; histoire; histoire, culture et société; histoire de l'art; langues modernes; lettres et sciences humaines; loisir, culture et tourisme; science politique; sociologie; urbanisme.*

Anglophone universities: Anthropology; Anthropology and Sociology; Architecture; Art History; Art History and Studio Art; Creative Writing; Études françaises; Études françaises et québécoises; Geography; Geography – Urban Systems; History; Langue et littérature françaises; Political Science; Sociology; Urban Studies.

Departments and agencies offering employment:

Various departments and agencies in all the administrative regions of Québec and, in particular, the Ministère de la Culture et des Communications.

Salary: The annual salary, calculated on the basis of 35 hours per week, is \$34,510 at entry level and \$65,425 at scale maximum.

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### Research officers in cultural affairs (master's degree)

As a research officer in cultural affairs, you would develop and implement management plans concerning architecture, land-use management, and urban planning. You would work on the management of authorizations and the follow-up of requests for classification and restoration of cultural property, the development and conservation of patrimony, as well as the analysis of cultural and restoration equipment files. In relation to your specialization, you would carry out situation analyses, formulate opinions and recommendations. You would develop instruments for measuring in order to develop, review and evaluate policies and programs. You would ensure the management of financial assistance programs, provide technical and financial advice and support for clientele. You would coordinate or participate in work committees in order to foster partnership and collaboration between various actors.

Diplomas (master's degree) that are generally accepted:

*Francophone universities: architecture; sciences de l'architecture.*

Anglophone universities: Architecture; Architectural History and Theory.

Departments and agencies offering employment:

Various departments and agencies in all the administrative regions of Québec and, in particular, the Ministère de la Culture et des Communications.

Salary: The annual salary, calculated on the basis of 35 hours per week, is \$37,187 at entry level and \$65,425 at scale maximum.

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### Research officers in sociolinguistics (master's degree)

As a research officer in sociolinguistics, you would carry out the research and evaluation mandates in the area of sociolinguistics. More specifically, you would conduct research related to the status of the French language. You would evaluate programs and the degree of client satisfaction with respect to certain products and services offered by the agency.

Diplomas (master's degree) that are generally accepted:

*Francophone universities: analyse des politiques; anthropologie; didactique; linguistique; linguistique appliquée en terminologie; science politique; sociologie.*

Anglophone universities: Anthropology; Applied Linguistics; Linguistics; Political Science; Sociology.

Departments and agencies offering employment:

Various departments and agencies in all the administrative regions of Québec and, in particular, the Office québécois de la langue française.

Salary: The annual salary, calculated on the basis of 35 hours per week, is \$37,187 at entry level and \$65,425 at scale maximum.

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### Translators (French to English)

As a translator, you would provide translations from French to English in accordance with current standards. You would revise and correct translated texts, carry out the terminological research necessary for improving existing terminology banks and provide opinions with regard to translation.

Diplomas (bachelor's degree, honours or major) that are generally accepted:

*Francophone universities: traduction; traduction et rédaction.*

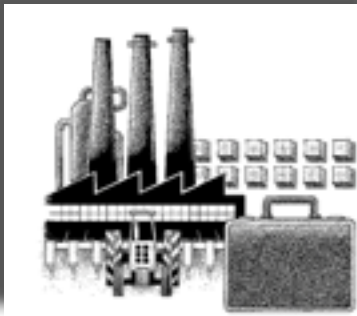
Anglophone universities: Traduction.

Departments and agencies offering employment:

Various departments and agencies in all the administrative regions of Québec.

Salary: The annual salary, calculated on the basis of 35 hours per week, is \$33,931 at entry level and \$62,475 at scale maximum.

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## Economic Development

### Agro-economists

As an agro-economist, you would provide expertise in various agri-food sectors. In particular, in the bio-food sector, you would perform analyses and evaluate the pertinence and impact of agricultural programs

and policies regarding governmental objectives. In addition, you would provide economic expertise to enable concerned agencies to orient their development policies.

You would also participate in defining and interpreting standards and application criteria for funding programs, the farm income stabilization account, the farm income stabilization insurance schemes and the crop insurance programs. You may also be given responsibility for one or more insurance products or farm financing products.

Diplomas (bachelor's degree, honours or major) that are generally accepted:

*Francophone universities: agronomie; économie et gestion agroalimentaires; économie et informatique; économie et politique; économie mathématique; économique; mathématiques et économie; sciences économiques.*

Anglophone universities: Agricultural Economics; Economics.

Departments and agencies offering employment:

Various departments and agencies in all the administrative regions of Québec and, in particular, the Financière agricole and the Ministère de l'Agriculture, des Pêcheries et de l'Alimentation du Québec.

Salary: The annual salary, calculated on the basis of 35 hours per week, is \$34,510 at entry level and \$65,425 at scale maximum.

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### Agro-economists (master's degree)

As an agro-economist, you would act as a strategic consultant in various agri-food sectors. You would structure the organization of important analytical worksites in relation to problematics in the sector; ensure that economic information is shared with internal and external players; perform analyses and evaluate the pertinence and impact of agricultural programs and policies regarding governmental objectives, client needs and the social and economic conditions. In addition, you would counsel various directions within the organization as to the use of economic analysis tools.

Diplomas (master's degree) that are generally accepted:

*Francophone universities: économie rurale; économique; sciences économiques.*

Anglophone universities: Economics.

Departments and agencies offering employment:

Various departments and agencies in all the administrative regions of Québec and, in particular, the Financière agricole and the Ministère de l'Agriculture, des Pêcheries et de l'Alimentation du Québec.

Salary: The annual salary, calculated on the basis of 35 hours per week, is \$37,187 at entry level and \$65,425 at scale maximum.

## Agronomists

As an agronomist, you would analyze the state of agricultural production in the region in order to identify constraints and various possibilities with respect to development. To this end, you would identify the improvements or innovations likely to be implemented by integrating agro-environmental aspects; promote awareness among groups of producers and other regional players regarding the importance to agricultural development of sustained adaptation and improvement in production; distribute the latest information to farm businesses with regard to adaptation and improvement in existing or new production, and foster the realization of farm business projects. In addition, you would perform the follow-up and evaluation of production adaptation and development projects, and collaborate with advisors working in the region, in accordance with a multidisciplinary approach for projects.

Diplomas (bachelor's degree, honours or major) that are generally accepted:

*Francophone universities: agronomie; économie et gestion agroalimentaires; génie agroenvironnemental.*

Anglophone universities: Agricultural Economics; Agricultural Sciences; Animal Science; Bioresource Engineering; Plant Science.

Note: Upon beginning employment, you must be a member in good standing with the Ordre des agronomes du Québec.

Departments and agencies offering employment:

Various departments and agencies in all the administrative regions of Québec and, in particular, the Ministère de l'Agriculture, des Pêcheries et de l'Alimentation du Québec.

Salary: The annual salary, calculated on the basis of 35 hours per week, is \$33,931 at entry level and \$62,475 at scale maximum.

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### Farm financing advisors

As a farm financing advisor, you would advise various clientele regarding financing for their agricultural business. To this end, you would approve or recommend the required financing and perform the follow-up of the loan portfolio. You would also promote the products and services offered to these clientele and various others working in this sector.

Diplomas (bachelor's degree, honours or major) that are generally accepted:

*Francophone universities: économie et gestion agroalimentaires.*

Anglophone universities: Agricultural Economics.

Departments and agencies offering employment:

Various departments and agencies in all the administrative regions of Québec and, in particular, the Financière agricole du Québec.

Salary: The annual salary, calculated on the basis of 35 hours per week, is \$34,510 at entry level and \$65,425 at scale maximum.

## Industrial development officers

As an industrial development officer, you would put your skills toward the development of the Québec economy through activities of monitoring, information, counsel, accompaniment and joint action with businesses, business groups, economic partners or players. These activities may be carried out in the context of local, regional, national or international development of an area of industrial or commercial activity including agri-food, agri-food processing, wood processing, regional economic development, consumer goods, information technologies and communications, as well as a number of other industrial sectors.

Diplomas (bachelor's degree, honours or major) that are generally accepted:

*Francophone universities: administration; administration des affaires; agronomie; biochimie; biochimie et biotechnologie; bio-informatique; chimie; développement local et régional; économie et gestion agroalimentaires; économie et informatique; économie et politique; économie mathématique; économique; génie (toute discipline); géologie; informatique; informatique et génie logiciel; mathématiques et économie; mathématiques et informatique; microélectronique; physique et informatique; recherche opérationnelle; sciences de la consommation; sciences économiques; sciences et technologie des aliments.*

Anglophone universities: Administration; Agricultural Economics; Biochemistry; Business Administration; Chemistry; Commerce; Computer Science; Economics; Engineering (all disciplines); Mathematics and Computer Science; Political Economy.

Departments and agencies offering employment:

Various departments and agencies in all the administrative regions of Québec.

Salary: The annual salary, calculated on the basis of 35 hours per week, is \$34,510 at entry level and \$65,425 at scale maximum.

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## Industrial development officers in the environmental sector (master's degree)

As an industrial development officer in the environmental sector, you would take part in the prevention, remediation (water treatment, correction, attenuation, etc.) and the sustainable industrial development in such sectors of the pollution control industry as water, air, soil, garbage, energy or climate change. You would monitor the evolution of industrial sectors of the environment, present orientations and possibilities for development in local and international markets; participate in development of strategies for industrial development and securing new investment.

Diplomas (master's degree) that are generally accepted:

*Francophone universities: environnement; génie agroalimentaire – technologies environnementales; sciences de la terre; sciences de l'eau; sciences de l'environnement; sol et environnement.*

Anglophone universities: Environmental Engineering.

Departments and agencies offering employment:

Various departments and agencies in all the administrative regions of Québec and, in particular, the Ministère du Développement économique et régional et de la Recherche.

Salary: The annual salary, calculated on the basis of 35 hours per week, is \$37,187 at entry level and \$65,425 at scale maximum.

## Industrial development officers in the pulp and paper sector (master's degree)

As an industrial development officer in this sector, you would monitor the implementation of activities and interventions offering technical, administrative and financial assistance to manufacturers and developers. To this end, you would analyze projects in order to consolidate, develop and modernize existing mills, establish new businesses, make new products or refine new technologies in order to set up an industry that is world-class, innovative, environmentally-friendly and focussed on the value added to its production. In addition, in accordance with the assistance programs, you would manage subsidies by determining eligibility further to the rules and incentives in force. You would also develop methods and evaluate needs regarding the wood materials of pulp and paper mills in accordance with the Forest Act. Lastly, you would collaborate on the development and updating, on computer media, of various registers essential for updating the knowledge of the Direction du développement de l'industrie des produits forestiers.

Diploma (master's degree) that is generally accepted:

*Francophone universities: sciences des pâtes et papiers.*

Departments and agencies offering employment:

Various departments and agencies in all the administrative regions of Québec and, in particular, the Ministère des Ressources naturelles, de la Faune et des Parcs.

Salary: The annual salary, calculated on the basis of 35 hours per week, is \$37,187 at entry level and \$65,425 at scale maximum.

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## International affairs advisors

As an international affairs advisor, you would contribute to developing specialized expertise respecting the international reality and the issues facing Québec with regard to targeted territories. You would also perform research, studies and analysis regarding the territories under your responsibility, and participate in organizing missions abroad and draft various documents that would foster Québec's expansion and its development in the institutional, political, cultural, commercial and economic areas. You would work to promote and defend Québec's interests in these areas and intervene with specified partners. Travel abroad may be required in order to carry out these mandates.

Diplomas (bachelor's degree, honours or major) that are generally accepted:

*Francophone universities: administration concentration gestion internationale; administration des affaires concentration gestion internationale; anthropologie; anthropologie et ethnologie; communication et politique; droit; économie et informatique; économie et politique; économique; études allemandes; études est-asiatiques et anthropologie; études hispaniques; études internationales; études internationales et langues modernes; géographie; géographie environnementale; géographie et aménagement; géographie physique; histoire; mathématiques et économie; philosophie; psychologie et sociologie; sciences économiques; science politique; science politique et philosophie; sociologie; sociologie et anthropologie.*

Anglophone universities: Anthropology; Anthropology and Sociology; Business Administration (International Business); Commerce (International Business or International Management); Economics; Geography; German Studies; Hispanic Studies; History; International Development Studies; Latin-American and Caribbean Studies; Law; Philosophy; Political Economy; Political Sciences; Sociology.

Departments and agencies offering employment:

Various departments and agencies in all the administrative regions of Québec and, in particular, the Ministère des Relations internationales and the Ministère du Développement économique et régional et de la Recherche. Note, however, that most positions are offered in Québec City and Montréal.

**Salary:** The annual salary, calculated on the basis of 35 hours per week, is \$34,510 at entry level and \$65,425 at scale maximum.

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### International affairs advisors (master's degree)

As an international affairs advisor, you would contribute to the development of specialized expertise respecting the international reality and the issues facing Québec with regard to specific territories. To this end, you would collaborate on developing policies and draft and strategy agreements that would foster Québec's expansion and its development. You would work to promote and defend Québec's interests in institutional, political, cultural, commercial and economic areas. You would also perform research, studies and analysis regarding the territories under your responsibility, and draft various documents such as opinion papers, messages regarding interventions and talks. You would participate in organizing missions abroad and contribute to the organization of visits to Québec from foreign visitors. Travel abroad may be required in order to carry out these mandates.

Diplomas (master's degree) that are generally accepted:

*Francophone universities: administration des affaires – gestion internationale; administration publique – administration internationale or management international; analyse des politiques; communication – communications internationales; droit – droit international or droit international et transnational; économique; gestion des organisations; relations internationales; sciences de la gestion – gestion internationale; sciences économiques; science politique.*

Anglophone universities: Business Administration (International Business); Economics; Political Science.

Departments and agencies offering employment:

Various departments and agencies in all the administrative regions of Québec and, in particular, the Ministère des Relations internationales and the Ministère du Développement économique et régional et de la Recherche. Note, however, that most positions are offered in Québec City and Montréal.

**Salary:** The annual salary, calculated on the basis of 35 hours per week, is \$37,187 at entry level and \$65,425 at scale maximum.

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### Research officers in land-use planning (master's degree)

As a research officer in land-use planning, you would conduct analysis and evaluation with respect to public land-use planning. To this end, you would be responsible for coordinating specific files in land-use planning and regional development in collaboration with the Québec departments and agencies concerned. You would conduct the analyses necessary for, in particular, various trends related to urban development and management, for the purposes of assignment, planning and development of public land. You would develop, revise and put into place the processes required to ensure effective and efficient management of assignment, use, planning and development activities regarding public land. You would participate in development of government policy statements and orientations on sustainable development related to land-use, economic and social development, use and reclamation of public land.

Diplomas (master's degree) that are generally accepted:

*Francophone universities: aménagement; aménagement du territoire et développement régional; analyse et gestion urbaines; développement régional; études et interventions régionales; études régionales; études urbaines; géographie – géographie humaine / aménagement; ressources renouvelables; sciences de l'architecture – design urbain; urbanisme.*

Anglophone universities: Renewable Resources; Urban Planning.

Departments and agencies offering employment:

Various departments and agencies in all the administrative regions of Québec.

**Salary:** The annual salary, calculated on the basis of 35 hours per week, is \$37,187 at entry level and \$65,425 at scale maximum.

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## Education

### Education specialists

As an education specialist, you would participate in developing programs of study, preparing exams, studying the adaptation and effectiveness of instruments specific to education science. You would also carry out inspection duties dealing with, specifically, the certification of teaching permits and licenses, control and supervision of experimental programs, recognition and accreditation of teaching establishments.

Diplomas (bachelor's degree, honours or major) that are generally accepted:

*Francophone universities: adaptation scolaire; adaptation scolaire et sociale; développement de carrière; enseignement (any discipline); information et orientation professionnelles; intervention en activité physique; orthopédagogie; sciences de l'orientation.*

Anglophone universities: Education or Teaching (all disciplines).

Departments and agencies offering employment:

Various departments and agencies in all the administrative regions of Québec and, in particular, the Ministère de l'Éducation.

**Salary:** The annual salary, calculated on the basis of 35 hours per week, is \$33,833 at entry level and \$65,425 at scale maximum.

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### Educational technology advisors (master's degree)

As an educational technology advisor, you would provide support and counsel with respect to online learning for staff working in training units. You would accompany the training units in the implementation of online learning projects. To this end, you would handle requests and evaluate the training needs; analyze the required content and, as needed, help in the formulation of general and specific learning objectives; provide counsel concerning the pedagogic means that are most pertinent, the best adapted and the most effective, as well as technologically-enhanced training strategies. Upon analysis, you would assist in the decision-making by supporting the training units in the determination of investment returns (costs and benefits) related to the use of various training strategies, in particular within a context

of online training. With respect to the design and distribution of online learning, you would act as a facilitator: establishing the terms of work mandates and identifying the profiles of resource persons to join in the project. In addition, you would ensure the follow-up, supervise content development and, as needed, carry out and validate these tasks. Lastly, you may be called upon to support changes that take place concerning the training by leading training sessions or participating in roundtable discussions and coordination meetings.

Diplomas (master's degree) that are generally accepted:

*Francophone universities: formation à distance; technologie éducative.*

Anglophone universities: Educational Technology.

Departments and agencies offering employment:

Various departments and agencies in all the administrative regions of Québec.

**Salary:** The annual salary, calculated on the basis of 35 hours per week, is \$37,187 at entry level and \$65,425 at scale maximum.

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## Teachers of French as a second language for adult immigrants

As a teacher of French as a second language to adult immigrants, you would teach adult immigrants the French language and the various sociocultural components of Québec society. You would develop course plans and use pedagogic and technical material necessary for giving these classes. You would prepare, present and lead learning activities aimed at acquiring a sufficient knowledge of the language and various facets of Québec society in order to facilitate the integration of immigrants into the host society.

Diplomas (bachelor's degree, honours or major, requiring a minimum of 16 years of study recognized by the appropriate authority) that are generally accepted:

*Francophone universities: enseignement des langues secondes (cheminement français, langue seconde); enseignement du français langue seconde.*

Anglophone universities: Education (Teaching French as a Second Language).

Departments and agencies offering employment:

Ministère des Relations avec les citoyens et de l'Immigration in various administrative regions of Québec.

**Note:** The positions that are currently available are in the administrative region of the Outaouais and are exclusively part- or full-time, on-call (interim) casual positions.

**Salary:** The annual salary, calculated on the basis of 35 hours per week, is determined according to educational background. For an undergraduate diploma (bachelor's degree), the annual salary is \$33,695 at entry level and \$56,249 at scale maximum.

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## Workplace trainers (master's degree)

As a workplace trainer, you would provide training and accompaniment services to regional and central actors, so that they can offer quality services to the clientele, in accordance with the legislation, rules, orientations and approaches of the Commission de la santé et de la sécurité du travail (CSST). To this end, in the general framework of skills management, you would define, analyze and structure training needs. You would develop, prepare and evaluate, in collaboration with managers, the training and skills development training intended for staff and aimed at acquiring skills for carrying out duties taking into account, in particular, the legal and regulatory framework and the computer environment. You would develop and optimize training tools in order to render them more efficient and ensure the quality of training. In addition, you would develop tools for evaluating learning, lead training sessions and provide training support.

Diplomas (master's degree) that are generally accepted:

*Francophone universities: didactique; éducation; éducation comparée et fondements de l'éducation; enseignement; gestion de l'éducation et de la formation; sciences de l'éducation – andragogie or didactique or mesure et évaluation en éducation.*

Anglophone universities: Education; Educational Studies.

Diplomas (graduate degree, D.E.S.S., 30 credits) that are generally accepted:

*Francophone universities: andragogie; éducation – didactique or générale; enseignement; formation en éducation des adultes.*

Anglophone universities: Adult Education.

Departments and agencies offering employment:

Various departments and agencies in all the administrative regions of Québec and, in particular, the Commission de la santé et de la sécurité du travail.

**Salary:** The annual salary, calculated on the basis of 35 hours per week, is \$37,187 at entry level and \$65,425 at scale maximum.

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## Engineering

### Engineers, agro-environmental engineering

As an agro-environmental engineer, you would, in accordance with the

Engineers Act, share your professional expertise in the area of agro-environmental engineering in the realization of projects related to agriculture. To this end, you would evaluate the compliance of these projects to regulations and their impact on the environment. You would draft recommendations with respect to issuing certificates and permits and you would monitor the complete respect of the conditions contained therein. In addition, you would conduct various studies related to pollution of the environment.

Diplomas (bachelor's degree, honours or major) that are generally accepted:

*Francophone universities: génie agroenvironnemental.*

Anglophone universities: Agricultural Engineering.

Note: Upon beginning employment, you must be a member in good standing of the Ordre des ingénieurs du Québec as a junior engineer.

Departments and agencies offering employment:

Various departments and agencies in all the administrative regions of Québec and, in particular, the Ministère de l'Environnement.

Salary: The annual salary, calculated on the basis of 35 hours per week, is \$33,931 at entry level and \$62,475 at scale maximum.

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### Engineers, chemical engineering

As a chemical engineer, you would, in accordance with the Engineers Act, share your professional expertise in the area of air pollution control. You would develop regulations, programs and policies regarding management of the atmosphere (fine particles, persistent organic pollutants and metals, toxic atmospheric pollutants, smog, acid precipitation and acid aerosols). You would develop management plans and strategies for intervention for the following sectors: chemistry and petrochemistry, residential wood heating, management of odours from industry and combustion/incineration; volatile organic compound emissions (VOC). In addition, you would represent the Ministère on various committees in Québec and Canada concerned by questions regarding air quality, as well as with industrial associations.

Diplomas (bachelor's degree, honours or major) that are generally accepted:

*Francophone universities: génie chimique.*

Anglophone universities: Chemical Engineering.

Note: Upon beginning employment, you must be a member in good standing of the Ordre des ingénieurs du Québec as a junior engineer.

Departments and agencies offering employment:

Various departments and agencies in all the administrative regions of Québec and, in particular, the Ministère de l'Environnement.

Salary: The annual salary, calculated on the basis of 35 hours per week, is \$33,931 at entry level and \$62,475 at scale maximum.

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### Engineers, civil engineering

As a civil engineer, you would, in accordance with the Engineers Act, share your professional expertise in the areas of transportation and housing. To this end, you would plan, program, develop and realize studies and projects with respect to development, improvement, rebuilding, maintenance and use of transportation infrastructures, in collaboration with partners and users. In the area of housing, you would carry out projects in civil engineering related to construction, renovation or reparation, and develop further expertise concerning the day-to-day problems of the existing public and community housing stock. You would also prepare mandates to be conferred upon external consultants and supervise their execution.

Diplomas (bachelor's degree, honours or major) that are generally accepted:

*Francophone universities: génie civil; génie de la construction; génie unifié option génie civil.*

Anglophone universities: Building Engineering or Civil Engineering.

Note: Upon beginning employment, you must be a member in good standing of the Ordre des ingénieurs du Québec as a junior engineer.

Departments and agencies offering employment:

Various departments and agencies in all the administrative regions of Québec and, in particular, the Ministère des Transports and the Société d'habitation du Québec.

Salary: The annual salary, calculated on the basis of 35 hours per week, is \$33,931 at entry level and \$62,475 at scale maximum.

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### Engineers, civil engineers – structures specialists (master's degree)

As a civil engineer – structures specialist (graduate degree), you would develop and ensure the realization of structures and construction, maintenance, repair and structure projects. You would ensure the application of the legislative and normative framework and the safety regarding engineering projects through activities involving supervision, inspection, issuing of notices of conformity and quality control of works and civil engineering structures. In addition, you would collaborate on the development and application of the legal and normative framework by participating in developing norms, guides and tools and by providing advice and opinions in the area of civil engineering structures. You would realize and collaborate on scientific studies, in particular, by conducting experiments and trials in the area of structures.

Diplomas (master's degree) that are generally accepted:

*Francophone universities: génie civil – structure et matériaux, or structures, or structures et mécanique des solides.*

Anglophone universities: Civil Engineering (Structural Engineering and Construction Materials).

Note: Upon beginning employment, you must be a member in good standing of the Ordre des ingénieurs du Québec.

Departments and agencies offering employment:

Various departments and agencies in all the administrative regions of Québec and, in particular, the Ministère des Transports.

Salary: The annual salary, calculated on the basis of 35 hours per week, is \$36,279 at entry level and \$62,475 at scale maximum.

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## Engineers, electrical engineering

As an electrical engineer, you would, in accordance with the Engineers Act, act as consultants in the area of electrical engineering, in particular, in the transportation and building sectors. In order to support the territorial units in the realization of construction projects and in the use of the road network, you would carry out activities related to lighting and lighting signal systems, including their design and maintenance. In the building sector, you would ensure the operational support and put together the tools and verification grids required during an intervention. In addition, you would participate in updating the staff's knowledge by developing and giving training sessions.

Diplomas (bachelor's degree, honours or major) that are generally accepted:

*Francophone universities: génie des systèmes électromécaniques; génie électrique; génie électromécanique.*

Anglophone universities: Electrical Engineering.

Note: Upon beginning employment, you must be a member in good standing of the Ordre des ingénieurs du Québec as a junior engineer.

Departments and agencies offering employment:

Various departments and agencies in all the administrative regions of Québec and, in particular, the Ministère des Transports and the Société d'habitation du Québec.

Salary: The annual salary, calculated on the basis of 35 hours per week, is \$33,931 at entry level and \$62,475 at scale maximum.

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## Engineers, geological engineering and mining engineering

As a geological engineer and mining engineer, you would, in accordance with the Engineers Act, act as project head and consultant in the area of mining or soil mechanics. In the mining sector, you would analyze and validate various projects and engineering studies. In addition, you would conduct research and studies aimed at defining the general characteristics of the area, diagnose the problems and propose the support measures necessary for sustainable development of the mining industry. For soil mechanics, you would conduct geo-technical studies and proceed with site investigations, calculations and recommendations necessary for carrying out construction, maintenance and protection projects for transportation infrastructures.

Diplomas (bachelor's degree, honours or major) that are generally accepted:

*Francophone universities: génie des mines; génie des mines et de la minéralurgie; génie géologique.*

Anglophone universities: Mining Engineering.

Note: Upon beginning employment, you must be a member in good standing of the Ordre des ingénieurs du Québec as a junior engineer.

Departments and agencies offering employment:

Various departments and agencies in all the administrative regions of Québec and, in particular, the Ministère des Transports and the Ministère des Ressources naturelles, de la Faune et des Parcs.

Salary: The annual salary, calculated on the basis of 35 hours per week, is \$33,931 at entry level and \$62,475 at scale maximum.

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## Engineers, mechanical engineering

As a mechanical engineer, you would, in accordance with the Engineers Act, act as mechanical engineers in the areas of transportation and housing. In the area of transportation, you would carry out activities related to the mechanical and structural aspects of lighting and light signal systems, overhead signage that is part of transportation infrastructures or various studies, analyses and research in the field of road transport, in particular, in the area of heavy vehicle loads and dimensions. In the area of housing, you would carry out projects in civil engineering related to construction, renovation or reparation, and develop further expertise concerning the day-to-day problems of the existing public and community housing stock.

Diplomas (bachelor's degree, honours or major) that are generally accepted:

*Francophone universities: génie des systèmes électromécaniques; génie électromécanique; génie mécanique.*

Anglophone universities: Mechanical Engineering.

Note: Upon beginning employment, you must be a member in good standing of the Ordre des ingénieurs du Québec as a junior engineer.

Departments and agencies offering employment:

Various departments and agencies in all the administrative regions of Québec and, in particular, the Ministère des Transports and the Société d'habitation du Québec.

Salary: The annual salary, calculated on the basis of 35 hours per week, is \$33,931 at entry level and \$62,475 at scale maximum.

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## Engineers in workplace health and safety

As an engineer in workplace health and safety, and in accordance with the Engineers Act, you would bring your professional expertise, especially in the area of workplace health and safety. You would intervene according to your areas of competency and, as needed, in close collaboration with interested parties, partners in the health sector and labour-management associations. You would provide the professional expertise necessary for the application of the law and regulations aimed at protecting the health, safety and physical integrity of workers, in order to eliminate the dangers at the source and to favour establishing mechanisms for participating in order for the management of health and safety at the workplace to be handled on-site. You would require the correction of dangerous situations and ensure the conformity with the law and regulations. You would work in collaboration with various actors, especially rehabilitation counsellors, claims officers and finance personnel. You may also be asked to participate in the central response team that provides support to all the regional directions regarding the temporary replacement of workplace health and safety engineers. Note that you may have to work outside regular hours in the case of a refusal to work or serious work-related accident.

Diplomas (bachelor's degree, honours or major) that are generally accepted:

*Francophone universities: génie (agroenvironnemental, alimentaire, biotechnologique, chimique, civil, de la construction, de la production automatisée, des matériaux, des matériaux et de la métallurgie, des mines, des mines et de la minéralurgie, des opérations et de la logistique, des systèmes électromécaniques, électrique, électromécanique, géologique, géomatique, industriel, mécanique, physique ou unifié).*

Anglophone universities: Engineering (Agricultural, Building, Chemical, Civil, Electrical, Industrial, Materials, Mechanical or Mining).

**Note:** Upon beginning employment, you must be a member in good standing of the Ordre des ingénieurs du Québec as a junior engineer.

Departments and agencies offering employment:

Various departments and agencies in all the administrative regions of Québec and, in particular, the Commission de la santé et de la sécurité du travail.

**Salary:** The annual salary, calculated on the basis of 35 hours per week, is \$33,931 at entry level and \$62,475 at scale maximum.

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## Forestry engineers

As a forestry engineer, you would, in accordance with the Forest Engineers Act, use your professional expertise in the application of the Forest Act and the resulting regulations. You would conduct analyses of plans and forestry intervention reports, propose and develop recommendations and comments required by the agency.

Diplomas (bachelor's degree, honours or major) that are generally accepted:

*Francophone universities: aménagement et environnement forestiers; génie du bois; opérations forestières.*

**Note:** Upon beginning employment, you must be a member in good standing of the Ordre des ingénieurs forestiers du Québec.

Departments and agencies offering employment:

Various departments and agencies in all the administrative regions of Québec and, in particular, the Ministère des Ressources naturelles, de la Faune et des Parcs.

**Salary:** The annual salary, calculated on the basis of 35 hours per week, is \$34,510 at entry level and \$65,425 at scale maximum.

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## Forestry researchers – forestry engineers (master's degree)

As a forestry researcher – forestry engineer (master's degree), you would carry out research on projects assigned to you, in addition to guiding and controlling the execution of the work done by technical staff in accordance with the requirements of research protocols. In addition, you would collaborate on analyzing data by compiling and processing the data. You would also ensure the follow-up of the action plan and distribute the research results together with the researcher responsible for the project through the publication of scientific articles, scientific popularization articles, conferences and seminars.

Diplomas (master's degree) that are generally accepted:

*Francophone universities: biologie; environnement; sciences biologiques; sciences de l'environnement; sciences forestières.*

*Research subject in one of the following specializations: écologie forestière; écosystèmes et environnement; amélioration génétique; reproduction des arbres; production de plants; sylviculture des peuplements naturels résineux, mixtes et feuillus; sylviculture des plantations; étude du travail forestier.*

Anglophone universities: Biology.

**Note:** Upon beginning employment, you must be a member in good standing of the Ordre des ingénieurs forestiers du Québec.

Departments and agencies offering employment:

Various departments and agencies in all the administrative regions of Québec and, in particular, the Ministère des Ressources naturelles, de la Faune et des Parcs.

**Salary:** The annual salary, calculated on the basis of 35 hours per week, is \$37,187 at entry level and \$65,425 at scale maximum.

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## Forestry researchers – forestry engineers (Ph.D. degree)

As a forestry researcher – forestry engineer (Ph.D. degree), you would be responsible for the strategic development of a research program according to the main forestry issues for Québec. You would act as an expert and provide strategic advice in your area of research. Moreover, you would design, develop and ensure the realization of original research projects on a national scale in relation to the needs expressed by the partners. You would monitor the quality of work carried out by the staff, as well as the respect of the action plan and the applied experimental designs in order to be in conformity with the research protocols. You would ensure the analysis of data and distribute the research results through the publication of scientific articles, scientific popularization articles, conferences and seminars.

Diplomas (Ph.D. degree) that are generally accepted:

*Francophone universities: biologie; sciences biologiques; sciences de l'environnement; sciences forestières.*

*Research subject in one of the following specializations: écologie forestière; écosystèmes et environnement; amélioration génétique; reproduction des arbres; production de plants; sylviculture des peuplements naturels résineux, mixtes et feuillus; sylviculture des plantations; étude du travail forestier.*

Pour les universités anglophones: Biology.

**Note:** Upon beginning employment, you must be a member in good standing of the Ordre des ingénieurs forestiers du Québec.

Departments and agencies offering employment:

Various departments and agencies in all the administrative regions of Québec and, in particular, the Ministère des Ressources naturelles, de la Faune et des Parcs.

**Salary:** The annual salary, calculated on the basis of 35 hours per week, is \$47,981 at entry level and \$65,425 at scale maximum.

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## Health Sciences



### Veterinarians

As a veterinarian, you would contribute to the protection of public health and improving animal health in various sectors. For example, in epidemiological surveillance, you would conduct studies and develop programs for monitoring and controlling infectious diseases of animals. Moreover, if you work in the animal health sector, you would perform veterinary duties related to slaughterhouse

inspection or assisting farmers; you would act as head of regional operations for the warning and zoonitary information system or as head of necropsy services and laboratory analyses.

Diploma (undergraduate, doctorate degree) that is generally accepted:

*Francophone universities: médecine vétérinaire.*

**Note:** Upon beginning employment, you must be a member in good standing of the Ordre des médecins vétérinaires du Québec.

Departments and agencies offering employment:

Various departments and agencies in all the administrative regions of Québec and, in particular, the Ministère de l'Agriculture, des Pêcheries et de l'Alimentation.

**Salary:** The annual salary, calculated on the basis of 35 hours per week, is \$40,643 at entry level and \$62,475 at scale maximum.

## Law



### Lawyers and notaries

As a lawyer or notary, you would provide advice, counsel and legal opinions in all areas of law related to governmental action (civil law, administrative law, constitutional law, taxation law, environmental law,

municipal law, international law, labour law, etc.) and draft legal opinions, prepare draft legislation and regulations, contracts and other legal acts. You would participate also in processing files that are in dispute and, if you are a lawyer, may be called upon to provide testimony before any body, as a plaintiff or respondent, in civil, administrative, constitutional, tax or other matters. To this end, you would gather and analyze evidence, draft procedural acts and counsel the parties that you represent. You would analyze decisions that are rendered by various administrative and judicial tribunals with a view to identifying the impact on government orientations and policy. You would also draft commentaries on orientation records, application directives and training documents. Lastly, you may be called on to participate on various committees.

Diplomas that are generally accepted:

*Francophone universities: Academic training and internship in respect of and required for membership in the Barreau du Québec; Academic training and internship in respect of and required for membership in the Chambre des notaires du Québec.*

**Note:** Upon beginning employment, you must be a member in good standing with the Barreau du Québec or the Chambre des notaires du Québec.

Departments and agencies offering employment:

Various departments and agencies in all the administrative regions of Québec and, in particular, the Ministère de la Justice, the Commission de la santé et de la sécurité du travail, the Société d'assurance automobile du Québec and the Commission des normes du travail.

**Salary:** The annual salary, calculated on the basis of 35 hours per week, is \$35,412 at entry level and \$80,900 at scale maximum.

### Legal attachés

As a legal attaché, you would exercise the powers conferred by various laws upon the clerk of the Superior Court and the Court of Québec, as well as the Sheriff. You would render judgments by exercising the full legal jurisdiction of the clerk of the Superior Court and of the Court of Québec, the special clerk and the registrar in bankruptcy. You would also render judgments in the following situations: in non-litigious matters regarding uncontested requests, as well as in any other matters in which you have competence; upon review of the affidavit and documents in cases involving collection of uncontested sums. You would exercise the suppletive powers of the judge, in the case of his or her absence; study the file and prepare draft judgments for the judge, as requested. You might also prepare and give training for judicial services staff.

Diplomas (bachelor's degree, honours or major) that are generally accepted:

*Francophone universities: droit.*

Anglophone universities: Law.

Departments and agencies offering employment:

Various departments and agencies in all the administrative regions of Québec and, in particular, the Ministère de la Justice.

**Salary:** The annual salary, calculated on the basis of 35 hours per week, is \$33,931 at entry level and \$62,475 at scale maximum.

### Research officers in law

As a research officer in law, you would conduct studies and research in the field of law. To this end, you would research legislation, jurisprudence and doctrine in order to identify problems related to the legislation in force, and propose solutions to the legal questions that are raised; study and put forth the facts and points of law relative to the decisions that must be rendered; provide your analysis when requested with respect to the merits of files being handled; draft and distribute information documents regarding the new legislation.

Diplomas (bachelor's degree, honours or major) that are generally accepted:

*Francophone universities: droit.*

Anglophone universities: Law.

Departments and agencies offering employment:

Various departments and agencies in all the administrative regions of Québec and, in particular, the Ministère de la Justice.

**Salary:** The annual salary, calculated on the basis of 35 hours per week, is \$34,510 at entry level and \$65,425 at scale maximum.

## Reviewer (administrative attachés)

As a reviewer (administrative attaché), you would handle requests for review of decisions regarding admissibility and decisions based on the medical dispute process addressed by workers or employers. To this end, you would question the parties involved in the dispute to gather their observations and comments as to the applicable facts in the dispute. You would advise the parties in their understanding of the dispute in order to put into place a solution that takes into consideration the points of view of each party, and which complies with the spirit of the laws, regulations and policies. In addition, you would confirm, reverse or modify the trial decision and ensure that the parties involved know of and understand the new decision.

Diplomas (bachelor's degree, honours or major) that are generally accepted:

*Francophone universities: administration; administration des affaires; architecture; biochimie; biologie; biologie en apprentissage par problèmes; biologie médicale; biophysique; chimie; chimie pharmaceutique; design architectural; droit; écologie; génie (agroenvironnemental, alimentaire, biotechnologique, chimique, civil, de la construction, de la production automatisée, des matériaux, des matériaux et de la métallurgie, des mines, des mines et de la minéralurgie, des opérations et de la logistique, des systèmes électromécaniques, électrique, électromécanique, géologique, géomatique, industriel, mécanique, physique or unifié); gestion des ressources humaines; microbiologie; physique; relations industrielles; relations industrielles et ressources humaines; sciences biologiques; urbanisme.*

Anglophone universities: Administration; Architecture; Biochemistry; Biology; Business Administration; Chemistry; Commerce; Engineering (Agricultural, Building, Chemical, Civil, Electrical, Industrial, Materials, Mechanical or Mining); Environment; Environmental Science; Geography – Urban Systems; Industrial Relations; Law; Microbiology and Immunology; Physics; Physics and Chemistry; Physiology; Urban Studies.

Departments and agencies offering employment:

Various departments and agencies in all the administrative regions of Québec and, in particular, the Commission de la santé et de la sécurité du travail.

Salary: The annual salary, calculated on the basis of 35 hours per week, is \$33,931 at entry level and \$62,475 at scale maximum.



## Pure and Applied Sciences

### Biologists

As a biologist, you would conduct research on animal and plant species in order to ensure their conservation and rational use for health, recreational or commercial purposes. To this end, you would study the origin, development,

structure, physiology, behaviour, distribution, heredity, environment, interdependence and classification of plants and animals, as well as other fundamental aspects of plant and animal life, on-site or in a laboratory. You would apply the results of these studies to the economic and social aspects of human life such as wildlife or plant management, resource inventory, conservation practices, propagation and introduction of species. You would collaborate with other specialists on studies, on

the development and on the application of territory development plans, in particular with respect to phases related to recreation.

Diplomas (bachelor's degree, honours or major) that are generally accepted:

*Francophone universities: biochimie; biochimie et biotechnologie; bio-informatique; biologie; biologie en apprentissage par problèmes; biologie médicale; microbiologie; sciences biologiques.*

Anglophone universities: Animal Biology; Animal Science; Applied Zoology; Biochemistry; Biology; Cell and Molecular Biology; Immunology; Microbiology; Microbiology and Immunology; Wildlife Biology.

Departments and agencies offering employment:

Various departments and agencies in all the administrative regions of Québec.

Salary: The annual salary, calculated on the basis of 35 hours per week, is \$34,510 at entry level and \$65,425 at scale maximum.

## Forestry researchers – biologists (master's degree)

As a forestry researcher – biologists (master's degree), you would carry out research on projects assigned to you, in addition to guiding and controlling the execution of the work done by technical staff in accordance with the requirements of research protocols. In addition, you would collaborate on analyzing data by compiling and processing the data. You would also ensure the follow-up of the action plan and distribute the research results together with the researcher responsible for the project through the publication of scientific articles, scientific popularization articles, conferences and seminars.

Diplomas (master's degree) that are generally accepted:

*Francophone universities: biologie; environnement; sciences biologiques; sciences de l'environnement; sciences forestières.*

*Research subject in one of the following specializations: écologie forestière; écosystèmes et environnement; amélioration génétique; reproduction des arbres; production de plants; sylviculture des peuplements naturels résineux, mixtes et feuillus; sylviculture des plantations; étude du travail forestier.*

Anglophone universities: Biology.

Departments and agencies offering employment:

Various departments and agencies in all the administrative regions of Québec and, in particular, the Ministère des Ressources naturelles, de la Faune et des Parcs.

Salary: The annual salary, calculated on the basis of 35 hours per week, is \$37,187 at entry level and \$65,425 at scale maximum.

## Forestry researchers – biologists (Ph.D. degree)

As a forestry researcher – biologist (Ph.D. degree), you would be responsible for the strategic development of a research program according to the main forestry issues for Québec. You would act as an expert and provide strategic advice in your area of research. Moreover, you would design, develop and ensure the realization of original research projects on a national scale in relation to the needs expressed by the partners. You would monitor the quality of work carried out by the staff, as well as the respect of the action plan and the applied experimental designs in order to be in conformity with

the research protocols. You would ensure the analysis of data and distribute the research results through the publication of scientific articles, scientific popularization articles, conferences and seminars.

Diplomas (Ph.D. degree) that are generally accepted:

*Francophone universities: biologie; sciences biologiques; sciences de l'environnement; sciences forestières.*

*Research subject in one of the following specializations: écologie forestière; écosystèmes et environnement; amélioration génétique; reproduction des arbres; production de plants; sylviculture des peuplements naturels résineux, mixtes et feuillus; sylviculture des plantations; étude du travail forestier.*

Anglophone universities: Biology.

Departments and agencies offering employment:

Various departments and agencies in all the administrative regions of Québec and, in particular, the Ministère des Ressources naturelles, de la Faune et des Parcs.

**Salary:** The annual salary, calculated on the basis of 35 hours per week, is \$47,981 at entry level and \$65,425 at scale maximum.

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## Physical sciences specialist

As a physical sciences specialist, you would work in the following principal areas: environmental protection, occupational health and safety, research and development, mine exploration and public safety. You would prepare and carry out various scientific studies in chemistry, geology or physics, participate in tasks related to inventory, analysis and development of resources or physical events in order to gather necessary technical information, resolve technical problems regarding project development, implementation and operation in applied sciences or with the objective of establishing quality standards for natural and industrial products and standards aimed at protecting public safety. You would also participate in reviewing the enforcement of standards through experimentation and on-site inspection.

Diplomas (bachelor's degree, honours or major) that are generally accepted:

*Francophone universities: agronomie; biochimie; biochimie et biotechnologie; biologie; bio-informatique; biophysique; chimie; économie et gestion agroalimentaire; génie (alimentaire, chimique, civil, de la construction, des matériaux, des matériaux et de la métallurgie, des mines, des mines et de la minéralurgie, géologique, géomatique, physique or unifié); géologie; microbiologie; nutrition; physique; sciences de la consommation; sciences et technologie des aliments; sciences géomatiques.*

Anglophone universities: Biochemistry; Biology; Engineering (Building, Chemical, Civil, Materials or Mining); Chemistry; Earth and Planetary Sciences; Microbiology; Nutrition; Physics; Physics and Chemistry.

Departments and agencies offering employment:

Various departments and agencies in all the administrative regions of Québec.

**Salary:** The annual salary, calculated on the basis of 35 hours per week, is \$34,510 at entry level and \$65,425 at scale maximum.

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## Physical sciences specialists – Geologist trainees

As a physical sciences specialist – geologist trainee, you would perform field work or compilation on a specific territory in order to produce new geological maps. To this end, you would familiarize yourself with existing geological data for a given region in order to determine the shortcomings and problems to be resolved. You would plan the field work according to the rules and norms in effect. You would take representative samples and proceed with information, entering and mapping of information. You would supervise the work of an assistant and do quality control. In addition, you would contribute to the development of a preliminary map and the selection of data represented by the map, by validating the geological data entered into the computer systems and by participating in data interpretation.

Diplomas (bachelor's degree, honours or major) that are generally accepted:

*Francophone universities: génie géologique; géologie.*

Anglophone universities: Earth and Planetary Sciences; Geology.

**Note:** Upon beginning the employment, you must be a member-in-training of the Ordre des géologues du Québec or a member in good standing of the Ordre des ingénieurs du Québec as a junior engineer.

Departments and agencies offering employment:

Various departments and agencies in all the administrative regions of Québec and, in particular, the Ministère des Ressources naturelles, de la Faune et des Parcs.

**Salary:** The annual salary, calculated on the basis of 35 hours per week, is \$34,510 at entry level and \$65,425 at scale maximum.

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## Physical sciences specialists, occupational health and safety sector (master's degree)

As a physical sciences specialist in the occupational health and safety sector, you would put your expertise to use in chemistry, physics, toxicology and industrial hygiene so as to ensure the scientific support of those working in occupational health and safety in order to enable them to make informed decisions concerning risks to health and safety due to chemical or biological contaminants used in the workplace. To this end, you would assist and support the various players (regional, employer or union), central resources, as well as the healthcare network that take part in the legislation, regulations and standards relative to industrial hygiene. You would perform tasks in order to resolve technical problems regarding project development, implementation and operations, as well as tasks in applied science. You would participate in reviewing the enforcement of standards through experimentation and on-site inspection.

Diplomas (master's degree) that are generally accepted:

*Francophone universities: administration des affaires – gestion de la santé et de la sécurité du travail; biochimie; biologie cellulaire; biologie cellulaire et moléculaire; biologie moléculaire; biophysique et biologie cellulaire; chimie; génie (chimique, industriel or physique); pathologie et biologie cellulaires – biologie cellulaire; pharmacie; pharmacologie; physique; santé communautaire – santé et sécurité au travail; santé environnementale et santé au travail; sciences expérimentales de la santé; sciences pharmaceutiques.*

Anglophone universities: Biochemistry; Chemical Engineering; Chemistry; Occupational Health Sciences; Pharmacology; Physics.

Departments and agencies offering employment:

Various departments and agencies in all the administrative regions of Québec and, in particular, the Commission de la santé et de la sécurité du travail.

**Salary:** The annual salary, calculated on the basis of 35 hours per week, is \$37,187 at entry level and \$65,425 at scale maximum.

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## Prevention and inspection advisors

As a prevention and inspection advisor, you would work on the promotion of risk prevention and elimination at the source and you would support the business in the implementation of its labour/management process. You would require the correction of dangerous situations and ensure compliance with laws and regulations. You would work in collaboration with, in particular, rehabilitation counsellors, claims officers, and financing personnel. You may also be asked to participate in the central response team that provides support to all the regional directions regarding the temporary replacement of prevention and inspection advisors. Note that you might have to work outside of regular work hours in the case of a refusal to work or serious work accident.

Diplomas (bachelor's degree, honours or major) that are generally accepted:

*Francophone universities: aménagement et environnement forestiers; architecture; biochimie; biochimie et biotechnologie; bio-informatique; biologie; biologie en apprentissage par problèmes; biologie médicale; biophysique; chimie; design architectural; écologie; ergothérapie; génie (agroenvironnemental, alimentaire, chimique, civil, de la construction, de la production automatisée, des matériaux, des métaux et de la métallurgie, des mines, des mines et de la minéralurgie, des opérations et de la logistique, des systèmes électromécaniques, du bois, électrique, électromécanique, géologique, géomatique, industriel, mécanique or physique); géologie; microbiologie; opérations forestières; physique; relations industrielles; relations industrielles et ressources humaines; sciences biologiques; sciences biomédicales; sciences et technologie des aliments; urbanisme.*

Anglophone universities: Agricultural Economics; Agricultural Sciences; Architecture; Biochemistry; Biology; Botanical Science; Chemistry; Engineering (Agricultural, Building, Chemical, Civil, Electrical, Industrial, Materials or Mining); Food Science; Immunology; Industrial Relations; Microbiology; Microbiology and Immunology; Occupational Therapy; Physics; Physics and Chemistry; Plant Science; Resource Conservation; Urban Planning.

Departments and agencies offering employment:

Various departments and agencies in all the administrative regions of Québec and, in particular, the Commission de la santé et de la sécurité du travail.

**Salary:** The annual salary, calculated on the basis of 35 hours per week, is \$33,931 at entry level and \$62,475 at scale maximum.

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## Prevention and inspection advisors (master's degree)

As a prevention and inspection advisor, you would provide the professional expertise required for the application of laws and regulations respecting health, safety and physical integrity. In this way, you would contribute to enabling worker health and safety risks to be eliminated at the source, and to foster the mechanisms of participation through taking charge of prevention by the workplace milieu. You would work on the promotion of risk prevention and elimination at the source and you would support the business in the implementation of its labour/management process. You would require the correction of dangerous situations and ensure compliance with laws and regulations. You would work in collaboration with, in particular, rehabilitation counsellors, claims officers, and financing personnel. You may also be asked to participate in the central response team that provides support to all the regional directions regarding the temporary replacement of prevention and inspection advisors. Note that you might have to work outside of regular work hours in the case of a refusal to work or serious work accident.

Diplomas (master's degree) that are generally accepted:

*Francophone universities: administration des affaires – gestion de la santé et de la sécurité au travail; biochimie; biologie; chimie; génie (aérospatial, agroalimentaire, biomédical, chimique, industriel or physique); gestion de l'ingénierie; gestion des ressources maritimes; immunologie; ingénierie; kinanthropologie – ergonomie; microbiologie; microbiologie appliquée; microbiologie et immunologie; physique; relations industrielles; relations industrielles et ressources humaines; ressources renouvelables; santé environnementale et santé au travail; sciences biologiques; sciences de la terre; sciences de l'eau; sciences et technologie des aliments; urbanisme.*

Anglophone universities: Biochemistry; Biology; Chemistry; Earth and Planetary Sciences; Engineering (Aerospace, Agricultural and Biosystems, Biomedical, Chemical or Environmental); Food Science and Agricultural Chemistry; Microbiology; Microbiology and Immunology; Occupation Health Sciences; Physics; Renewable Resources; Urban Planning.

Diplomas (graduate degree, D.E.S.S., 30 credits) that are generally accepted:

*Francophone universities: ergonomie; génie industriel; intervention ergonomique en santé et sécurité au travail; prévention et gestion de la santé et de la sécurité du travail; santé et sécurité au travail.*

Departments and agencies offering employment:

Various departments and agencies in all the administrative regions of Québec and, in particular, the Commission de la santé et de la sécurité du travail.

**Salary:** The annual salary, calculated on the basis of 35 hours per week, is \$36,279 at entry level and \$62,475 at scale maximum.

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## Social Research and Intervention

### Intake and representation counsellors

As an intake and representation counsellor, you would intervene on behalf of persons who are declared incapable to presumed to be incapable of caring for themselves or their property.

As an intake counsellor, you would intervene on behalf of persons for whom the Curateur public has

received a report from a director general of professional services of an establishment in the health and social services network attesting to their incapacity. You would evaluate the person's situation in their home and their needs. You would implement strategies aimed at ensuring conditions that provide adequate protection of persons with regard to psycho-social, biomedical, financial and legal issues. You would also recommend the necessary orientation which will be presented to the court in order to ensure that such conditions are put in place.

As a representation counsellor, you would develop representation plans aimed at protection and representation of persons whose incapacity has been legally declared in order to maintain or improve the autonomy and quality of life of these persons. You would maintain continuing personal relations with these persons and their family by ensuring that all bio-psycho-social care and services rendered by caregivers to those represented are in their interest and respect the requirements of the Curateur public. You would also ensure that their material needs are met based on their financial capacity. You could also be asked to act as a resource person on various development committees regarding the protection of persons represented and the defence of their rights.

**Note:** you will be required to use a car in order to travel to different homes within the territory in which you serve. In addition, in some regions, the position could combine the intake duties with representation duties.

Diplomas (bachelor's degree, honours or major) that are generally accepted:

*Francophone universities: criminologie; psychoéducation; psychoéducation et psychologie; psychologie; service social; sciences infirmières; travail social.*

Anglophone universities: Human Relations; Psychology; Social Work.

Departments and agencies offering employment:

Curateur public in all the administrative regions of Québec.

**Salary:** The annual salary, calculated on the basis of 35 hours per week, is \$33,931 at entry level and \$62,475 at scale maximum.

## Leisure, sport or physical activity advisors

As a leisure, sport or physical activity advisor, you would work on developing the practice of leisure and sports within a healthy and safe framework in order to promote a physically active lifestyle with the Québec population. To this end, you would develop policies, strategies and intervention plans in the sectors of physical activity, sports and leisure. You would develop programs and pedagogic training tools related to the practice of sports and leisure activities. You would collaborate in training persons working in the areas of sport, physical and leisure activities; evaluate the implementation and effect of the programs and policy statements; play a role of advisor with respect to leisure, sport and physical activity development with various associations and parapublic, public and private organizations.

Diplomas (bachelor's degree, honours or major) that are generally accepted:

*Francophone universities: activité physique; enseignement de l'éducation physique et à la santé; intervention en activité physique; kinésiologie; loisir, culture et tourisme; plein air et tourisme d'aventure; sciences de l'activité physique.*

Anglophone universities: Athletic Therapy; Clinical Exercise Physiology; Exercise Science; Kinesiology; Leisure Sciences; Physical and Health Education; Physical Education; Therapeutic Recreation.

Departments and agencies offering employment:

Various departments and agencies in all the administrative regions of Québec and, in particular, the Ministère des Affaires municipales, du Sport et du Loisir.

**Salary:** The annual salary, calculated on the basis of 35 hours per week, is \$34,510 at entry level and \$65,425 at scale maximum.

## Social evaluation and research advisors

As a social evaluation and research advisor, you would conduct research, studies and analyses in socio-economics necessary to propose solutions or recommendations. You would design and develop policies and programs in collaboration with internal and external partners, prepare for their implementation and perform follow-up. You would provide opinions and advice regarding methodology on any matter related to current or new activities in order to ensure that those concerned act in a concerted, effective and constant manner with respect to the department's or agency's orientations.

Diplomas (bachelor's degree, honours or major) that are generally accepted:

*Francophone universities: administration; administration des affaires; anthropologie; anthropologie et ethnologie; archéologie; communication (relations humaines); communication et politique; communication sociale; criminologie; développement de carrière; développement local et régional; développement social et analyse des problèmes sociaux; droit; économie et politique; enseignement au secondaire en géographie (et autre discipline); géographie; géographie environnementale; géographie et aménagement; géographie physique; histoire; histoire, culture et société; histoire de l'art; information et orientation professionnelles; loisir, culture et tourisme; philosophie; psychoéducation; psychoéducation et psychologie; psychologie; psychologie et sociologie; science politique; science politique et philosophie; sciences de l'orientation; sciences de la consommation; service social; sociologie; sociologie et anthropologie; travail social; urbanisme.*

Anglophone universities: Administration; Anthropology; Anthropology and Sociology; Art History; Business Administration; Commerce; Geography; Geography or History for Teachers; Geography – Urban Systems; History; Human Environment; Human Relations; Law; Leisure Sciences; Philosophy; Political Science; Psychology; Social Work; Sociology; Urban Studies.

Departments and agencies offering employment:

Various departments and agencies in all the administrative regions of Québec and, in particular, the Sûreté du Québec, the Ministère de l'Éducation du Québec, the Institut de la statistique du Québec and the Curateur public.

**Salary:** The annual salary, calculated on the basis of 35 hours per week, is \$34,510 at entry level and \$65,425 at scale maximum.

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## Probation officers – prison counsellors

As a probation officer/prison counsellor, you would, in accordance with the legal mandate assigned to you, foster protection of the society and social reintegration of offenders, while respecting their fundamental rights.

As a probation officer, further to the request of the court, you would prepare pre-sentencing reports on persons found guilty in order to evaluate their capacity for social reintegration, and you would provide information required by the Commission québécoise des libérations conditionnelles. You would also carry out various evaluation and intervention activities with offenders, accompany them in the process of their social reintegration and, as needed, refer them to the community resources that offer services that are pertinent to this process. You would assume legal responsibility for offenders within the community.

As a prison counsellor, you would ensure, in particular, the development and implementation of programs and services for support respecting social reintegration and you would encourage offenders to become aware of their behaviour and to undertake the process of developing their sense of responsibility. You would also act as a resource person with offenders regarding the delinquency problems that affect them.

Diplomas (bachelor's degree, honours or major) that are generally accepted:

*Francophone universities: criminologie; développement de carrière; information et orientation professionnelles; psychoéducation; psychoéducation et psychologie; psychologie; sciences de l'orientation; service social; travail social.*

Anglophone universities: Human Relations; Psychology; Social Work.

Departments and agencies offering employment:

Ministère de la Sécurité publique in all the administrative regions of Québec.

**Note:** To hold the position of probation officer or prison advisor, you must meet the requirements of the civilian security screening program.

**Salary:** The annual salary, calculated on the basis of 35 hours per week, is \$33,931 at entry level and \$62,475 at scale maximum.

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## Rehabilitation counsellors

As a rehabilitation counsellor, you would at the Commission de la santé et de la sécurité du travail (CSST) or the Société de l'assurance automobile du Québec (SAAQ). At the CSST, you would assist the worker and the employer in their efforts to seek solutions aimed at maintaining work relations and returning workers to the workplace following a work-related accident or an occupational disease; you would evaluate the worker's needs in order to determine which measures would foster his or her physical and social rehabilitation, as well as a prompt and lasting return to work in his or her position or in an appropriate position; you would develop and implement, in collaboration with the worker and the employer, an individualized rehabilitation plan; you would negotiate the conditions for a return to work with the employer. You may also be asked to participate in the central response team that provides support to all the regional directions regarding the temporary replacement of rehabilitation counsellors.

At the SAAQ, you would verify the eligibility of requests for service, help determine the incapacity of the injured person to be returned to his or her regular activities and establish a rehabilitation plan in order to develop the functional status of the injured person in order to foster reintegration into society and the labour market; you would prepare a rehabilitation plan by using the various social and community resources in place and by indicating to the injured person the services to which he or she is entitled.

Diplomas (bachelor's degree, honours or major) that are generally accepted:

*Francophone universities: administration concentration gestion des ressources humaines or gestion des personnes or management; administration des affaires concentration gestion des ressources humaines or management; communication (relations humaines); criminologie; développement de carrière; gestion des ressources humaines; information et orientation professionnelles; psychoéducation; psychoéducation et psychologie; psychologie; relations industrielles; relations industrielles et ressources humaines; sciences de l'orientation; service social; travail social.*

Anglophone universities: Business Administration (General Business Management or Human Resource or Management Science); Commerce (Human Resource Management or Labour-Management Relations or Management or Management Science or Organizational Behaviour and Human Resource Management or Strategic Management); Human Relations; Industrial Relations; Psychology; Social Work.

Departments and agencies offering employment:

Various departments and agencies in all the administrative regions of Québec and, in particular, the Commission de la santé et de la sécurité du travail and the Société de l'assurance automobile du Québec.

**Salary:** The annual salary, calculated on the basis of 35 hours per week, is \$33,931 at entry level and \$62,475 at scale maximum.

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## Research officers in demographics (master's degree)

As a research officer in demographics, you would participate in the various stages involved in population and epidemiological inquiries. You would develop and update indicators, using a longitudinal data bank in order to measure a system's performance in terms of its various components or for various subpopulations defined by socio-demographic or geographic characteristics. Using the data gathered, you would make projections by modeling and extrapolating trends in order to enable decision-making with respect to management. You would participate in various work committees in order to provide orientation to the partners and provide the technical support required for understanding, applying or modifying concepts or methodologies.

Diplomas (master's degree) that are generally accepted:

*Francophone universities: anthropologie; démographie; développement régional; environnement; épidémiologie; ethnologie des francophones en Amérique du Nord; études et interventions régionales; études régionales; géographie; gérontologie; histoire; médecine expérimentale – génétique des populations humaines; santé communautaire; science politique; sciences de l'environnement; sciences géographiques; sociologie.*

Anglophone universities: Anthropology; Epidemiology and Biostatistics; Geography; History; Political Science; Sociology.

Departments and agencies offering employment:

Various departments and agencies in all the administrative regions of Québec and, in particular, the Institut de la statistique du Québec, the Ministère des Affaires municipales, du Sport et du Loisir and the Ministère de l'Éducation du Québec.

**Salary:** The annual salary, calculated on the basis of 35 hours per week, is \$37,187 at entry level and \$65,425 at scale maximum.

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## Research officers in health and social services

As a research officer in health and social services, you would participate in the development of components related to health and social services policy, and coordinate such policies. You would propose solutions and conduct comparative analyses, in accordance with cost factors versus efficiency and effectiveness. You would construct indicators of evaluation and of results; identify the sources of information and contribute to developing content for information systems; participate in developing programs and planning changes leading to a renewal of activities and interventions; coordinate the activities related to carrying out monitoring and inquiry projects. In addition, you would contribute to designing or adapting classification methods with respect to types of clients, healthcare interventions, services or resources in order to ensure their validity and reliability.

Diplomas (bachelor's degree, honours or major) that are generally accepted:

*Francophone universities: activité physique; anthropologie; anthropologie et ethnologie; biochimie; biochimie et biotechnologie; biologie; biologie en apprentissage par problèmes; biologie médicale; biophysique; criminologie; développement social et analyse des problèmes sociaux; enseignement de l'éducation physique et à la santé; ergothérapie; génie alimentaire; intervention en activité physique; kinésiologie; microbiologie; nutrition; pharmacie; pharmacologie; physiothérapie; psychoéducation; psychoéducation et psychologie; psychologie; psychologie et sociologie; science politique; science politique et philosophie; sciences biologiques; sciences biomédicales; sciences de l'activité physique; sciences infirmières; service social; sociologie; sociologie et anthropologie; travail social.*

Anglophone universities: Anthropology; Anthropology and Sociology; Athletic Therapy; Biochemistry; Biology; Clinical Exercise Physiology; Dietetics; Environmental Biology; Exercise Science; Human Relations; Immunology; Kinesiology; Microbiology; Microbiology and Immunology; Nutrition; Occupational Therapy; Physical and Health Education; Physical Education; Physical Therapy; Physiology; Political Science; Psychology; Social Work; Sociology; Therapeutic Recreation; Wildlife Biology.

Departments and agencies offering employment:

Various departments and agencies in all the administrative regions of Québec and, in particular, the Ministère de la Santé et des Services sociaux.

**Salary:** The annual salary, calculated on the basis of 35 hours per week, is \$34,510 at entry level and \$65,425 at scale maximum.

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## Research officers in health and social services (master's degree)

As a research officer in health and social services, you would conduct specialized comparative analyses in the areas of health and social services in order to determine the orientations specific to these sectors. More specifically, you would determine the overall priorities, objectives and orientations in health and social services and monitor their application. You would establish health and social services policies, monitor their implementation, application and evaluation, approve regional priorities and distribute human, material and financial resources fairly among the regions. You would coordinate teaching and research; develop management frameworks for human, material and financial resources; establish policies and labour adjustment programs for the health and social services network; ensure the inter-regional coordination of services and public health programs and take the necessary measures for ensuring the protection of public health. In addition, you would establish policies related to the joint procurement of goods and services on behalf of establishments and document the ethical issues related to accessibility and development of health and social services.

Diplomas (master's degree) that are generally accepted:

*Francophone universities: administration des affaires concentration administration des services de santé or gestion de la santé et de la sécurité du travail or gestion pharmaceutique or santé; administration publique; anthropologie; audiologie; biochimie; bioéthique; biologie; biologie cellulaire and/ or moléculaire; biophysique et biologie cellulaire; conseil génétique; criminologie; droit et politique de la santé; éthique; étude des pratiques psychosociales; évaluation des technologies de la santé; génie biomédical; gérontologie; gestion de projet; immunologie; intervention sociale; kinanthropologie; kinanthropologie – ergonomie; kinésiologie; médecine dentaire; médecine expérimentale; médecine expérimentale – génétique des populations humaines; microbiologie; microbiologie appliquée; microbiologie et immunologie; neurobiologie; nutrition; orthophonie; pathologie et biologie cellulaires; pharmacie; pharmacie d'hôpital; pharmacologie; physiologie; physiologie-endocrinologie; pratique pharmaceutique; psychoéducation; psychologie; psychologie des relations humaines; radiobiologie; santé communautaire; santé communautaire – santé et sécurité au travail; santé environnementale et santé au travail; science politique; sciences biologiques; sciences biomédicales; sciences bucco-dentaires; sciences cliniques; sciences de l'activité physique; sciences de la vision; sciences dentaires; sciences et technologie des aliments; sciences expérimentales de la santé; sciences infirmières; sciences neurologiques; sciences pharmaceutiques; service social; sociologie; travail social; vieillissement, santé et société; virologie et immunologie.*

Anglophone universities: Anatomy; Anthropology; Biochemistry; Biology; Biomedical Engineering; Bioethics; Dental Sciences; Educational Psychology; Epidemiology and Biostatistics; Genetic Counselling; Human Genetics; Human Nutrition; Human Systems Intervention; Kinesiology and Physical Education; Medical Anthropology; Medical Radiation Physics; Microbiology; Microbiology and Immunology; Neurological Sciences; Nursing; Occupation Health Sciences; Otolaryngology; Pathology; Pharmacology; Physiology; Political Science; Public Policy and Public Administration; Psychiatry; Psychology; Rehabilitation Science; Social Work; Sociology.

Departments and agencies offering employment:

Various departments and agencies in all the administrative regions of Québec and, in particular, the Ministère de la Santé et des Services sociaux.

**Salary:** The annual salary, calculated on the basis of 35 hours per week, is \$37,187 at entry level and \$65,425 at scale maximum.

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### Research officers in quantitative methods

As a research officer in quantitative methods, you would conduct analysis and research activities with a view to the social and economic development in a local, regional and provincial framework. You would analyze various factors such as legislation, basic research, technological and cultural change, public and private investment, demographic evolution, etc. You would evaluate the impact on administrative policy and attempt to forecast the implications on an area of activity or an group of sectors by focussing on problems of equilibrium and synthesis, land-use planning and harmonization between the public and private sectors. You would ensure the development, application and evaluation of statistical methodologies. In addition, you would be responsible for statistical projects such as surveys, design of experiments and plans for the statistical quality control.

Diplomas (bachelor's degree, honours or major) that are generally accepted:

*Francophone universities: mathématiques; mathématiques et économie; mathématiques et informatique; statistique.*

Anglophone universities: Applied Mathematics; Mathematics; Mathematics and Computer Science; Probability and Statistics; Statistics.

Departments and agencies offering employment:

Various departments and agencies in all the administrative regions of Québec and, in particular, the Institut de la statistique du Québec.

**Salary:** The annual salary, calculated on the basis of 35 hours per week, is \$34,510 at entry level and \$65,425 at scale maximum.

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### Research officers in quantitative methods (master's degree)

As a research officer in quantitative methods, you would assume the development, application and evaluation of statistical methodologies for various projects, in particular, opinion surveys and statistical analysis of data, by guiding the work of multidisciplinary teams. You would draft methodological or analytical reports, participate in the development and implementation of various infrastructure tools in order to improve the methods and procedures. You would review and promote principles of quality and ethics in statistics. You would provide opinions and advice related to your field of expertise in order for those working in the field undertake concerted, effective and consistent actions in terms of the orientations and mandates of the agency.

Diplomas (master's degree) that are generally accepted:

*Francophone universities: mathématiques – mathématiques appliquées or mathématiques industrielles or informatique mathématique or mathématiques appliquées or mathématiques industrielles or mathématiques or statistique; mathématiques appliquées – statistique et probabilités; mathématiques et informatique appliquée; statistique.*

Anglophone universities: Mathematics.

Departments and agencies offering employment:

Various departments and agencies in all the administrative regions of Québec and, in particular, the Institut de la statistique du Québec.

**Salary:** The annual salary, calculated on the basis of 35 hours per week, is \$37,187 at entry level and \$65,425 at scale maximum.

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### Wealth and property management counsellors

As a wealth and property management counsellor, you would intervene on behalf of persons for whom the Curateur public has received a report from a director general of professional services of an establishment in the health and social services network attesting to their incapacity. You would conduct an analysis of the administrative, personal and financial situation of the individual wealth files in order to optimize the profitability of the wealth and property of represented persons. You would carry out various mandates related to optimal management of wealth and property for these persons and to protect their interests and rights. You would negotiate with various actors in order to call attention to the interests of the represented person. In addition, you would develop and implement management plans for their wealth and property while ensuring the respect and the realization of such plans.

Diplomas (bachelor's degree, honours or major) that are generally accepted:

*Francophone universities: administration; administration des affaires; comptabilité de management; droit; économie de gestion; économique; sciences comptables; sciences économiques.*

Anglophone universities: Administration; Business Administration; Commerce; Economics; Finance; Law.

Departments and agencies offering employment:

Curateur public in all the administrative regions of Québec.

**Salary:** The annual salary, calculated on the basis of 35 hours per week, is \$33,931 at entry level and \$62,475 at scale maximum.

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## 4. HOW TO APPLY ON RESERVE NUMBER 900R-4503003

Are you interested in the challenges being offered? Do you think you meet the eligibility requirements? To apply, fill out the *Offre de service – Recrutement étudiant* form and be sure to indicate the reserve number **900R-4503003** in the space provided. Send completed applications, with all the required documents, to the placement service at your university or the regional office of the Secrétariat du Conseil du trésor nearest to you. For a list of regional offices, consult the back of the *Offre de service – Recrutement étudiant* form.

The *Offre de service – Recrutement étudiant* form is available on the Website of the Secrétariat du Conseil du trésor [[www.tresor.gouv.qc.ca/etudiants](http://www.tresor.gouv.qc.ca/etudiants)] or at its regional offices. The form is also available in university placement services, offices of Communication-Québec, local employment centres and carrefours jeunesse-emploi.

### Don't forget:

- to be sure you have indicated the reserve number **900R-4503003** in the appropriate space on the *Offre de service – Recrutement étudiant* form;
- to sign and mail you application so that it is received before the end of the application period (for more details, see section 5);
- to include all the required documents:
  - for eligibility requirement A (see page 1), a copy of your most recent transcript,
  - for eligibility requirement B (see page 1), a photocopy of your diploma and official proof of your status as a full-time student issued by your educational institution,
  - if you obtained your diploma outside Québec, a copy of your education credential evaluation report (proof of equivalence) issued by the Ministère des Relations avec les citoyens et de l'Immigration.

It is important to provide a complete application. An incomplete application may be refused or result in unnecessary processing delays.

## 5. APPLICATION PERIOD

The application period for the university recruitment campaign is **September 20 to October 15, 2004**. To be accepted, applications must be **received** at your student placement office or at a regional office of the Secrétariat du Conseil du trésor **no later than October 15, 2004**, which is the last day of the recruitment campaign.

Note: For students finishing their actuarial studies (*actuariat, mathématiques orientation actuariat*, or Actuarial Mathematics), the application period ends on **October 1, 2004**.

## 6. EQUAL ACCESS

The government has implemented various measures in order to increase the presence of under-represented groups including members of cultural communities, Anglophones, native persons, handicapped persons and women. The publication of this brochure outlining the reserve of graduating students represents a concrete opportunity for the government to reach its objectives. For further information on current measures and programs, you may go to the equal access section of our Website [[www.tresor.gouv.qc.ca/egalite](http://www.tresor.gouv.qc.ca/egalite)].

## 7. FOR FURTHER INFORMATION

Do you have any questions? Call our toll-free number 1 866 672-3460 or contact one of our regional offices (see the *Offre de service – Recrutement étudiant* form for addresses and telephone numbers).

You may also write to us [[recrutementetudiant@sct.gouv.qc.ca](mailto:recrutementetudiant@sct.gouv.qc.ca)] or consult the Website of the Secrétariat du Conseil du trésor [[www.tresor.gouv.qc.ca/etudiants](http://www.tresor.gouv.qc.ca/etudiants)].

[www.tresor.gouv.qc.ca/etudiants](http://www.tresor.gouv.qc.ca/etudiants)





**Secrétariat  
du Conseil du trésor**

**Québec**

