



The SOLiDi consortium and Deutsches Zentrum für Integrations- und Migrationsforschung (DeZIM) e.V. are looking for a talented and motivated researcher to join the International Training Network and write a PhD on solidarity in diversity.

<p style="text-align: center;">Early Stage Researcher From representation to solidarity: enhancing democracy through migrants' political participation</p>
<p style="text-align: center;">A European Training Network on promoting solidarities across ethnic-cultural boundaries</p>
<p>The rise of national populism and far-right parties in Europe poses a big threat to all forms of solidarity, especially solidarity between members of various ethnic-cultural groups. European democracies should therefore identify the conditions that can encourage and promote solidarity in diversity, taking into account the social inequalities and unequal positions of power between various groups. The EU-funded SOLiDi project has developed a training and research program to train 15 PhD researchers in relevant theories, research methods and ethics in the fields of sociology, human geography and educational sciences. The training and research program will also focus on paradigms of social change, studying how scientific insights on solidarity in diversity can be applied in different policy contexts and organisations. Ultimately, the project will provide professionals and institutions with insights and instruments for building cohesive European societies. SOLiDi is a consortium consisting of 10 universities and 23 non-academic organisations.</p>
<p style="text-align: center;">Description of the research project</p>
<p>Scientific objectives</p> <p>Representativeness of people with experience of migration, discrimination or racism in public administration is of key importance for facilitating solidarity in diversity. This project focuses on the efforts of various actors to assure that the workforce in public administration and other key institutions in Germany mirror the socio-demographic composition of the German society, and that migrants and their descendants and BIPOC people in Germany are adequately represented in the political decision-making processes. This project's objectives are to map the actors involved in this field, understand their roles and strategies, and analyse the relationship between diversity, solidarity, political participation and representativeness.</p> <p>Tasks and Responsibilities</p> <ul style="list-style-type: none">▪ You perform independently scientific research within a collaborative international research consortium.▪ You deliver written reports of your research on a regular basis. <p>You prepare a doctoral thesis on the topic of solidarity in diversity to be submitted to the Faculty of Humanities and Social Sciences of Humboldt-Universität zu Berlin.</p> <ul style="list-style-type: none">▪ You publish scientific articles related to the research project.▪ You support the valorization of research results into tangible deliverables.▪ You participate in, and contribute to, scientific meetings and conferences, presenting your research to the scientific community.▪ You actively participate in outreach activities aimed at promoting your research to a wider audience.▪ You collaborate with the other members of the consortium to advance your research and training.▪ You participate in the tailor-made training programme.▪ The selected candidate will take part in the following planned secondment: academic secondment to the Stichting Universiteit voor Humanistiek (the Netherlands) and non-academic secondment in BKMO - Bundeskonferenz der Migrantenorganisation (Germany).
<p style="text-align: center;">About the host institutions</p>
<p>The German Center for Integration- and Migration Research (DeZIM) was initiated by the German Parliament in order to build a country-wide infrastructure of integration- and migration research and legally founded in July 2017. It consists of a unique two-pillar system: the DeZIM Institute, headquartered in Berlin, and the DeZIM Research Community, a de-centrally organized network of seven partnering research institutions -</p>



which include the Humboldt-Universität Zu Berlin (HU). As a BMFSFJ (Federal Ministry for Family Affairs, Senior Citizens, Women and Youth)-funded research institute, the aim of the DeZIM Institute is to support the politics with evidence-based research in its thematic areas of family, youth, senior citizen and women that touch upon questions of migration and integration.

The University of Humanistic Studies (UvH) will be responsible for co-supervision. The UvH is an independent, government-funded university located in Utrecht, the Netherlands. Its research focuses on public problems with a normative component.

Profile and requirements

- You hold a master degree in sociology, political anthropology or political science.
- You obtained outstanding academic results.
- You are interested in interdisciplinary, theory-oriented empirical research and have strong analytical skills.
- You are a team player and are sensitive to diversity.
- You have strong communication skills.
- Language proficiency: English (C1 level minimum) is expected; knowledge of German (B2 level or more) is desirable; and knowledge of other languages (ex. Turkish, Russian, Polish, French) is considered a merit.
- Your academic qualities comply with the requirements stipulated in <https://www.hu-berlin.de/de/studium/bewerbung/formulare/prom-ausl-engl.pdf>.
- Applicants can be of any nationality, but have to comply with the following rules and criteria:
H2020 MSCA Mobility Rule: researchers must not have resided or carried out their main activity (work, studies, etc.) in the country of the host organisation for more than 12 months in the 3 years immediately prior to the recruitment date. Compulsory national service, short stays such as holidays, and time spent as part of a procedure for obtaining refugee status under the Geneva Convention are not taken into account.
H2020 MSCA ESR eligibility criteria: Early Stage Researchers (ESRs) must be, at the date of recruitment by the host organisation, in the first four years (full-time equivalent research experience) of their research careers and have not been awarded a doctoral degree. Full-Time Equivalent Research Experience is measured from the date when the researcher obtained the degree entitling him/her to embark on a doctorate (either in the country in which the degree was obtained or in the country in which the researcher is recruited, even if a doctorate was never started or envisaged).
- Candidates may apply for up to three ESR positions in the SOLiDi project, but should mention explicitly the other ESR positions for which they apply in their personal statement.

Benefits

- The selected candidate will be employed by the host organisation. The guaranteed PhD funding is for 36 months (i.e. EC funding).
- A competitive salary, plus mobility and family allowances. Moreover, funding is available for technical and personal skills training and participation in international research events.
- The selected candidate will benefit from the designed training programme offered by the host organisation and the SOLiDi consortium.
- The selected candidate will participate in international secondments to other organisations within the SOLiDi network and in outreach activities targeted at a wide audience.

Please, find additional information in the [Information note for Marie Skłodowska-Curie ITN fellows](#).

Application

Candidates apply in the host institution. They provide:

- a CV, including their skills and educational and career trajectory and their place of residence and place of main activities (work, studies, etc.) in 3 preceding years (max. 3 pages, font 11 or higher)
- a personal statement, explaining their motivation (up to 2 pages, font 11 or higher).
- building on the project description (<https://www.uantwerpen.be/en/projects/solidi/research/>) write a one page outline of the research questions, approach and research design of your PhD project.



- the name and contact details of two referees who can comment on your skills, experience, and suitability for postgraduate research (referees will only be contacted for candidates invited to interview).

After the deadline for applications, the project supervisor and co-supervisor will draft a shortlist of 5 to 8 candidates. This shortlist will be discussed by representatives of all SOLiDi academic partner institutions. The shortlisted candidates will then be invited for interview. The ranked candidates will be discussed by representatives of all SOLiDi academic partner institutions, who will assess the gender and geographical balance of the selected candidates and the balance in disciplinary backgrounds across the network. Successful candidates will be notified by the end of May 2021.

For additional information

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