

The European Centre for Minority Issues (ECMI) invites applications for two positions as Senior Research Associate within the field of “Minority Studies” beginning 1 September 2017. Minority Studies at the ECMI cover research on ethno-cultural groups and autochthonous national minority issues in Europe.

The positions

Each successful candidate will head up one of our research clusters (indicated below). They will take a lead in developing further the relevant clusters in line with the ECMI mission and mandate. Responsibilities include conducting action-oriented research for policy recommendations and for development of programming in target countries; knowledge transfer and trainings within the thematic and geographic areas; promotion of dialogue through workshops and seminars; co-operation with stakeholders, international organisations and donors; fundraising and project management. The position-holders will also be in charge of developing applied research projects in areas of interest and concern for cluster strategies, including research aimed at dissemination and documentation as well as international research co-operation and supervising young researchers. Co-operation with the other ECMI clusters in multi-disciplinary research projects as well as with ECMI’s non-resident research network is also part of the responsibilities. The position-holders will participate in the ECMI co-operation with international organisations, such as the Council of Europe and the OSCE; they will also be involved in the ECMI teaching seminars and will have an opportunity to supervise master students.

Position A

Head of Cluster, Justice and Governance: the Cluster works on promoting minority protection in Europe through the normative framework on minority rights. Specifically, the research focus over the next strategy period will be on language rights, hate speech prevention, participatory rights and access to justice across Europe with specific focus on countries lacking comprehensive institutionalisation of minority rights. The Cluster works closely with relevant national and local administrations in target countries as well as with relevant secretariats in international organisations that monitor the implementation of minority rights. It also co-operates with academic partners in its field, and it supports civil society organisations. The successful candidate will have a strong legal background and experience in applied research on minority rights/minority-majority relations.

Position B

Head of Cluster, Conflict and Security: the Cluster works on improving mechanisms for conflict prevention and transformation for protecting minorities against security-related violence across Europe through existing and innovative policies. The research focus over the next strategy period will be on the impact of the changing international security situation as well as on the rise in extreme populism on the situation of minorities as individuals and as groups. As part of its preventive action-oriented work, the Cluster focuses on youth programmes and targeting youth in education. The Cluster works with international organisations and public administrations in areas that experience threats to minorities, and it co-operates with academic partners in its field. The successful candidate will have a strong background in international conflict prevention policy research and experience in minority-majority related mediation.

Requirements and conditions

Candidates are required to document a PhD-degree in the relevant discipline and work experience in relevant international organisation(s), NGOs or public administration. The ability to work in a team and under time pressure, good organisational skills and the ability to communicate well in written and spoken English are necessary. Independent research skills and experience with guiding younger researchers is an asset. Knowledge from the field of Minority Studies and the European minority rights regime is required preferably documented through a proven record of publications. Experience as consultant and with training of public servants is welcome. Fluency in English is required, and knowledge of an eastern European language and German is an asset.

A contract for two years is offered with renewal option. The ECMI is a German-Danish intergovernmental foundation under private German law which governs the contract conditions. The successful candidate must take up residence at the seat of the ECMI in Flensburg, Germany and must be willing to travel extensively.

The ECMI is an equal opportunities institution and strives to achieve parity between women and men while welcoming applications from candidates of any ethnic or social background. The ECMI is a non-smoking environment.

About us

The ECMI is an international cross-disciplinary and multi-disciplinary research and competence institution working directly with governments, civil society and international organisations in Europe. We aim to provide governments and the public debate with relevant information and analysis as well as to influence the European agenda-setting in the area of minority politics. In collaboration with our field representations in Georgia, Kosovo and Ukraine and in co-operation with academic institutions, the ECMI conducts applied research, training and advisory services in the area of minority-majority relations. We also co-operate with local universities, and our research staff teaches relevant courses. See further www.ecmi.de.

We offer an international and multilingual working environment with varied tasks and opportunities for travel. Our management structure is flat with a high degree of independence in research positions and opportunity to influence the work of the institution. We value openness, dialogue and team-spirit and focus on excellence, flexibility and mutual respect. The ECMI is located in Flensburg, at the German-Danish border – a provincial town where two cultures live side-by-side and the quality of living is good (www.flensburg.de). In addition to clean sea air, plenty of outdoor and water sports activities, Flensburg offers low living costs and good schools in both the German and the Danish school systems. Flensburg is also within four hours travel of eleven good universities.

Applications

Interested applicants are asked to submit a letter of motivation, a CV and a publications list specifying publications in English. Short-listed candidates may be asked to provide copies of publications. Application material should be marked “Position A” or “Position B” as per preference. It is not possible to apply for both positions. Applications may be sent electronically to Ms. Maj-Britt Risbjerg Hansen ([hansen\[at\]ecmi.de](mailto:hansen[at]ecmi.de)) no later than 28 June 2017. Interviews will be conducted during the week of 10 July 2017.