

# Job Announcement



## Senior Researcher and Head of Cluster within the field of "Conflict and Security"

The European Centre for Minority Issues (ECMI) invites applications for the position of Senior Researcher and Head of Cluster within the field of "Conflict and Security".

The ECMI is an **international research institution** focused on the academic and policy-relevant study of ethno-cultural groups and national minority issues in Europe broadly defined. It was founded in 1996 by the governments of Denmark, Germany and Schleswig-Holstein as a crossroads for high-level European research on these issues, being located within a unique minority-border region on the Danish-German border.

### THE POSITION

The Senior Researcher will be responsible for **developing the Centre's "Conflict and Security" cluster**, meaning the cluster's research themes and output, its liaison with relevant partners and stakeholders, its visibility through workshops and other events as well as its external fund-raising through projects or grants.

The field of "Conflict and Security" within the realm of minority issues encompasses the academic and policy-relevant study of ethnic conflict, conflict prevention, conflict settlement, post-conflict community-building, majority-minority relations, the security of minority groups and all international dimensions related to these questions. In parallel, the field may overlap with areas such as human rights, democratization, international law, regional security, international relations or development studies. The geographic focus is on Europe, defined as the scope of the Council of Europe. Both quantitative and qualitative research approaches are welcome.

The successful candidate will be expected **to lead the cluster's research output, policy-advice activities, external funding applications, project implementation, dissemination and outreach efforts**. The cluster leader will be responsible for developing a personal research profile within the cluster, whilst also serving as a point-person for the general field. Together with other heads of cluster, they will be involved in the strategic management of the Centre as well as the Centre's publication and other activities.

The position shall be for a preliminary period of **two years**. Thereafter, a performance review will take place, on the basis of which an unlimited contract may be offered. Remuneration levels are guided by the German TV-L system ("Collective Agreement for Public Service of the Länder") with regular adjustments for inflation. The position is ranked at TV-L 14 with more precise grading taking place based on the candidate's qualifications.



## PROFESSIONAL REQUIREMENTS

Candidates must have a **doctoral degree or equivalent** in the social sciences with a relevant publication record and/or professional activity within the realm of minority issues and conflict and security. Candidates should have demonstrated **competence in European minority issues**. Prior experience in collaborating with policy-makers, including producing policy reports, conducting training exercises and workshops is greatly anticipated. Applicants must have **excellent command of English** in both spoken and written form, sufficient to produce independently publications, reports, presentations, project applications and the like. Competence in other European languages, especially those related to research, is welcome.

The successful candidate must take up employment at the seat of the ECMI in Flensburg and be willing to travel as necessitated by research work or outreach activities. A Personnel Agreement at the Centre governs opportunities for remote work.

## THE INSTITUTION

The ECMI is an **international, multi-disciplinary research and competence institution** working with governments, civil society, the academic community and international organisations on minority issues in Europe. We aim to provide governments and the public with relevant research and analysis about national minorities as well as to influence the European agenda on minority affairs. In addition to its headquarters in Flensburg, the ECMI operates a field team in Ukraine as well as projects in other European countries. Simultaneously, the Centre is embedded in its Sønderjylland-Schleswig region, working closely with local minority groups and respective public institutions. We also co-operate with local universities (such as the Europa-Universität Flensburg and the University of Southern Denmark), including teaching and thesis supervision.

The Centre offers a **multicultural, English-language working environment** with varied tasks and opportunities for professional advancement. Our management structure is flat with a high degree of **autonomy** in research work. Heads of cluster have the possibility (as well as responsibility) to truly craft their domain in terms of high-impact academic research, policy collaboration, project implementation and public liaison. The Centre also takes pride in its Flensburg location as it represents not only the dynamism of the German-Danish border region, but also a history of developing successful majority-minority relations on both sides of the border. It is this positive legacy of the region that serves as a touchstone for our research and fieldwork elsewhere in Europe. The ECMI is an equal opportunity institution with a commitment to improving gender balances in academia as well as the advancement of researchers of minority backgrounds.

## APPLICATIONS

Interested applicants should submit a cover letter, a CV (including publications list) and a 1-2-page statement on the kind of research and/or activity agenda they would see themselves as bringing to the cluster and the ECMI. Application materials should be submitted **electronically to Ms. Maj-Britt Risbjerg Hansen (hansen@ecmi.de) no later than 2 August 2021**. Short-listed candidates will be asked in late August to give a research presentation (either in person or via video conferencing) as well as meet with a search committee. The final selection will be done by the ECMI Executive Board. Informal queries about the position may be addressed to Prof. Dr. Vello Pettai (pettai@ecmi.de).