

## Researcher (TV-L 12, 100%)

The European Centre for Minority Issues (ECMI) invites applications for a Researcher (TV-L 12, 100%) for its research cluster on **Minority Issues in the Denmark-Germany Border Region**.

This research cluster, established in 2022, reflects the ECMI's commitment to the Denmark-Germany border region, which is widely perceived as a best practice example of conflict resolution as well as minority accommodation and inclusion. The cluster critically examines minority experiences in the region, encompassing all four of the acknowledged national minority groups (Germans in Denmark as well as Danes, North Frisians, and Sinti and Roma on the German side of the border).

As part of its research agenda for the coming years, the ECMI is looking for a researcher who will assist with the cluster's existing projects regarding **intergroup relations and minority language issues in the Denmark-Germany border region**.

Key phenomena investigated in these projects include the following:

- minority and majority group members' awareness regarding national minority issues such as group status, rights, and institutional support;
- minority and majority group members' attitudes towards the different national minorities and minority issues;
- minority and majority group members' perceptions of intergroup dynamics such as discrimination and/or active support;
- minority language use and transmission.

Additionally, the researcher will develop their own empirical research regarding national minority issues in the Denmark-Germany border region.

### KEY RESPONSIBILITIES

- assisting with the creation and dissemination of (online) questionnaires;
- assisting with the cleaning, coding, and analyses of quantitative questionnaire data;
- assisting with the provision of policy advice for relevant stakeholders;
- assisting with the creation of knowledge translation and outreach activities for civil society on both sides of the border;
- conducting independent high-quality research within the programme of the cluster;
- disseminating their research findings through high-ranking publications, policy reports, blog posts, and conference participation;
- carrying out and assisting with other cluster-related duties, such as the organisation of workshops or cooperation with external partners.

## SELECTION CRITERIA

Applicants should have the following:

- an MA/MSc degree within the social sciences, behavioural sciences, or humanities;
- previous research and/or work experience regarding minority issues;
- demonstrable experience with quantitative data collection and analysis;
- the ability to work as part of a team;
- knowledge of the programming language R;
- strong oral and written command of English.

Additionally, the following are considered assets:

- knowledge of Danish, German, North Frisian, and/or Romanes;
- previous research and/or work experience regarding minority language issues and/or intergroup relations;
- previous research and/or work experience with one or more of the national minorities in the Denmark-Germany border region.

## CONTRACTUAL ISSUES

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. The salary level will be 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 12; a more precise grading will take place based on the candidate's qualifications. 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 ECMI governs opportunities for remote work. Further information regarding the position itself can be obtained from the cluster's principal researcher, Ruth Kircher: [kircher@ecmi.de](mailto:kircher@ecmi.de); further information about the ECMI, the relevant agreements, and other general issues can be obtained by contacting the ECMI director, Vello Pettai: [pettai@ecmi.de](mailto:pettai@ecmi.de).

## APPLICATIONS

Interested applicants should submit the following:

- a cover letter explaining their motivation for applying and their suitability for carrying out the tasks listed above;
- a CV (including a list of publications, if applicable).

A photograph should not be included in the application.

Candidates with career breaks in their CV (due to e.g. parental leave, care responsibilities for sick relatives, or their own health) should know that such career breaks do not affect the hiring process negatively. The ECMI is committed to being a family-friendly and flexible workspace.

All applications will be processed in compliance with the General Data Protection Regulation (GDPR) of the European Union and applicable German guidelines. Application materials should be submitted electronically to Maj-Britt Hansen ([info@ecmi.de](mailto:info@ecmi.de)) **no later than 14 June 2024**. Ideally, the position is to be filled as of 16 September 2024; however, a later start date may be negotiated.

## THE INSTITUTION

The ECMI is an international, multi-disciplinary research and competence institution founded and funded by Denmark, Germany, and Schleswig-Holstein, working with governments, civil society, the academic community, and international organisations on national 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. 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.

The ECMI is an equal opportunity institution with a commitment to improving equity, as well as advancing researchers with disabilities and from other minority or underrepresented groups, including gender, linguistic, religious, ethnic, and national minorities. We therefore explicitly encourage applications from such candidates.

If you feel that you do not quite meet all the aforementioned criteria, we encourage you to apply regardless. We understand that people have multiple lived experiences, and we encourage people from diverse backgrounds to apply.