

The European Centre for Minority Issues (ECMI) invites applications for a two-year

Researcher (TV-L 12, 100%)

for its Research Cluster Minority Issues in the Denmark-Germany border region.

The Cluster Minority Issues in the Denmark-Germany border region, established in 2022, reflects the ECMI's commitment to this region, which is widely perceived as a best practice example of conflict resolution and minority accommodation and inclusion. The Cluster examines minority experiences in the region, encompassing all 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 2024/2025, the ECMI is looking for a Researcher to assist with studying different aspects of the national minority communities in the Denmark-Germany border region. The key research focus is on "unpacking the Danish-German minority model". While the model is often perceived as a single whole, it is in fact a variety of policies and interethnic relationships, which deserve to be examined individually. Such an approach will highlight the differing needs of the four minority communities, and in turn improve policy-making, public awareness and overarching majority-minority relations.

The research will contribute to the preparation of a White Paper that will lay out this varied landscape as well as draw conclusions about how best to accommodate this diversity. It will encompass the multiple parameters that frame the given region: regional development and quality of life in a peripheral cross-border region, the role of kin-states (or lack thereof), the perceived significance for wider Europe, Europeanization and globalization, migration and mounting super-diversity, and other topics. The endeavour will also involve dissemination activities, including academic outputs, policy workshops, community outreach, public talks, participation in seminars hosted by, for instance, ECMI and cooperation partners, and public awareness raising.

Key responsibilities for the Researcher will therefore include:

- Monitoring minority policies in Denmark, Schleswig-Holstein and Germany to update a systematic knowledge base on these policies and their implementation,
- Preparing overviews of local media coverage of these phenomena,
- Designing and carrying out a series of qualitative interviews with members of the minority communities and other stakeholders,
- Undertaking transcriptions of the interviews, including for possible processing using text analysis software,
- Collecting data on the different minorities in the region,

- Assisting with the creation of knowledge translation and outreach activities for civil society on both sides of the border,
- Carrying out and assisting with other duties as determined by the Cluster leadership, such as the organization of workshops or cooperation with external partners.

Selection criteria

- An MA/MSc degree within the social sciences or humanities.
- Work experience or demonstrated familiarity with national minority issues in the Denmark-Germany border region
- Experience with qualitative and/or quantitative research methods (e.g. interviews, text analysis, discourse analysis).
- Very strong oral and written command of English, Danish and German. Knowledge of other minority languages spoken in the border region, i.e. North Frisian and Romanes, is considered an asset.

The position shall be for a fixed period of **two years**. 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, with more a precise grading taking 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. Information regarding the position itself can be obtained from the Head of Cluster Martin Klatt, (klatt@ecmi.de); further information about the ECMI, the relevant agreements, and further general issues can be obtained by contacting the ECMI Director, Vello Pettai (pettai@ecmi.de).

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 gender balance and equity, as well as advancing researchers with disabilities and from other minority or underrepresented groups, including national minorities. We therefore explicitly encourage applications from such candidates.

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.

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) no later than **19 January 2024**. Ideally, the position is to be filled as of 1 April 2024; however, a later start date may be negotiated.