

Job Title:	Early-Stage Researcher – GRACE: Gender and Cultures of Equality
Individual Project Title:	ESR15 - Translating critical competencies into innovative cultural practices for employability and gender equality
Institution:	Associazione Orlando
Reporting to:	Dr Elisa A.G. Arfini and Dr Rachel Asop
Duration:	36 months (Full Time)
Annual Salary:	within the range of EU Marie Curie European Training Network programs
Monthly Mobility Supplement:	according to the rules of EU Marie Curie European Training Network programs
Monthly Family Allowance (if eligible):	according to the rules of EU Marie Curie European Training Network programs

Details Specific to the Post

Background and Context

Associazione Orlando is inviting applications for a 36 month fixed term post (1 February 2016 until 31 January 2019) as an Early Stage Researcher (ESR) in Gender Studies to research and write a PhD thesis on *Translating critical competencies into innovative cultural practices for employability and gender equality* and to be employed by Orlando as *Early-Stage Researcher*. The successful applicant will be employed by Associazione Orlando, Bologna, Italy and will be enrolled on a PhD at the University of Hull, UK.

Associazione Orlando is a feminist association in Bologna (Italy) which documents, researches and promotes women's actions, theories, arts and literature, and political presence in public life, and runs the Women's Centre for Documentation, Research and Initiative, the Women's National Library and Archive, and Internet and ICT training and services. Orlando is active in gender policies at local, national and international levels through membership of several international and national women's, gender and feminist studies networks, both academic and grassroots. The association owns a technological infrastructure in the form of service provider and portal www.women.it, and will host the GRACE digital interactive hub and website. Orlando's training sector has worked in LLL and HE and has actively contributed to GEMMA, the consortium's existing MA Women's and Gender Studies programme, supporting students and researchers, offering courses and training, and organizing educational internships and networking opportunities. In the subsequent EDGES LLP project Orlando has been a non-academic partner, and has focused on developing expertise in the area of the employability of gender studies PhD graduates in Europe.

More recently, led by the University of Hull, the Consortium has now been awarded an EU grant of €3.7 million under the Horizon 2020 'Marie Skłodowska-Curie Innovative Training Network' (<http://ec.europa.eu/research/mariecurieactions/>)

for the 'GRACE: Gender and Cultures of Equality'. GRACE will recruit 15 Early Stage Researchers (ESRs) who will be employed to conduct research and complete PhD training across Europe in conjunction with our academic and non-academic consortium partners:

- University of Hull (UK) – Project coordinator
- University of Bologna (Italy)
- CEU - Central European University (Budapest, Hungary)
- University of Granada (Spain)
- University of Lodz (Poland)
- University of Oviedo (Spain)
- Utrecht University (Netherlands)
- Associazione Orlando (Bologna, Italy)

What is GRACE?

GRACE (Gender and Cultures of Equality) aims to systematically investigate the cultural production of gender equalities within Europe. We will employ fifteen fixed-term Early Stage Researchers (ESRs) to work as doctoral researchers within our innovative and sustainable doctoral training programme in Gender Studies at EU level. Successful applicants will be provided with the academic, employability and complementary skills and training needed to become world leaders in 21st Century Gender Studies research across the Arts, Humanities, and Social Sciences.

The aim of the GRACE project is extend the scholarly work on European gender equality policies by drawing on innovative and interdisciplinary methodologies to investigate an under-examined aspect of those processes, namely the production of cultures of equality that underpin, enable and constrain those changing policy and legislative frameworks. Our methodological approach understands culture as neither normative frameworks nor ways of representing the world, but more fundamentally as the process through which people create the worlds they inhabit. We will ask three main questions:

- How have cultures of equality been produced, embodied, objectified and visualised in art, media, material and popular culture, as well as 'official' discourse in Europe?
- How might cultures of equality in Europe be produced and performed differently?
- In what ways do changing and contested cultural productions shape and constrain people's awareness about, perceptions of, responses to and deployments of equality discourses within specific social contexts?

GRACE ESRs will conduct doctoral research into the production of cultures of gender equality across five specific sites where cultures of gender equalities are produced and contested by differently situated social agents. These five sites form the core of our five research and training Work Packages, and are focused as follows:

1. mediated cultures of gender equality;
2. urban cultures of gender equality;
3. intellectual and activist cultures of gender equality;
4. textual and artistic cultures of gender equality;
5. employing cultures of gender equality.

GRACE is designed to: equip this new generation of ESRs to play a leading role in developing advanced techniques for investigating the production of cultures of gender equality; translate creative and critical capacities into innovative cultural practices within and beyond academia; and enable them to take up positions as experts in producing new gender equalities cultures.

Eligibility

We welcome applications from candidates who satisfy the eligibility requirements for an Early Stage Researcher under EU HORIZON 2020 guidelines, which state that:

- Early Stage Researchers must have fewer than four years research experience at the date of employment (1 February 2016), and must not have been awarded a doctoral degree
- Researchers may be of any nationality, but must not have resided or carried out their main activity (work, studies, etc.) in Italy for more than 12 months in the 3 years immediately prior to the 1 February 2016.

More detailed explanation of these eligibility conditions can be found at:

http://ec.europa.eu/research/participants/portal/doc/call/h2020/h2020-msca-itn-2015/1622613-itn_2015_-_guide_for_applicants_v1_en.pdf.

Specific Duties and Responsibilities of the post

ESR15 will research and write a PhD thesis on *Translating critical competencies into innovative cultural practices for employability and gender equality* and be employed by Orlando as *Research Fellow*, within Work Package 5 'Employing cultures of gender equality'.

Preference will be given to candidates with Master's degrees, a demonstrable interest and experience in gender studies, English and Italian language skills, and a willingness to spend a period of 9 months on secondment at the University of Hull (UK). Applicants will be required to submit a 1000 word research proposal outlining the innovative ways in which they will tackle this project (further details below). The successful candidate for this post will:

- Research *Translating critical competencies into innovative cultural practices for employability and gender equality* as part of WP 5 (Employing cultures of gender equality). S/he will be employed by and enrolled on a PhD at the University of Hull for 36 months from 1st February 2016, and will submit with the application a 1000 word research proposal outlining the innovative ways in which they will design a research project to investigate:

the variety of ways that the creative and critical competencies of gender studies ESRs are deployed in the workplace and identify innovative cultural practices initiated by existing gender studies ESRs to enhance and encourage greater gender equality. The research will involve a mixed methods approach using interview and survey questionnaire with the primary respondents drawn from among the consortium's extensive network of postgraduate and postdoctoral gender studies alumni and from Orlando's experience and networks outside of academia. Working alongside the other ESRs involved in the GRACE project, ESR15 will develop a toolkit to enable the next generation of gender studies ESRs to more effectively translate their creative and critical competencies into skills and capabilities that are recognised and valued by a range of private and public employers in the labour market.

Applicants should include in their academically rigorous and referenced proposals an indication of, for example, which people, groups, spaces, events and organisations they would expect to include in their research, and what innovative approaches to methodology they could bring to the project.

- Spend a compulsory secondment period of 9 months at the University of Hull (UK) during the second year of their tenure. During this period they will receive further research training and will conduct the comparative English leg of the research.
- Attend the following project-wide training events:
 - Spring 2016 - *1st GRACE Spring School: Methods training workshops and seminars* in Hull (UK)
 - January 2017 - *1st GRACE Winter School - Employability Training Workshop* in Bologna (Italy)
 - Easter 2017 - *2nd GRACE Spring School: Theorising and analysing cultures of equality workshops and seminars* in Granada (Spain)
 - January 2018 - *2nd GRACE Winter School: Communicating cultures of equality – dissemination and exploitation training and workshop* in Budapest (Hungary)
- Collectively curate with the 14 other Early Stage Researchers the *Museum of Cultures of Equality* to be held at the GRACE final conference in Hull in the summer of 2019.
- Contribute to the GRACE interactive digital hub through regular posts and the collective development of a GRACE Gender Equality App.
- *Produce a tool kit to inform their own (and other ESRs') Employability Enhancement Plan;*
- Contribute to the final project report in the summer of 2019.
- Successfully complete and submit a PhD thesis before the project ends in August 2019.

Rights and responsibilities of researchers participating in Marie Skłodowska-Curie Actions

The European Charter for Researchers is a set of general principles and requirements which specifies the roles, responsibilities and entitlements of both researchers and the employers and/or funders of researchers. The aim of the Charter is to ensure that the nature of the relationship between researchers and employers or funders is conducive to successful performance in generating, transferring, sharing and disseminating knowledge and technological development and to the career development of the researchers. It is obligatory for applicants to read and understand the detailed information regarding the rights and responsibilities of researchers engaged in a Marie Skłodowska-Curie Initial Page 6 of 6 Training Network. The European Charter for researchers can be accessed at: <http://ec.europa.eu/euraxess/index.cfm/rights/europeanCharter>

REQUIREMENTS

Personal	<ul style="list-style-type: none"> • Essential • - Satisfaction of the Marie Skłodowska-Curie Innovative Training Network eligibility requirements. • - Willingness to work flexibly, where necessary, fulfilling the needs of the research project, including secondment at the University of Hull and other travel within Europe.
Education and Training	<ul style="list-style-type: none"> • Essential • - Completed Master's degree in relevant discipline • - Experience of social research

	<ul style="list-style-type: none"> • - Demonstrable ability to work independently, to prioritise tasks, manage time and meet deadlines
	<ul style="list-style-type: none"> • Desirable • - Experience of sociological theory/research. • - ICT skills
Work Experience	<ul style="list-style-type: none"> • Essential • - Involvement in gender issues in a professional or voluntary capacity • - Demonstrable ability to work independently, to prioritise tasks, manage time and meet deadlines • - Communication skills
	<ul style="list-style-type: none"> • Desirable • - Experience of working in a research team
Linguistic proficiency	<ul style="list-style-type: none"> • Essential • - Excellent English language skills • - Good Italian language skills

Additionally the post holder will be required to:

- Fulfil the employees' duties described in the University's health and safety policies and co-operate with the health and safety arrangements in place within the department. May be required to undertake specific health and safety roles on request e.g. Display screen equipment assessor, departmental safety officer, fire warden
- Show a commitment to diversity, equal opportunities and anti-discriminatory practices. This includes undertaking mandatory equality and diversity training
- Comply with Hull University regulations, policies and procedures
- Comply with Orlando's regulations, policies and procedures and with the Association's Statute

How to apply:

The application package should be submitted online and include the following documents (attached as PDF files numbered and named according to the following list):

1. The application form duly completed.
2. Curriculum vitae, including previous scientific experiences with a list of publications (if any) and/or participation to scientific meetings, and any relevant certificate of language and/or ICT proficiency.
3. Copy of Master Degree Certificate in relevant disciplines + English translation
4. Copy of undergraduate certificates (including transcripts, i.e.: a report supplied by a school on the record of an individual student, listing subjects studied and grades received) + English translation
5. N. 2 reference letters from academic referees
6. N. 1 reference letter from non academic referees (employer, supervisor, etc.)
7. Research proposal (max 1000 words)

8. Copy of Publications (peer-reviewed academic publications), if any, or an academic writing example (max 30 pg).
9. Letter of motivation including research interests, reasons for applying for this programme etc.

Please send your complete application package to arfini@women.it before midnight November 30th 2015 putting in the subject line 'job application ESR15'.

Late or incomplete submissions will not be evaluated.

We reserve the right to invite short listed candidates for an interview conducted via video conference or in person (travel and accommodation expenses are covered by the candidates).

Candidates may be subject to pre-employment checks prior to any appointment.

Orlando is an equal opportunity employer.

APPLICATION FORM Marie Skłodowska-Curie ESR position in GRACE ITN

The undersigned (surname and first name) _____

Born in _____ (_____) on _____
city *Country*

Address _____ Post code _____
City, Country

Telephone (*optional*) _____ / _____ e-mail address _____

IS APPLYING FOR

a job post to be carried out at Associazione Orlando with reference to the call of Early Stage Researcher –ITN GRACE on " Translating critical competencies into innovative cultural practices for employability and gender equality ". Project GRACE (Ref. ESR 15-ORLANDO).

THE UNDERSIGNED HEREBY DECLARES UNDER HIS/HER OWN RESPONSIBILITY:

- current citizenship (*specify*) _____;

- current place of residence (*specify*) _____;

- to have been awarded **a degree** in _____ at University
of _____ (*date*) _____ title of the thesis:

_____ under the supervision of Professor
(surname and first name) _____ **granting access to
doctorate studies.**

- **not to hold any Doctoral degree.**

- starting at the date of obtaining the above-mentioned degree, **to be in the first 4 years** (full-time equivalent*) of my research career.

** full-time equivalent means the research experience measured from the date when the above-mentioned degree granting access to doctoral studies was obtained (irrespective of whether or not a doctorate is or was ever envisaged). Any periods of part-time activity in research should be translated into full-time experience (e.g. 3 years half time = 1,5 years full-time). Please note that the applicant may be asked to produce evidence of this experience at any stage.*

- **not have resided and not have carried out my main activity** (work, studies, etc.) **in Italy** for more than 12 months in the 3 years immediately prior to the recruitment date (01/01/2016)

Concerning the **place of activity** at recruitment (01/01/2016): **

From	To	Country, town	Activity

****The candidate shall complete the table indicating, under his/her sole responsibility, the reference dates, the place of activity (town and country) and activity carried out during the previous 5 years.**

The candidate acknowledges that the GRACE ITN Supervisory Board must accept the diploma for the sole purpose of the admission to the opening and that the selected candidate may be required to provide the official translation and a legal recognition of his/her qualification, if required by the national Law of the Host Institution.

The undersigned, in compliance with the Italian Legislative Decree no. 196 dated 30/06/2003, authorizes the recipient of this document to use and process my personal details for the purpose of recruiting and selecting staff and confirms to be informed of my rights in accordance to art. 7 of the above mentioned decree. The undersigned grants their permission to Associazione Orlando to share their personal data and all application documents with Consortium GRACE Partners.

The undersigned will receive all communications regarding the competition at the following e-mail address _____, and will communicate promptly of any change of address.

THE UNDERSIGNED HEREBY ENCLOSURES TO THIS APPLICATION THE FOLLOWING DOCUMENTS FOR THE PURPOSE OF ASSESSMENT
--

- Curriculum vitae
- Copy of Master Degree Certificate in relevant disciplines + English translation
- Copy of undergraduate certificates (including transcripts, i.e.: a report supplied by a school on the record of an individual student, listing subjects studied and grades received) + English translation
- N. 2 reference letters from academic referees
- N. 1 reference letter from non academic referees (employer, supervisor, etc.)
- Research proposal (max 1000 words)
- Copy of Publications (peer-reviewed academic publications), if any, or an academic writing example
- Letter of motivation including research interests, reasons for applying for this programme etc.

(Place and Date)

(Candidate's Signature)