

**The European Centre for Minority Issues (ECMI) invites applications for three positions as Senior Research Associate within the field of Minority Studies . Minority Studies at ECMI cover research on national and ethnic minority issues in Europe.**

The positions

We are currently restructuring our research and advisory services, and the new colleagues will have the opportunity to be an integral part of designing ECMI s portfolio for the next strategic period.. They will each head up a research and competence unit in the following thematic areas:

Justice & Governance

Conflict & Security

Culture & Diversity

Responsibilities include conducting applied research as well as knowledge dissemination and transfer within the thematic area. Co-operation with the other thematic areas in multi-disciplinary research projects as well as with ECMI s non-resident research network is also part of the responsibilities. The new colleagues are also expected to take a lead in developing the thematic areas further and for this reason we ask applicants to describe in max. 500 words how they see their own research plans and their publication record in relation to their potential contributions to and visionary development of one of the three research areas. Other responsibilities include networking with both relevant academic institutions and national/international organizations and media active in the area of minority politics as well as project management and supervision of younger members of research staff.

Candidates for the three positions are required to document as a minimum a PhD-degree in relevant disciplines. Experience from post-doc positions or similar is an asset. Prior knowledge from the field of Minority Studies is an advantage. Good research skills, the ability to work in a team, documented networking skills as well as good communication skills in written and spoken English are necessary. Experience with consultancy contracts and training of public servants is welcome. Knowledge of German is an asset.

Contracts are offered for three years with renewal options. ECMI is a German-Danish intergovernmental foundation and the remuneration follows the German TVD system. Candidates without German language skills are expected to acquire these within a year or two. The successful candidate is expected to take up residence in or near Flensburg. ECMI is an equal opportunities institution and strives to achieve parity between women and men thus explicitly welcoming applications from women as well as from candidates of any social, racial or ethnic background. ECMI is a non-smoking environment.

About us

ECMI is an international cross-disciplinary and multi-disciplinary research and competence institution working directly with governments, civil society and international organisations in Europe. ECMI aims 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 offices in Georgia and Kosovo and in co-operation with academic institutions, ECMI conducts applied research, training and advisory services in the area of minority-majority relations. ECMI also co-operates with local universities and ECMI research staff teaches relevant courses. See further [www.ecmi.de](http://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 senior 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. 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](http://www.flensburg.de)). In addition to clean sea air, plenty of out-door 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

In addition to the research and vision statement requested, interested applicants are asked to submit a CV, a publications list specifying publications in English that are considered to be particularly relevant for the position. Short-listed candidates may be asked to provide copies of publications. Applications for more than one thematic area will not be accepted. Application material should be marked SRA followed by the name of the relevant thematic area. It may be sent electronically to Ms. Gisa Marehn (marehn[[@ecmi.de](mailto:marehn@ecmi.de)]) no later than 4 January 2010. Interviews with short-listed candidates are planned for end January or early February 2010. For further information about the positions, contact Dr. Tove H. Malloy (malloy[[@ecmi.de](mailto:malloy@ecmi.de)]). For information about living in Flensburg, contact Ms. Maj-Britt Risbjerg Hansen (Hansen[[@ecmi.de](mailto:Hansen@ecmi.de)]).

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