1 Advertisement

Post Title: Research Fellow (EU Horizon 2020 EUROSHIP)

School/department: University of Sussex Business School, Department of Management, Digital Futures at Work Research Centre (Digit)

Hours: Full time or part time hours considered up to a maximum of 1.0 FTE. Requests for flexible working options will be considered (subject to business need).

Contract: fixed term for 22 months, in the first instance

Reference: 2698

Salary: Grade 8 starting at £41,526 to £49,553 per annum (pro-rata for p-t working)

Placed on: 5 November 2019

Closing date: 2nd January 2020. Applications must be received by midnight of the closing date.

Expected Interview date: Week commencing 13th January 2020

Expected start date: 1 March 2020

An exciting opportunity has arisen at the University of Sussex for a high-performing researcher to work on to the EU Horizon 2020 ‘Closing Gaps in social citizenship. New tools to foster social resilience in Europe’ (EUROPSHIP), (Grant Agreement number 870698). This post is part of a larger EU project of ten partners led by the University of Oslo Met, Norway. The researcher will be located at the University of Sussex Business School, Department of Management at the ESRC Digital Futures at Work Research Centre (Digit). This post will be line-managed by the Centre’s Director, Professor Jacqueline O’Reilly.

For further information or to discuss the role please contact the Centre Director Professor Jacqueline O’Reilly: j.o-reilly@sussex.ac.uk

For full details and how to apply see our vacancies page

The University of Sussex values the diversity of its staff and students and we welcome applicants from all backgrounds.

2 The University of Sussex Business School

The post-holder will support activities of the European consortium and will be based in the University of Sussex Business School.

The School

The Business School was formed in 2009 and comprises five departments: Management, Accounting & Finance, Strategy & Marketing, Economics, and SPRU (Science Policy Research Unit). With its home in the Jubilee Building, a state-of-the-art academic building
at the heart of the campus, the Business School is a vibrant, ambitious and dynamic School with a strong research focus.

Our work draws on management, economics, science, technology and innovation studies, to make an impact on the future of people and institutions the world over. We study the issues that matter, in order to transform our world and your future.

Our School draws on many of Sussex's intellectual traditions, including a critical perspective on contemporary business, political, economic and social issues and a belief that major societal challenges need expertise across many academic disciplines.

Our vision is to be a School that collaborates across disciplines to shape global issues in business, management, and society, making an impact on policy, practice, and people.

Our mission to achieve this vision is to:

• carry out high-quality research and develop innovative policy
• develop current and aspiring leaders who will champion critical and original thinking
• work internationally with businesses, governments, and others to deliver innovative approaches to management.

The Horizon 2020 Euroship project

EUROSHIP will provide new, gender-sensitive, comparative knowledge about the effectiveness of changing social protection policies targeted at reducing poverty and social exclusion in Europe.

Focal points will be the roles of social protection systems (including minimum income schemes), digitalisation of work and social protection delivery, and the social and political opportunities for active agency by three groups of citizens: youth at risk, precarious workers with care obligations and elderly and disabled people with long-term care needs.

Through the involvement of national and European stakeholders, EUROSHIP aims to develop proposals for effective policies and inform relevant policymakers with a view to maximise the project’s impact from a societal as well as scientific perspective.

EUROSHIP will combine diverse methods, data and disciplines (covering economics, political science, social policy and sociology) in innovative ways: (1) coordinated lifecourse interviews with low-skilled and low-income women and men; (2) focus forums with national stakeholders; (3) policy analyses based on document review and semi-structured expert interviews; (4) quantitative analyses of comparative micro-data.

Linking the analyses of these data and four key concepts (social citizenship, social resilience, capability and active agency) will give original insights on how social rights mitigate risks across the lifecourse and affect the scope for exercising social citizenship by vulnerable persons within a multi-level governance system.

This will add to the knowledge base for further implementation of the European Pillar of Social Rights, Agenda 2030/SDGs, and through this, upward social convergence between Member States.

A trans-disciplinary consortium of nine research institutions from eight countries (DE, EE, ES, HU, IT, NO, CH, and the UK) and one European CSO will implement EUROSHIP. The Consortium has a balanced composition of women and men, senior and junior researchers.
To achieve the overall aim, the project is organised in work packages (WPs) around **twelve objectives** to:

1. Examine fruitful ways of **conceptualising social citizenship** in a multi-level and territorially diverse governance system, exploring how meanings of the concept relate to how citizens themselves exercise and think about social citizenship. (WP2)

2. **Identify the mechanisms to exercise social citizenship over the life-course** from an historical and cross-national perspective for low educated, low-income women and men in Europe. (WP2)

3. **Develop social indicators** generated from existing accessible European data sources based on an assessment of the adequacy of existing EU indicators. Using a stakeholder methodology, in conjunction with relevant policy makers, we will identify necessary changes to data collection and the monitoring of social protection systems. This will result in developing a multidimensional dashboard to track developments in poverty and social exclusion in Europe. (WP3)

4. **Provide an overview of the diversity and historical change in minimum income schemes** across Europe. We will examine the reasons behind cross-national variation in their capacity to protect against risks of poverty and social exclusion in the context of long-term structural change of European economies. The analysis will be based on policy analysis, cross-national and comparative analysis of the Social Assistance and Minimum Income Protection Interim Dataset and CBS Minimum Income Protection Indicator database, expert interviews and focus forums with stakeholders assessing their opportunities. (WP4)

5. Identify the mechanisms and gaps fostering or hampering **opportunities for vulnerable youth** to achieve quality jobs with entitlement to adequate social protection and avoiding in-work poverty. The analysis will be based on policy analysis, cross-sectional and longitudinal micro data from the EU- SILC, and longitudinal data from life-course interviews with young men and women with low education and income. (WP5)

6. Examine how closing gaps in **work and family life balance for precarious workers** can be achieved through combinations of social protection policies and labour market conditions. This will draws on policy analysis, microdata from the European Labour Force survey, and longitudinal data from life-course interviews with men and women with low education and income. (WP6)

7. Analyse how **long-term care policies for the elderly and persons with disabilities** on a low income can enable them to exercise their social rights and capabilities to live the life they have reasons to value, in the context of an increasingly digitalised service economy. This will offer new insights on ‘care poverty’ and how the EU and national governments may overcome current gaps. The analysis will be based on policy analysis, statistical data and analysis of longitudinal data from life-course interviews with men and women with a low education and low income. (WP7)

8. Examine the effect and need to **adapt social protection policies to the digitalised economy.** This will analyse how the introduction of digital technology has been developed by governments for citizens to access public services especially for those who are on benefits, looking for employment or requiring other social services across the life course. The analysis will be based on statistical data
from Digital Economy and Society Index (DESI) and the Special Eurobarometer 460, together with policy analysis, expert interviews, and focus forums. (WP8)

9. **Analyse the achievements and prospects of the EU in promoting upward social convergence** in the design and functioning of policies for mitigating risks of poverty and social exclusion, and examine the potential merits or pitfalls of seeking to harmonise social protection policies between the Member States. (WP8)

10. Produce new knowledge about the **mechanisms that facilitate or hamper the implementation of the European Pillar of Social Rights**, and explore the political dynamics that underpin EU social initiatives and their implementation in the Member States, based on a multilevel policy analysis, focus forums with stakeholders, and expert interviews at the national and EU levels. (WP9)

11. Offer a set of **alternative scenarios** on how the European Pillar of Social Rights may enable European citizens to exercise social rights in a more effective way and contribute to stronger social cohesion within and among the Member States, associated countries and in Europe as a whole. Together with stakeholders, formulate **evidence-based policy recommendations** for how the EU and national governments may move forward in fostering upward social convergence and make the social dimension of EU citizenship more relevant for low-skilled and low income women and men. EUROSHIP will provide new knowledge in support of the Sustainable Development Goals 1 to ‘end poverty in all its forms everywhere’, 8 to ‘promote inclusive and sustainable economic growth, employment and decent work for all’, and 10 to ‘reduce inequality within and among countries’, bearing in mind that ‘leaving nobody behind’ is a key principle in the Agenda 2030 process (A/RES/70/1). (WP10)

12. **Implement a comprehensive impact and dissemination strategy to increase public knowledge** and facilitate policy learning about factors at the national and the EU level that may contribute to a cohesive and resilient Europe. As part of the impact and dissemination strategy, outline accessible and readable **narratives** on the social dimension of EU citizenship to the general public. (WP10)

Overall, a major contribution of EUROSHIP will be to offer a nuanced understanding of the mechanisms behind the observed differences and **gaps in social protection for citizens with diverse needs and interests over the life-course**. This will encompass and analysis of social citizenship gaps by gender, labour market status, care obligations and needs, disability, minority ethnic background. Precise knowledge about these mechanisms is necessary to identify policy solutions that allow the EU and national governments to **realize the ambitions reflected in the European Pillar of Social Rights** (EC 2015, 2017). At the **micro level**, we need a better understanding of how individual citizens and households cope with social risks (such as low education, low income, care obligations or needs), use their scope for action. In general, the social protection policies, structural traits of the labour markets and a country’s economy at the **macro level** are likely to shape the individual’s scope for making choices and live the life they have reasons to value. Enforcement mechanisms such as bureaucratic administration, litigation and social dialogue at the **meso level** further cross-country variations in the gaps of social protection. In order to design effective policies, researchers and policymakers need to understand the dynamics at all three levels (micro, meso, and macro) and the way these levels interact.

In sum, the overall strategy of EUROSHIP is to examine the present, learn from the past and project the future of social citizenship in a multilevel and territorially diverse system to provide evidence-based policy options to foster a cohesive and socially resilient Europe.
3 Job Description

Job Description for the post of:

Research Fellow (EU Horizon 2020 EUROSHIP)

Department: University of Sussex Business School, Department of Management, Digital Futures at Work Research Centre

School: University of Sussex Business School

Location: Jubilee Building

Grade: 8

Responsible to: Principal Investigator through to Head of School

Role Description: Research Fellow II is a career-grade research position. Post-holders will be expected to take a senior role within a research team, be able to demonstrate an established research portfolio, and a growing reputation in their field of study. They will also be expected to provide support and guidance to less experienced members of staff.

Purpose of the post:

The research skills required for this post need to contribute to at least two of the following tasks:

1. **Policy Analysis**: The researcher would be expected to contribute to policy analysis of social protection systems in the UK in particular with regard to minimum income (WP4, Objective 4 listed above). They would also examine policy changes to mitigate risks of poverty and social exclusion and the extent to which this was contributing to European convergence, or not (WP9).

2. **Coordinating expert interviews in the UK and EU**: working with the consortium partners to organise policy analysis, expert interviews, and focus forums on how citizens access public services through digital technologies. (WP8)

3. **Life-course interviews**: to be conducted with different generational cohorts of men and women in the UK with low education and income (WP5, 6 and 7).

4. **Secondary data analysis**: Examine how social protection policies have adapted to the development of a digital economy and changing patterns of employment. This will look at how citizens access public services especially for those who are on benefits, looking for employment or requiring other social services across the life course. The analysis will draw on statistical data from Digital Economy and Society Index (DESI) and the Special Eurobarometer 460 (https://data.europa.eu/euodp/en/data/dataset/S2160_87_1_460_ENG,) (WP8)
The researcher will work with the PI Professor O'Reilly external communications and engagement activities, to develop and implement Impact, Communications, Engagement.

**KEY RESPONSIBILITIES**

1. **Research, Scholarship & Enterprise**

1.1 Develop research objectives under the direction of the Principal Investigator.

1.2 Conduct research individually and/or in collaboration with others.

1.3 Assess, interpret and evaluate outcomes of research, and develop ideas for their application.

1.4 Produce high-quality research outputs that have impact in the field, for publication in monographs or recognised high-quality journals, or performance/exhibition, as appropriate, and contribute to the School's REF submission at acceptable levels of volume and academic excellence.

1.5 Lead small research projects and/or identified parts of larger projects, including supervising the work of others and managing or monitoring a research budget.

1.6 Make presentations at conferences, or exhibit work in other appropriate events of a similar standing and identify ways to disseminate research outputs informally via the internet, the media and other forms of public engagement.

1.7 Identify sources of funding and contribute to the process of securing bids in order to further the aims and ambitions of the Centre.

1.8 Identify and secure opportunities for enterprise activity, knowledge exchange income, and/or consultancy where permissible.

1.9 Actively build internal and external contacts, and play a key role in internal networks and relevant external networks in order to, for example, identify sources of funding, secure student placements, and build relationships for future activities.

1.10 Contribute to a relevant national professional body or recognised events.

1.11 Continually update knowledge and understanding in the field, and engage in continuous professional development.

1.12 Conduct risk assessments, and take responsibility for the health and safety of others, if required.

2. **Contribution to School & University**

3.1 Attend and contribute to relevant School and project meetings.

3.2 Mentor less experienced colleagues, supporting them in developing their research techniques, and advising on personal development.
3.3 Undertake additional duties, as required by the Principal Investigator and/or Co-Investigators.

3. Role-specific duties

Applicants would be expected to cover at least two substantial research areas in this project which compromises of the following specific duties:

3.1 To provide to policy analysis of social protection systems in the UK in particular with regard to minimum income (WP4).

3.2 To examine policy changes to mitigate risks of poverty and social exclusion and the extent to which this was contributing to European convergence, or not (WP9).

3.3 To develop collaboratively appropriate research tools for lifecourse and policy expert interviews.

3.4 To coordinate expert interviews in the UK and EU with consortium partners examining policy analysis, expert interviews, and focus forums on how citizens access public services through digital technologies. (WP8)

3.5 To conduct life-course interviews in the UK with different generational cohorts of men and women with low education and income (WP5, 6 and 7).

3.6 To provide secondary data analysis of citizens access public services especially for those on benefits, looking for employment or requiring other social services across the life course. The analysis will draw on statistical data from Digital Economy and Society Index (DESI) and the Special Eurobarometer 460 (https://data.europa.eu/euodp/en/data/dataset/S2160_87_1_460_ENG,) (WP8).

3.7 To provide systematic and accessible documentation of their research activities.

3.8 To use this information to write high quality academic publications.

3.9 To disseminate these findings to a wider public audience in an accessible form.

3.10 To work with the PI Prof O’Reilly on external communications and engagement activities, and to play a role in developing and implementing Impact.

3.11 To work to the highest ethical standards.

3.12 The researchers will be expected to travel within the UK and abroad to conduct and present this research.

3.13 If appropriate, to take on the line management and/or day-to-day supervision of junior Research Fellows.

This Job Description sets out current duties of the post that may vary from time to time without changing the general character of the post or level of responsibility entailed.
Indicative Performance Criteria

- Contributing to the regular published output of original research at international level (referred journal papers, monographs, book chapters, text-books).
- Other evidence of original research contribution to the field, such as through invited conference contributions, membership of editorial panels etc.
- Evidence of the successful supervision of others within the research group.
- Involvement in the creation, transfer and use of the results of research through a range of knowledge exchange activities.
- Success in transferring research results to commercial, professional, public sector or other practical use.

4 Person Specification

EU Horizon 2020 Euroship Research Fellow (Grade 8)

Essential qualifications, knowledge, skills and experience for the post:

1. Normally educated to doctoral level, or other equivalent qualification, or appropriate level of experience, as appropriate to the discipline (see role-specific criteria below).
2. Evidence of significant independent contribution to the design and execution of research.
3. An emerging track record of publications in reputable journals and other appropriate media of similar standing.
4. Excellent presentation skills, with the ability to communicate effectively, both orally and in writing, with students, colleagues and external audiences from the business and policy community at varying levels of seniority.
5. Ability to work individually on own initiative and without close supervision, and as part of a team.
6. Good ICT skills, including competence with Microsoft software packages such as Word, Excel and Outlook as well as project management tools.
7. Ability to work well under pressure.
8. Proactive, highly motivated and positive ‘can do’ attitude.
9. Attention to detail.
10. Creative thinker.
Essential role-specific criteria

1. An understanding of some of the issues affecting employers, employees, their representatives and policy makers around the changing use of technological change at work.

2. Experience of conducting firm/sector based qualitative case study research.

3. Ability to work with interdisciplinary teams.

4. Ability to coordinate research activities across different geographical locations.

5. Ability to work with a diverse range of researchers.

Desirable criteria

1. Experience of generating research or knowledge exchange income.

2. Experience of supervising postgraduate research students.

Personal Attributes and Circumstances:

Flexible and responsive, including a willingness to work flexible hours as necessary to meet deadlines and to travel to project meetings or workshops on occasion.