

Til:	Instituttstyret
Fra:	Instituttleder
Sakstype:	Vedtaks sak
Saksnummer:	15/2019
ePhorte:	
Møtedato:	4. april 2019
Notatdato:	22. mars 2019
Saksbehandler:	Inger-Lise Schwab

Kunngjøring av postdoktorstilling (SKO 1352) i sosiologi i to og halvt eller tre og halvt år (ekstern finansiert)

Henvisning til lov- og regelverk

Forskrift om ansettelsesvilkår for stillinger som postdoktor, stipendiat, vitenskapelig assistent og spesialistkandidat. Personalreglementet ved UiO.

Bakgrunn for saken

Stillingen er finansiert av Are Hermansens NFR-finansiert FIRMSTRAT-prosjekt. Stillingen er finansiert av NFR i 2,5 år. Det kreves at den som tilsettes i stillingen sikrer seg mobilitetsstipend for å finansiere det siste året for å oppnå maksimal tilsetningsperiode på 3,5 år. Alternativt kontraktfestes det at tilsetningsperioden avgrenses til 2,5 år. NFR har gitt sine forsikringer om at alle søknader om mobilitetsstipend innvilges.

Forslag til vedtak:

Styret ved Institutt for sosiologi og samfunnsgeografi godkjenner kunngjøringsteksten og vedtar å kunngjøre en postdoktorstilling (SKO 1352) i sosiologi for 2 og halvt år eller tre og halvt år.

Kunngjøringen gjelder under forutsetning av ekstern finansiering.

Katrine Fangen
instituttleder

Inger-Lise Schwab
kontorsjef

Vedlegg: Kunngjøringstekst



Postdoctoral Fellow in Sociology or equivalent

There is a vacant position at the [Department of Sociology and Human Geography](#) for a Postdoctoral Fellow (SKO 1352) in Sociology or equivalent. The position is for a period of 3.5 years, including a compulsory year at a foreign institution. A 2.5 year term of employment without a compulsory year abroad may also be negotiated.

Job description

The position is in the research project ‘Firm Evidence on Ethnic Stratification: Work Organizations, Employment Segregation, and Immigrant Economic Assimilation (FirmStrat)’ (LENKE) funded by the Research Council of Norway (RCN). The distinguishing feature of the FirmStrat project is an organizational approach to the study of ethnic stratification in the labor market and the dynamics of economic assimilation across immigrant generations. Using linked employer-employee data, we will study workplace segregation and probe whether, how, and why ethnic boundary salience and immigrant-native inequalities vary across organizational contexts. The main focus is on Norwegian workplaces, but we will also conduct selected comparisons with other affluent, immigrant-receiving countries.

The FirmStrat project will raise questions such as: What is the relative importance of the drivers behind immigrant-native workplace segregation? In which workplaces do immigrants fare better or worse in terms of pay inequalities, and what organizational mechanisms bring such patterns about? To what extent do workplace inequalities relative to the native majority differ between immigrants and adult members of the second generation?

The FirmStrat project involves working with large-scale administrative data, in particular linked employer-employee panel data covering the entire Norwegian workforce, using advanced quantitative methods. The successful candidate will primarily contribute to WP 1: Organizational drivers of immigrant-native employment segregation and WP 2: Organizational determinants of immigrant-native workplace inequalities.

The FirmStrat project will collaborate with members of the *Comparative Organizational Inequality Network* (COIN) and the candidate will be invited to partake in workshops and can visit research institutions in Europe and North America involved in COIN. The project is also located within the research group *Social Inequalities and Population Dynamics* at the Department of Sociology and Human Geography, which in 2018 was evaluated as ‘Excellent (highest grade)’ by an international expert panel appointed by RCN (SAMEVAL).

Qualification requirements and personal skills

- Applicants must hold a degree equivalent to a Norwegian doctoral degree in Sociology or related fields. The doctoral dissertation must be submitted for evaluation by the closing application date. Appointment is dependent on the public defense of the doctoral thesis being approved.
- Applicants must have the capacity for independent academic research at a high level, preferably documented through publications in international journals.
- Applicants must have thorough knowledge about the literature on immigrant economic incorporation and/or organizational approaches to the study of labor markets.
- Applicants must have experience with working with large panel data sets, preferably administrative registers and/or linked employer-employee data.
- Applicants must have advanced knowledge of relevant quantitative research methods (e.g., advanced panel data techniques and modern approaches to causal inference).
- Applicants must have excellent written and oral proficiency in English. Proficiency in Norwegian (or a related Scandinavian language) will be helpful for working with Norwegian administrative register data, but is not a requirement for the position.

Unless otherwise agreed upon, the successful candidate is expected to secure funding from FRIPRO to finance a year abroad at a foreign institution. Residence in Norway is otherwise expected.

We offer

- Salary NOK XXX-XXX per annum depending on qualifications
- A professionally stimulating working environment
- Attractive welfare benefits and a generous pension agreement, in addition to Oslo's family-friendly environment with its rich opportunities for culture and outdoor activities

How to apply

The application must include

- Application letter (up to 3 pages). Please describe your motivation for applying for this position and explain how your background, research, and experience is relevant to the project
- CV summarizing education, positions, research experience, and other qualifying activities
- A complete list of publications
- Copies of educational certificates (academic transcripts only)
- Up to five academic works that the applicant wishes to have considered in the assessment process (a doctoral dissertation or a monograph will count as three publications)

The application with attachments must be delivered in our electronic recruiting system, please follow the link "apply for this job". Foreign applicants are advised to attach an explanation of their University's grading system. Please note that all documents should be in English (or a Scandinavian language).

In assessing applications, particular emphasis will be placed upon the academic and personal capacity of the candidate to contribute to the project within the given timeframe, to interact within national and international networks, and to be part of a dynamic research group. Interviews with the best qualified candidates will be arranged. It is expected that the successful candidate will be able to complete the project in the course of the period of employment.

Formal regulations

Please see the guidelines and regulations for appointments to Postdoctoral fellowships at the University of Oslo.

No one can be appointed for more than one specified period at the same institution. According to the Norwegian Freedom and Information Act (Offentleglova) information about the applicant may be included in the public applicant list, also in cases where the applicant has requested non-disclosure. The University of Oslo has an agreement for all employees, aiming to secure rights to research results etc.

The University of Oslo aims to achieve a balanced gender composition in the workforce and to recruit people with ethnic minority backgrounds.

Contact information

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Deadline: June 3, 2019