

Appointment of two Early Stage Researchers (PhD position)

(Full-time, fixed term for three years, available from 1 September 2019)

An opportunity exists for two outstanding early stage researchers to join an internationally leading research team at the Instituto Superior de Ciências Sociais e Políticas da Universidade de Lisboa (Portugal), to receive supervision for the preparation of a PhD thesis, and to benefit from the combined resources of a major international training network (DARE).

As Marie Curie Fellows, suitably qualified and experienced researchers will receive generous benefits, including a fixed salary/living allowance in the region of 2,360 € per month (based on 14 months a year), gross of employers deductions, plus mobility, travel or career exploration allowances according to the Marie Curie Innovative Training Networks (ITN) requirements for Early Stage Researchers¹. Individual allowances may vary according to personal factors (such as family status and place of origin) and are calculated in Euros. There are strict eligibility and residency requirements that must be met.

Each researcher will be appointed on a full-time, fixed-term contract at the Instituto Superior de Ciências Sociais e Políticas (ISCSP) for a period of three years, which will include two four month secondments: one in another university and one at an associate partner organisation in the DARE network.

The research – Voice, Power and Change

DARE focuses on three key challenges facing disabled persons and policy-makers:

- **Voice** - the voices of disabled persons have often been ignored or misunderstood. Specific communities have been particularly affected by this, including women, children and older persons. Further, choices on issues such as reproductive rights and end of life care have often been constrained by others. DARE will respond to these challenging issues to seek out authentic voiced and lived experience as a basis for policy change.
- **Power** - Many actors have power over disabled persons in their lives – including disability service providers, the justice system, and donors of development aid. DARE will seek

¹ <http://ec.europa.eu/mariecurieactions>

to redress the power imbalances experienced in these areas of law and policy development by seeking input to guide reform efforts in these fields.

- **Change** - Global social movements are required to bring about sustainable policy change. DARE will explore the history of the disability rights movement in order to understand how we can move forward to enhance political participation of persons with disabilities and engagement of Disabled People's Organisations with national and international policy-makers, as well as forging new relationships with other social action movement.

The goal of the DARE programme is to train the new generation of researchers in the field of disability rights, by embedding them in the top European universities in this field, with exposure to key civil society organisations working at grassroots level to secure the rights of persons with disabilities.

Each researcher will pursue a personal project, linked to these overarching themes of interdisciplinary disability advocacy. The two projects available in ISCSP are:

- Voices in research: Participatory and Emancipatory Methods
- Disability Voices in EU Development Aid & External Action Programmes

Please indicate clearly in your application which project position you are interested in and explain in your research proposal how you would approach that challenge.

Voices in Research: Participatory and Emancipatory Methods (ESR 6)

The CRPD places emphasis on the participation of people with disabilities in all spheres of social life. In the social research arena, however, persons with disabilities are taken as objects than as subjects of research, without the power to shape the research agendas. In consequence, the research will have limited influence on policy and will make no contribution to improving the lives of disabled people.

As Oliver puts it “the issue then for the emancipatory research paradigm is not how to empower people but, once people have decided to empower themselves, precisely what research can then do to facilitate this process” (Oliver, :111)². The researcher (ESR 6) will focus on approaches to

² Oliver, M. (2007). Changing the social relations of knowledge production? Disability, Handicap & Society, 7 (2): 101-114.

achieving emancipatory research possibilities. To this aim, the researcher will address the following questions:

- How can the voice of persons with disabilities be put front and centre in any research that directly affects them?
- What regulatory arrangements can be put into place to bring about this shift?
- What policy recommendations can be made to engineer this shift in research culture in academia?

Disability Voices in EU Development Aid & External Action Programmes (ESR 10)

The EU is one of the world's largest development aid donor, working with partners particularly in low-income countries to tackle issues such as poverty, access to education, health, employment, land, social services, infrastructure and a healthy environment. EU development policy is said to “aim to give disadvantaged people in developing countries control over their own development”³.

The researcher (ESR 10) will focus on exploring how or whether the authentic voices of persons with disabilities in donor countries are factored into the design, delivery and implementation of EU development aid and disaster relief. For that purpose the researcher will address the following questions:

- To what extent EU Development Aid & External Action programmes have been or are becoming ‘inclusive’?
- What do the EU development aid programmes need to do (including at the regulatory level) to be considered ‘inclusive’?
- What policy recommendations can be made for further improvements?

What does the role entail?

As an Early-Stage Researcher, your main duties will include:

- Complete a research proposal for the workpackage to contain research objectives, description of research, methodology, proposed completion timeframe, originality of contribution and societal impact.
- Develop a Personal Career Development Plan outlining training and support needs, and update this regularly based on training completed.

³ https://eeas.europa.eu/headquarters/headquarters-homepage_en/2077/Development%20Cooperation

- Complete annual summaries of research findings for submission to the European Commission, publication on the DARE website and dissemination to relevant stakeholders.
- Develop an Impact Action Plan to ensure the research achieves maximum societal impact and provide annual updates on steps taken to implement this plan.
- Disseminate and communicate the research findings to relevant stakeholders including disabled people and their representative organisations, public bodies, and other researchers.
- Prepare regular research updates for the DARE website and social media accounts.
- Participate in 5 network-wide training events in the course of the project and complete any additional training required to successfully carry out the research proposal.
- Contribute to ongoing and related research projects in the Observatory on Disability and Human Rights (ODDH).
- Collaborate with other members of the research team to complete legislative and policy submissions on behalf of the ODDH.
- Assist the PI and the ODDH team in preparing funding proposals related to the ESR's area of research.

These duties provide a framework for the role and should not be regarded as a definitive list. Other reasonable duties may be required consistent with the grade of the post.

Applications and Enquiries

Before applying, study carefully the eligibility criteria applying to Marie Curie “Early Stage Researchers”⁴ and the requirements applying to the DARE Initial Training Network, and the requirements applying to PhD programmes at ISCSP. Applications failing to meet any of these requirements may be rejected without further screening.

Formal applications and supporting documentation should be sent via e-mail (in word or PDF only) to dare@nuigalway.ie

Please put reference **ISCSP** in subject line of e-mail application, in case you are applying to ESR6 or ESR 10.

Closing date for receipt of applications is 23:59 GMT on 14 March 2019. Interviews will be held the week of 22-26 April 2019.

⁴ <http://ec.europa.eu/mariecurieactions>



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Details of application process and more information about the DARE ITN will be available at: website, or can be obtained by emailing dare@nuigalway.ie.

Applications should be of the highest standard. Completed applications must include the following:

- DARE application form.
- Motivation letter (to highlight how the applicant specific qualifications, skills, experience and achievements match the opportunity provided by the defined projects at ISCSP).
- Curriculum Vitae.
- Certified transcripts of results of Masters' degree in relevant discipline (depending on position applied for, law, humanities or social sciences).
- Evidence of IELTS or TOEFL scores for non-native English speakers.
- Two recent reference letters sent directly by the referees via email (including applicant name and hosting network partner name in email title).

Applications should also include a 2500 word research proposal in the following format:

a. Background to the research proposal, objectives and main research question

Max. 500 words (excl. references). Use Word Count to specify.

b. Description of the proposed research

Max. 1000 words (excl. references). Use Word Count to specify.

c. Methodology and proposed timeline for completion of research

Max. 500 words. Use Word Count to specify.

d. Original contribution to knowledge of the proposed research (including potential for broader societal impact)

Max. 500 words. Use Word Count to specify.

e. Literature references

Max. 20 references

Final decision will be made by ISCSP in consultation with the DARE Supervisory Board. Potential applicants for either of the two positions at ISCSP are, therefore, strongly advised to make pre-application enquiries to:

Professor Paula Campos Pinto

Associate Professor

ISCSP, University of Lisbon

Tel. ++ 351 96 130 39 67, ppinto@iscsp.ulisboa.pt

Eligibility for posts at ISCSP

The key features of the Marie Curie scheme are to support initial training (early stage researchers) and their mobility (from one country to another). Therefore:

Applicants must meet the Marie Curie definition of an early stage researcher, which is defined as applicants who have not yet been awarded a doctoral degree and are in the first 4 years (full-time equivalent) of their research careers. This includes the period of research training, starting at the date of obtaining the degree, which would formally entitle them to embark on a doctorate. Usually, this is a suitable qualifying Masters Degree.

Applicants must also meet the mobility requirements for Marie Curie fellows. Marie Curie Early Stage Researchers are required to undertake trans-national mobility (i.e. move from one country to another) when taking up an appointment. Therefore, at the time of selection applicants, of any nationality, must **not** have resided or carried out their main activity (e.g. work, study etc.) in Portugal for more than 12 months, between 1 September 2016 and 31 August 2019 (short stays such as holidays are not taken into account).

Applicants may not be a national of Portugal either. In the case of dual nationality, they must not have resided in Portugal since 1 September 2014.

Acceptance to study for a PhD at ISCSP

Selected applicants for the two positions at ISCSP must receive a provisional offer of a place to study for a PhD in Social Policy from ISCSP, University of Lisbon, before commencing in the post, and an additional application will be required for this purpose.

As a minimum requirement, you will need to have a Masters degree, relevant research in the social sciences and/or disability field, including credits in research training.

Graduates in a foreign higher education must ensure that the certificates or diplomas mention the final grade of completion of the degree and the respective scale. Alternatively, you must submit a statement from your higher education institution or the Embassy of your country with a proper conversion of the final grade to the 0/20 system.

Applications that do not meet these requirements will not be considered.

All the applications will be evaluated according to three dimensions:

Dimension I. Adequacy of previous training

- A) Quality and degree of affinity of previous training with the course the candidate is applying to
- Institution that awarded the last degree obtained.
 - Affinity of the last degree obtained with the scientific area of the course to which the candidate is applying to.
- B) Achievement in the last grade obtained.
- Final grade of the last grade obtained.

Dimension II. Curricular analysis

- A) Academic postgraduate course:
- Certified frequency of postgraduate and non-degree training courses relevant to the scientific area in question;
- B) Career path:
- Duration and relevance of work experience;
 - Positions of leadership and professional coordination (top or intermediate management, coordination of teams of expert projects, etc.);
 - International experience in the field of work teams or professional projects;
 - Provision of services to society in the area in which you are applying (governmental functions, NGO leadership, honorary titles and awards, etc.), with work recognized as relevant to the general population.
- C) Scientific activity and production:
- Scientific and / or pedagogical production relevant to the area (working papers published by the academy, articles, books, chapters of books, published in the country and abroad);
 - Participation in national and / or international congresses (no. and relevance);
 - Membership and participation in scientific associations (number and relevance);
 - Participation in funded scientific research projects (no. and relevance);
 - Recognition of the status of expert by the scientific and academic community (speaker at meetings, conferences, seminars, etc.).

4) Only candidates with a final grade higher than 3, on a scale of 0 to 5 will be considered for admission.

Potential candidates are strongly advised to seek acceptance for a place on the PhD in Social Policy Programme at the same time they apply for the DARE consortium. Please make sure that

you state clearly that your PhD application is connected with the Marie Curie DARE project supervised by Professor Paula Campos Pinto.

Successful applicants for the two posts will be members of University staff and will be eligible to enrol for supervision and examination of their PhD thesis without the payment of a student fee during the three year period of their employment (registration or examination fees for additional years may be payable if the PhD thesis is to be submitted after the fixed period of employment).

Suitable qualified applicants who are accepted for a PhD place but who are not selected for the advertised posts may be eligible to retain their offer on the PhD programme at ISCSP and therefore to apply to alternative scholarship competitions, subject to negotiation and the available resources of the institution.

Employment at ISCSP

The two researchers will be located in the Instituto Superior de Ciências Sociais e Políticas (ISCSP), under the auspices of the Disability and Human Rights Observatory research group, and supervised by Professor Paula Campos Pinto (each will also have a co-supervisor for the purposes of their PhD candidature). As PhD candidates they will benefit from training opportunities from ISCSP, the wider University of Lisbon and the DARE project partners.

ISCSP is a vibrant learning community that offers all the adequate resources to conduct a Doctoral degree from updated libraries to well-equipped research labs and offices providing all the IT tools required to conduct social research. The Instituto Superior de Ciências Sociais e Políticas hosts the Disability and Human Rights Observatory (<http://oddh.iscsp.utl.pt/index.php/en/>), which brings together over 20 researchers, policy makers and disability organisations to support and promote research on disability issues, provide training and awareness raising on disability rights and policy advice on topics related to disability policy and the implementation of the Convention on the Rights of Persons with Disabilities. It is expected that applicants will have the potential to contribute within this quality profile.

The successful candidates will be employed by ISCSP with the title “Marie Curie Research Fellow” and will be paid a monthly salary of 2,360 € (based on 14 months a year), gross of employers deductions, plus mobility allowance and family allowance (where applicable).

Disabled Applicants

We welcome applications from disabled people. The post is located at ISCSP. Disabled applicants wishing to review access to the building are invited to contact Cristina Martins, from Gabinete de Apoio à Inclusão – cmartins@iscsp.ulisboa.pt

The President

Prof. Cat. Manuel Meirinho



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