



OBM-NA-P-T-APDemEX-2.2/2025

COMPETITION ANNOUNCEMENT

The Director of the Centre of Migration Research at the University of Warsaw, **Prof. Paweł Kaczmarczyk**, with the consent of the Rector of the University of Warsaw, hereby announces a competition for a position at the post-doctoral level to be employed full-time within the framework of the DemEx research project.

Ref no	OBM-NA-P-T-APDemEX-2.2/2025
Position	Postdoc (Assistant Professor)
Job type	Research
Workplace	Pasteura St. 7, 02-093 Warsaw
Organisational unit	Centre of Migration Research
Title of project	"Democracy in Exile: A Comparative Study of Russian Migrant Communities following the Full-Scale Invasion of Ukraine" (DemEx)
Duration of programme	11 October 2024 – 10 October 2026 (the project will be extended)
Head of project	Dr Zuzanna Brunarska
Funding institution	National Science Centre (NCN)
Project description	<p>"Democracy in Exile: A Comparative Study of Russian Migrant Communities following the Full-Scale Invasion of Ukraine" (DemEx) is an international project co-funded by the National Science Centre (NCN), Poland, as part of the Trans-Atlantic Platform for Social Sciences and Humanities programme (T-AP DGT Call 2023, Trans-Atlantic Platform: Democracy, Governance and Trust). DemEx is run by the transatlantic consortium, including, apart from the University of Warsaw, George Washington University (coordinator) and Carleton University, and will involve collaboration with researchers from University of Helsinki and European University Institute. The project focuses on defining the political impact of new émigré communities from Russia on host countries and their potential to affect political change in their country of origin. In particular, the project aims to address the following research questions:</p> <ol style="list-style-type: none">1) How might Russian political migrants impact their countries of destination and vice versa?2) How do exile communities affect domestic politics back in Russia?3) How does Russian state propaganda capitalize on political emigration domestically and affect the perceptions of Russian émigrés?

	<p>The project is located at the intersection of democratization studies, transnationalism and migration studies, and media and propaganda studies. It utilizes various methods – both quantitative and qualitative, combining a worldwide online survey among post-February 24th emigrants from Russia, including those who already returned, with semi-structured in-depth interviews conducted in 8 countries with varying state of democracy and in Russia, focus groups, and automatic text analysis of Russian media.</p> <p>The researcher will be engaged in the qualitative part of the project, based on semi-structured in-depth interviews with emigrants from Russia in different receiving countries, including Serbia, Georgia, Armenia, Turkey, Kazakhstan, Israel and the US (for details, see below under <i>Tasks</i>).</p>
Scientific discipline	sociology, ethnology and cultural anthropology, political and administrative sciences
Position profile (R1-R4)	R2
Working pattern / Hours	Fixed-term contract of employment
Type of employment	Full time
Number of job offers	1
Salary	up to 10 200 PLN gross/month as part of full-time employment plus the so-called 13th remuneration (the final salary depends, among other things, on the candidate's length of work experience)
Estimated starting date	December 2025
Planned period of employment	14.5 months
Job description and responsibilities	<ol style="list-style-type: none"> 1) conducting the remaining in-depth interviews with Russians residing in Georgia (max. 1), Armenia (max. 2) and Turkey (max. 1) (remotely via one of the internet communicators, e.g. WhatsApp, Telegram, Skype, Viber or Zoom) 2) preparation of the qualitative material for analysis (transcription, pseudonymization) 3) storage and sharing of data – preparation of interview data for archiving 4) coding and further analysis of primary qualitative data derived from fieldwork 5) (co-)preparation of reports, op-eds and papers for high-profile peer-reviewed scientific journals 6) co-authorship of presentations of the project's results at conferences and seminars 7) scientific collaboration and participation in meetings with other DemEx team members 8) carrying out dissemination and promotion activities for the project results, including on social media 9) supporting the PI in project management and administrative tasks if needed

	<p><u>More information: Scope of responsibilities of the academic teacher</u></p>
Candidate profile	<p>The competition is open to persons who meet the conditions set out in <i>Article 113 of the Law on Higher Education and Science (Journal of Laws of 2024, item 1571, consolidated text)</i></p> <p>Other requirements:</p> <ol style="list-style-type: none"> 1) a PhD degree in social sciences or outside of social sciences as long as the curriculum included a rigorous training in qualitative social science research methods; According to NCN guidelines, to be eligible for the call, one: <ol style="list-style-type: none"> 1. must have been awarded a PhD degree “in the year of employment in the project or within 7 years before 1 January of the year of employment in the project¹ (...) For researchers with multiple PhD [degree]s, the date of the first PhD award is deemed the reference date.”; 2. must have been awarded their PhD degree by an institution other than University of Warsaw or must have completed at least 10-month (continuous) postdoctoral fellowship in another institution abroad; 3. “will not be receiving any other remuneration paid from the funds granted to research projects under NCN calls under the heading of direct costs”; 4. in the period of receiving the remuneration from the project, will not be receiving any remuneration from another employer (including a one from abroad) under an employment contract. 2) awareness of the ethical aspects of ethnographic research 3) excellent knowledge of social science methodology in particular qualitative research methods and computer-assisted analysis 4) experience in performing qualitative research, including conducting and analyzing data from in-depth interviews 5) excellent command of English, written and spoken for the purpose of publication in international scientific journals and interaction with project partners and a wider academic community 6) proficiency in Russian for the purpose of conducting, transcribing, pseudonymizing and analyzing qualitative interviews.

¹ In line with the NCN guidelines, this period may be extended by the time spent during this period on long-term (longer than 90 days) documented sick or rehabilitation leaves, by the number of months on childcare leaves granted under the terms of the Labour Code and in the case of women – by 18 months for every child born or adopted, whichever manner of accounting for career breaks is preferable.

	<ul style="list-style-type: none"> 7) academic excellence with a track record of peer-reviewed publications appropriate to the career stage 8) experience in participation in social science research projects 9) interest in the topic of migration, democratization and transnationalism (research experience and theoretical expertise in the field will be an asset) 10) project management experience 11) independent thinking and excellent communication and organizational skills 12) ability to work independently and collaboratively, in an international team
<i>Position not related to activities covered by the protection of minors.</i>	
Substantive criteria for evaluating candidates	<p>stage I: evaluation of candidates – meeting the formal criteria – based on the documents submitted, according to the following criteria:</p> <ul style="list-style-type: none"> - knowledge of social science methodology in particular qualitative research methods and computer-assisted analysis (max. 20 pts) - experience in performing qualitative research, including conducting and analyzing data from in-depth interviews, in particular non-expert, ethnographic interviews (max. 20 pts) - command of English, written and spoken for the purpose of publication in international scientific journals and interaction with project partners and a wider academic community (max. 20 pts) - proficiency in Russian for the purpose of conducting, transcribing, pseudonymizing and analyzing qualitative interviews (max. 30 pts) - academic excellence with a track record of peer-reviewed publications appropriate to the career stage (the presence of publications in English and the quality of the output) (max. 30 pts) - research experience and theoretical knowledge in the field of migration, democratization and transnationalism (max. 10 pts) - experience in participation in social science research projects (max. 5 pts) - project management experience (max. 5 pts) - experience of working in an international team (max. 5 pts) <p>stage II: assessment based on an interview (with candidates from the top of the ranking from stage I) Assessed will be: research maturity, language skills, and soft skills.</p>
Application	<p>Obligatory:</p> <ul style="list-style-type: none"> 1) a cover letter in English describing your background, fit to the project and motivation (please include a brief description of your experience in conducting fieldwork)

	2) a current academic CV in English with a list of publications 3) an article-length scientific writing sample in English (single-authored) 4) a copy of the PhD diploma or other document confirming the award of the degree 5) a signed and completed form for an applicant for employment ² 6) a scan of a signed declaration of consent to the processing of personal data, attached to this announcement 7) the names and contact details of academic referees (minimum two) Optional: <ul style="list-style-type: none"> links to the applicant's Google Scholar, ORCID, etc. sample transcript of a qualitative interview conducted by the candidate in Russian
Career opportunities:	More information: link
How to apply	e-mail your application to the following address: konkursy.obm@uw.edu.pl with the subject line DemEx postdoc II . The documents should be combined into a single PDF file (in the order indicated above) named using the convention 'Applicant's Last Name_DemEx postdoc'.
The competition is the first stage of the recruitment process, please read the Policy of Open, Transparent and Merit-Based Recruitment at the University of Warsaw link	
Selection and recruitment procedure	The competition is the first stage of the recruitment procedure for the position of an academic teacher, as specified in the Statute of the University of Warsaw, and its positive outcome is the basis for further proceedings. Selected applicants will be invited to a scheduled interview. All candidates will be informed about the results via email. The University of Warsaw reserves the right to close the competition without stating the reason.
Questions	If you have any further questions, please contact Dr Zuzanna Brunarska (zuzanna.brunarska@uw.edu.pl), PI of the project on the part of the CMR.
Closing date for applications	November 1 st , 2025, 9 AM (CET)
Notification about the results	November 11 st , 2025
Results will be announced	by email

The University of Warsaw has implemented the procedure for whistleblowers reporting cases of law violation and for undertaking follow-up actions. For **more information** about this topic and the processing of candidates' personal data please follow the [link](#)

² <https://rekrutacja-i-rozwoj.bsp.uw.edu.pl/przydatne-dokumenty/>



.....
name and surname

Information regarding the processing of personal data

Administrator

The administrator of the data which is processed as part of the recruitment process is the University of Warsaw, ul. Krakowskie Przedmieście 26/28, 00-927 Warszawa.

Contact with the data administrator:

- by mail: University of Warsaw, ul. Krakowskie Przedmieście 26/28, 00-927 Warszawa (please indicate the organisational unit to which the correspondence is addressed);
- by phone: **22 55 20 355**.

Data Protection Officer (DPO)

The administrator has a designated Data Protection Officer, whom you may contact via email at: iod@adm.uw.edu.pl. You may contact the DPO about all matters relating to the processing of your personal data by the University of Warsaw and in order to exercise your rights in relation to the processing of personal data.

The DPO, however, does not perform other functions, such as carrying out recruitment for employment, accepting documents as part of recruitment processes, or providing information on recruitment for work.

Objectives and legal basis for data processing

Personal data of job candidates will be processed only for recruitment purposes.

Your personal data, in the scope indicated in the provisions of the labour³ code (*name(s) and surname, date of birth, contact details provided by you, education, professional qualifications, course of previous employment*), will be processed in order to conduct current recruitment procedures⁴, while other data⁵ may be processed on the basis of your consent, which may take the following wording:

I consent to the processing of my personal data contained in (e.g., CV, cover letter and other attached documents) by the University of Warsaw for the purpose of participating in the recruitment process.

If the documents contain the data referred to in Art. 9, section 1 of the GDPR (special categories of personal data), you will need to consent to their processing⁶, which may take the following wording:

³ Art. 22¹ Act from 26 June 1974 - Labour Code (Journal of Laws 2019, item 1040, as amended).

⁴ Art. 6 item 1 b of the Regulation of the European Parliament and of the Council (EU) 2016/679 of 27 April 2016 on the protection of individuals (natural persons) with regard to the processing of personal data and on the free movement of such data and the repeal of Directive 95/46/EC (general resolution on data protection) of Laws of the EU, L 119 from 04.05.2016, page 1, as amended) (hereinafter GDPR).

⁵ Art. 6 item 1 (a) of the GDPR.

⁶ Art. 9 item 2 (a) of the GDPR.

I consent to the processing of special categories of data, as referred to in Art. 9 section 1 of the GDPR included in (e.g., CV, cover letter and other attached documents) by the University of Warsaw for the purpose of participating in the recruitment process.

The University of Warsaw will also process your personal data in subsequent recruitment of employees, if you give your consent⁷, which may be as follows:

I consent to the processing of my personal data for the purpose of using it in subsequent recruitment conducted by the University of Warsaw for the next 9 months.

At any time, you may withdraw your consent to any of the above uses of your personal data, by sending an email to the following address: konkursy.obm@uw.edu.pl

At the same time, we would like to remind you that the withdrawal of your consent does not affect the lawfulness of the processing which was carried out on the basis of your consent before its withdrawal.⁸

Data retention period

Your personal data collected in this recruitment process shall be stored over the period of three months from the date the recruitment process is completed.

If you consent to the use of personal data for the purposes of future recruitment, your data will be used for this purpose for a period of 9 months from the end of the recruitment.

Data recipients

Access to your personal data will be granted to authorised employees of the administrator, who must process personal data as part of their duties and official tasks.

Data transfer outside the European Economic Area (EEA)

Your personal data shall be disclosed to subjects authorised by law. Sign-in is through Google Forms. Your personal data may be also processed by the provider of the G-Suite services for education by the Google Corporation in their data processing centres.⁹

Rights of data subjects

Under the terms of the GDPR, you are entitled to:

- to access your data and to receive copies thereof;
- to correct (rectify) personal data;
- to limit the processing of personal data;
- to remove personal data, subject to the provisions of Art. 17 section 3 of the GDPR;
- to file a claim with the President of the Office for Personal Data Protection, if you believe data processing is in violation of the law.

Information on the requirement to provide data

Providing your personal data to the extent resulting from legal provisions is necessary in order to participate in the recruitment procedure. The provision of personal data is voluntary.

.....
(place and date)

.....
(candidate's signature)

⁷ Art. 6 item 1 (a) of the GDPR.

⁸ Art. 7 section 3 of the GDPR.

⁹ <https://www.google.com/about/datacenters/inside/locations/index.html>

Information on the Internal Reporting Procedure at the University of Warsaw pursuant to the Law on the Protection of Whistleblowers of 14 June 2024

The University of Warsaw has a procedure for whistleblowers to report violations of the law and to take follow-up action - the Internal Reporting Procedure, attached to Order No. 94 of the UW Rector of 17 September 2024 on the procedure for whistleblowers to report violations of the law and to take follow-up action at the University of Warsaw, published in Monitor UW, item 266.