

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, announces a competition for the position at the post-doctoral level to be employed full-time within the framework of the RECLASS research project.

Position details:

Position title	Postdoc (Assistant Professor)
Organisational unit	Centre of Migration Research
Employment group	Research
Position profile	R2
Academic discipline	sociology, culture and religion studies, political science and public administration, security studies, education or a related discipline in the field of social sciences or humanities
Number of positions	1
Form of employment and length of working time (proportionally to full-time employment)	Fixed-term contract of employment, full-time employment
Expected date of commencement of work and employment period	March 2026, 12 months with the possibility of extension for another 36 months
Remuneration	Basic remuneration PLN 8 855 gross/month (including taxes, social security contributions and allowance for years of service) plus the additional annual remuneration More information: link
Other working conditions	<i>Workplace: Pasteura St. 7, 02-093 Warsaw</i> <i>Career opportunities: More information: link</i>
Basic responsibilities and obligations	<ol style="list-style-type: none"> 1) <i>Collaborating with the PI on the design of research tools and the development of the theoretical and methodological framework of the project;</i> 2) <i>Collecting qualitative data, including conducting IDIs and FGIs in 2 locations (Warsaw and another town);</i> 3) <i>Monitoring and reporting on progress in data collection, including verifying the quality of interview transcripts and translations, and preparing qualitative data for archiving, including pseudonymisation;</i> 4) <i>Analysis of the collected data, including coding the data using CAQDAS;</i> 5) <i>(Co-)preparation of articles for peer-reviewed scientific journals and other peer-reviewed publications;</i> 6) <i>(Co-)authorship of presentations of the project's results at conferences and seminars;</i> 7) <i>Supporting the PI in project management, including supervision of the data management plan and preparation of reports;</i> 8) <i>Carrying out dissemination and promotion activities for the project results.</i> <p>More information: Scope of responsibilities of the academic teacher</p>

<p>Conditions for entering the competition¹</p>	<p><i>Fulfilment of the requirements set out in Article 113 of the Law on Higher Education and Science (Journal of Laws of 2024, item 1571, consolidated text).</i></p> <p><i>Other requirements:</i></p> <ol style="list-style-type: none"> 1) <i>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;</i> 2) <i>According to NCN guidelines, to be eligible for the call, one:</i> <ol style="list-style-type: none"> a) <i>must have been awarded a PhD degree in the year of employment in the project or within 12 years² before 1 January of the year of employment in the project³;</i> b) <i>must have been awarded their PhD degree by an institution other than the University of Warsaw, or must have completed at least a 10-month (continuous) postdoctoral fellowship in another institution abroad;</i> c) <i>will not be receiving any other remuneration paid from the funds granted to research projects under NCN calls under the heading of direct costs;</i> d) <i>during the period of receiving the remuneration from the project, will not be receiving any remuneration from another employer (including one from abroad) under an employment contract;</i> e) <i>during the period of receiving the remuneration, will not receive pension benefits from the social security system.</i> 3) <i>Proven experience in performing qualitative research, including conducting and analysing data from IDIs;</i> 4) <i>Proficiency in Polish for the purpose of conducting, transcribing, pseudonymising and analysing interviews (B2);</i> 5) <i>Proficiency in English, written and spoken, for the purpose of conducting, transcribing, pseudonymising and analysing interviews as well as publication in international scientific journals (B2).</i>
<p>In addition, we expect⁴</p>	<p><i>Additional assets include:</i></p> <ol style="list-style-type: none"> 1) <i>Proficiency in Ukrainian and or Russian for the purpose of conducting, transcribing, pseudonymising and analysing interviews;</i> 2) <i>Proficiency in Polish;</i> 3) <i>Proficiency in English;</i> 4) <i>Excellent knowledge of social science methodology, in particular, qualitative research methods and computer-assisted analysis;</i> 5) <i>Experience in conducting research in local communities;</i> 6) <i>Independent thinking and excellent communication and organisational skills;</i> 7) <i>Ability to work independently and collaboratively;</i> 8) <i>Interest in the topic of migration and/or social class (research experience and theoretical expertise in the field will be an asset);</i> 9) <i>A track record of peer-reviewed publications appropriate to the career stage.</i> <p><i>If hired, we expect the University of Warsaw to be the primary workplace for the successful candidate.</i></p>
<p>Criteria for the assessment of candidates in a competition</p>	<ol style="list-style-type: none"> 1) <i>Excellent knowledge of social science methodology, in particular, qualitative research methods and computer-assisted analysis (max. 25 points);</i> 2) <i>Experience in performing qualitative research, including conducting and analysing data from IDIs and FGIs (max. 30 points);</i> 3) <i>Proficiency in English (max. 10 points);</i> 4) <i>Proficiency in Ukrainian and/or Russian (max. 15 points);</i> 5) <i>A track record of peer-reviewed publications appropriate to the career stage (max. 15 points);</i>

¹ Required by the Act, the Law on Higher Education and Science, the Statute of the University of Warsaw, as well as necessary for the position.

² This period may be extended by a time of long-term (in excess of 90 days) documented sick leaves or physiotherapy leaves granted on account of being unfit to work. In addition, the period may be extended by the number of months of a childcare leave granted pursuant to 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.

³ For researchers with multiple PhDs, the date of the first PhD award is deemed the reference date.

⁴ Additional conditions to be met; however, not meeting them will not lead to a negative formal assessment.

	6) <i>Soft skills: independent thinking, communication and organisational skills, ability to work independently and collaboratively (max. 5 points).</i>
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Position not related to activities covered by the protection of minors.

Competition rules:

Announcement reference number	OBM-NA-P-RECLASS-1.1/2026
Keywords	Migration, social class, education, qualitative research
Deadline for submitting applications	1/02/2026
Method of submitting an application	Please e-mail your application to the following address: konkursy.obm@uw.edu.pl . Please include the reference number in the subject line. The documents should be combined into a single PDF file (in the order indicated in this announcement).
Required documents	<ol style="list-style-type: none"> 1) <i>A signed and completed candidate questionnaire for the academic position⁵, including a description of roles in research projects, together with an indication of the research methods used;</i> 2) <i>A cover letter describing your background, fit to the project and motivation (please include a brief description of your experience in conducting fieldwork);</i> 3) <i>An article-length scientific writing sample in English or Polish (single-authored);</i> 4) <i>A copy of the PhD diploma or other document confirming the award of the degree;</i> 5) <i>A scan of a signed declaration of consent to the processing of personal data, attached to this announcement;</i> 6) <i>The names and contact details of academic referees (minimum two)</i> 7) <i>Certificates documenting the knowledge of languages, or a degree in philology, a school leaving certificate with the language of instruction, a state language certificate (unless it is the mother tongue).</i> <p>Please ensure that your application is complete and submitted by the deadline indicated!</p>

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](#)

Stages of competition	<p><i>The competition consists of the following stages:</i></p> <p><i>Stage I - formal evaluation of documents,</i></p> <p><i>Stage II - substantive evaluation on the basis of submitted documents,</i></p> <p><i>Stage III - interview with selected candidates,</i></p> <p><i>Stage IV - final evaluation of competence, experience and scientific achievements,</i></p> <p><i>Stage V - adjudication of the competition and announcement of results.</i></p>
Anticipated date and method of notification of the competition outcomes	<p>16/02/2026</p> <p><i>All candidates will be informed about the results via email.</i></p> <p><i>The University of Warsaw reserves the right to close the competition without stating the reason.</i></p>
Contact for any questions relating to the competition	<p>If you have any further questions, please contact Dr Anita Brzozowska anita.brzozowska@uw.edu.pl.</p> <p>Accessibility needs should be indicated on the Candidate's Questionnaire, in: <i>Other relevant information from a candidate</i></p>

Employing faculty/unit:

Research profile of faculty /unit	https://www.migracje.uw.edu.pl/en/
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⁵ <https://rekrutacja-i-rozwoj.bsp.uw.edu.pl/en/useful-information-and-documents/>

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](#)

The University of Warsaw is a winner of the HR Excellence in Research award granted by the European Commission to institutions adhering to the European Charter for Researchers.

