

COMPETITION ANNOUNCEMENT

The director of the Centre of Migration Research prof. Paweł Kaczmarczyk, with the consent of the Rector of the University of Warsaw, announces a competition for the position of the Post-Doctoral Researcher, in a research project NCN Opus29, "Discrimination in the Labour Market in the New Destination Country of Migration: A Study Using Mixed Methods (LabMad)".

About the project:

Title of the project	"Discrimination in the Labour Market in the New Destination Country of Migration: A Study Using Mixed Methods (LabMad)".
Project	Opus29
Funding institution	National Science Centre
Duration of the Project	36 months
Principal investigator	Dr Sara Bojarczuk
Project Description	The project aims to critically assess employers' preferences regarding employee characteristics in various industries in Poland and the mechanisms influencing recruitment choices. It enriches current knowledge with the perspective of intermediaries, whose role in Poland is crucial. The strategies used by migrants to cope with discriminatory practices will also be examined.

Position details:

Position title	Post-doctoral Researcher (Assistant Professor)
Organisational Unit	Centre of Migration Research
Position Profile	R2
Academic discipline	economy, political science, sociology
Number of positions	1
Form of employment and length of working time (proportionally to full-time employment)	Fixed-term, full-time employment contract
Expected date of commencement of work and employment period	April 2026, 12 months with the possibility of extension for another 24 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	<ul style="list-style-type: none"> - Workplace: Pasteura 7, 02-093 Warszawa - Career opportunities, more information: link
Basic responsibilities	<ul style="list-style-type: none"> - Supporting the PI in designing and coordinating the entire research process, including planning the stages of project implementation - Reporting on progress in data collection, implementation of the work plan, coordinating the finalisation of publications and submitting them to journals. - Supporting the project manager in designing research tools and the theoretical and methodological framework of the project.

	<ul style="list-style-type: none"> - Conducting empirical research, including, for example, analysis of advertisements, conducting experiments, analysis of primary and secondary data, and support in conducting individual interviews. - Co-authoring scientific articles and preparing conference presentations as part of the collaboration. - The postdoc will also support the doctoral student in their scientific progress. <p>More: Useful information and documents</p>
Conditions for entering the competition	<ul style="list-style-type: none"> • Fulfilment of the requirements specified in Article 113 of the Act on Higher Education and Science (Journal of Laws 2024, item 1571, consolidated text) • Doctorate in social sciences • In accordance with the guidelines of the National Science Centre, in order to be eligible for participation in the recruitment process, candidates: <ul style="list-style-type: none"> - must hold a doctoral degree obtained in the year of employment in the project or within 12 years prior to 1 January of the year of employment in the project - must hold a doctoral degree obtained at an institution other than the University of Warsaw or must have completed at least a 10-month (uninterrupted) postdoctoral fellowship at another foreign institution; • The candidate should be fluent in English (B2).
In addition, we expect	<ol style="list-style-type: none"> 1. Knowledge of specific conditions relating to the labour market in Poland and 2. Documented participation in research projects/publications relating to the labour market. 3. Ability to work independently and as part of a team 4. Publications in peer-reviewed journals Documented experience in conducting qualitative research, including conducting and analysing data from in-depth individual interviews (IDI), will be an additional advantage. <p>If hired, we expect the University of Warsaw to be the primary place of employment for the selected candidate.</p> <p>Additionally, the NCN Regulations stipulate that a person employed in a position during the period of receiving remuneration:</p> <ul style="list-style-type: none"> • may not receive any other remuneration paid from funds allocated to research projects under NCN competitions as direct costs; • may not receive any remuneration from another employer (including a foreign employer) on the basis of an employment contract during the period of receiving remuneration from the project; • may not receive pension benefits from the social security system during the period of receiving remuneration.
Criteria for the assessment	<ol style="list-style-type: none"> 1) Excellent knowledge of social science methodology, in particular quantitative research methods (e.g. experimental research and/or research related to the labour market) 2) Research experience, primarily in conducting quantitative research, including experimental research and/or research related to the labour market 3) Fluency in English 4) Achievements in the form of peer-reviewed publications
Position not related to activities covered by the protection of minors.	
Competition rules:	
Reference number	OBM-NA-P-LABMAD-1.1/2026
Keywords	Migration, labour market, experimental research, qualitative research, discrimination
Deadline for submitting applications	18/03/2026
Method of submitting 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	<ul style="list-style-type: none"> – 1) CV in English containing information about (I) professional and (II) academic career, (III) list of publications, (IV) list of the most important conference presentations, (V) knowledge of foreign languages. Additional information may include: (VI) research grants, (VII) awards, (VIII) international mobility;

	<ul style="list-style-type: none"> - 2) A cover letter describing your background, fit to the project and motivation (please include a brief description of your experience in conducting fieldwork); - 3) An article-length scientific writing sample in English or Polish (single-authored); - 4) A copy of the PhD diploma or other document confirming the award of the degree; - 5) A scan of a signed declaration of consent to the processing of personal data, attached to this announcement; - 6) The names and contact details of academic referees (minimum two) <p>Please ensure that your application is complete and submitted by the deadline indicated!</p>
<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</p>	
Stages of competition	<p>The competition consists of the following stages:</p> <p>Stage I - formal evaluation of documents, Stage II - substantive evaluation based on submitted documents, Stage III - interview with selected candidates, Stage IV - final evaluation of competence, experience and scientific achievements, Stage V - adjudication of the competition and announcement of results.</p>
Notification of the competition results	March 2026
Contact for any questions relating to the competition	<p>If you have any questions regarding the competition, please contact Dr Sara Bojarczuk, s.bojarczuk@uw.edu.pl, quoting the reference number of the vacancy notice.</p> <p>Requests for accessibility arrangements should be entered in the Personal Questionnaire, in the field: <i>Other important information from the candidate</i>.</p>
Employing faculty/unit:	
Research profile of faculty/unit	https://www.migracje.uw.edu.pl/

The University of Warsaw has a procedure in place for whistleblowers to report violations of the law and for follow-up action to be taken. More information on this subject and on the processing of candidates' personal data [link](#)

The University of Warsaw is a recipient of the HR Excellence in Research award granted by the European Commission to institutions that comply with the European Charter for Researchers..



given and family name

Information on personal data processing

Controller

Controller of your personal data processed in connection with the recruitment process is the University of Warsaw, ul. Krakowskie Przedmieście 26/28, 00-927 Warszawa, as the Employer.

Contact with the controller:

- by traditional mail at: University of Warsaw, ul. Krakowskie Przedmieście 26/28, 00-927 Warszawa Centre of Migration Research;
- by phone: 22 55 20 355.

Data Protection Officer (DPO)

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

The DPO, however, does not proceed other matters, like handling recruitment procedures, collecting recruitment documents, providing information on current recruitment process.

Purpose and legal grounds of data processing

Personal data of candidates for employment shall be processed for recruitment purposes only.

Your personal data shall be processed in the scope as indicated by employment law¹ (*given name (names) and family name, date of birth, contact information as provided, education, professional qualifications, previous employment*) for the purposes of this recruitment process², whereas other data³ shall be processed based on your consent which may take the following wording:

I agree to the processing of personal data provided in

- CV,
 - cover letter
 - other submitted documents
- by the University of Warsaw for realising my recruitment process.*

If your documents include data as mentioned in Art. 9 section 1 of the GDPR (special categories of personal data), processing shall be possible upon your consent to processing such data⁴ which may take the following wording:

I agree to the processing of special categories of personal data, as mentioned in Art. 9 section 1 of the GDPR, provided in

- CV
 - cover letter
 - other submitted documents)
- by the University of Warsaw for realising my recruitment process.*

The University of Warsaw shall be also processing your personal data in future recruitment processes upon your consent⁵ which may take the following wording:

- I consent to processing of my personal data for the purposes of any future recruitment processes at the University of Warsaw for the period of the next nine months.*

You may revoke all such consents at any time by, for example, sending an email at konkursy.obm@uw.edu.pl (email address due for the recruitment process).

¹ Art. 22¹ of the law of June 26, 1974 Labour Code (i.e. Journal of Laws 2019 item 1040 with subsequent changes);

² Art. 6 section 1 letter b of the Regulation of the European Parliament and the Council (EU) 2016/679 of April 27, 2016 on protection of individual persons with regard to the personal data processing and on the free flow of such data, and also repealing Directive 95/46/EC (general regulation on data protection) (Official Journal EU L 119 of 04.05.2016, page 1, with subsequent changes) (hereinafter as the GDPR);

³ Art. 6 section 1 letter a of the GDPR;

⁴ Art. 9 section 2 letter a GDPR;

⁵ Art. 6 section 1 letter a GDPR;

Be advised that the revocation of your consent does not affect legal compliance of processing which had been completed upon consent before its revocation.⁶

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.

In case you agree to process your data in future recruitments, your data shall be used over the period of nine months.

Data recipients

Officers authorized by the Controller shall have access to your personal data, the processing of which is in the scope of their duties.

Data transfer outside the European Economic Area (EEA)

Your personal data shall be disclosed to subjects authorized by law. Your personal data may be also processed by our provider of G-Suit for education by Google Company in their data processing centres.⁷ Your data shall be protected under the standards of the Privacy Shield, accepted by the European Commission.⁸ This shall guarantee an adequate level of data security.

Rights of the data subject

Under the GDPR data subjects have the following rights:

- to access data and to receive copies of the actual data;
- to correct (rectify) your personal data;
- to restrict processing of personal data;
- to erase personal data, subject to provisions of Art. 17 section 3 of the GDPR;
- to file a claim with the President of the Personal Data Protection Office, if you believe data processing violates law.

Information on the requirement to provide data

Providing your personal data in the scope resulting from law is necessary to participate in the recruitment process. Providing other personal data is voluntary.

.....
place and date
signature

.....
applicant's

⁶ Art. 7 section 3 GDPR;

⁷ <https://www.google.com/about/datacenters/inside/locations/index.html>

⁸ <https://www.privacyshield.gov>