



The Institute for Advanced Sustainability Studies e.V. (IASS) is an international, interdisciplinary centre of excellence located in Potsdam, Germany. The IASS is financed by the Federal Ministry of Education and Research and the Federal State of Brandenburg, and is devoted to promoting science and research for global sustainability, particularly in the areas of climate change, the earth system and the development of new technologies and social pathways to sustainability. Further information about the IASS can be accessed under www.iass-potsdam.de/en.

We are looking for:

**Two Senior Research Associates (m/f) for the project
"Co-Creation and Contemporary Policy Advice"**

Ref. No. C&PA-2017-01

Project Description

The research project focuses on co-creative processes linking actors across the policymaking, civil society, scientific and private sectors. The aim of the project is to learn more about already existing co-creation practices and to discuss whether and how this approach could be integrated in the field of policy-advice and policymaking. The project addresses two main target groups:

1. Process designers/facilitators whose daily work consists of designing and implementing collaboration processes;
2. Initiators of collaborative processes, policymakers, and decision-makers who are interested in integrating co-creative approaches within the modus operandi of their institutions.

The intention is to investigate, develop and test an approach for and together with these target groups that is commensurate to contemporary challenges in policymaking. In order to achieve this, the project will be based on three main pillars:

- **ANALYSIS: Development and implementation of a research design** which will allow the team to investigate co-creation practices and identify relevant dimensions of analysis.
- **REFLECTION: Progressive establishment of a community of practice** with members of the two above-mentioned target groups. This community will support the research team by: identifying the main challenges in the policymaking field at present as well as currently existing co-creation practices; providing their practical and theoretical experience in the field; providing punctual feedback and establishing reflection-loops with the research team.
- **DESIGN:** At a later stage, based on the learning of the first research phase, **prototypes of co-creation approaches in the field of policymaking processes** will be developed and tested with the active support of the members of the community of practice, who will provide access to the field and who will contribute to the design and facilitation of such processes.

We are currently looking for **two more members** (one [scientific project leader](#) and one [team member](#)) to complete our team. Please note that the respective **fields of expertise may be interchangeable among the two positions:**

Scientific Project Leader (full time position)

The successful applicant will be a:

- **Post-doc researcher** with a social sciences background. He/she has theoretical and empirical experience in the field of collaborative processes. The candidate is familiar with literature in the fields of co-production/-creation (of knowledge) / participation / collaborative governance / social innovation / deliberative democracy / social capital theory and has done empirical work in at least one collaborative process in the past.

and/or

- **Post-doc researcher** with a social sciences background. He/she has longstanding practical experience in the fields of policy-advice and policymaking and with its logics, mechanisms and structures (especially in the German context). He/she has an informed understanding of collaborative processes and has previously contributed to processes of this kind (whether as a participant, initiator or facilitator).

The successful applicant will be responsible for the following key tasks:

- Coordination of the research agenda and of the team activities;
- Coordination of the administrative related activities (contact person for the institute administration);
- Development (with the support of the team) of the research design;
- Coordination of and participation in research in the field;
- Production of publications for a scientific and non-scientific public;
- Main point of contact for outreach activities and external partners.

The successful applicant will be a confident practitioner of qualitative research methods and have very good writing skills (audiences for research findings include academics, practitioners, policymakers and decision-makers).

Other essential criteria:

- Experience in project management;
- Good contacts within relevant academic and/or policymaking communities;
- Proven effectiveness as a team worker;
- Preferably fluent in both English and German.

Other relevant assets include:

- Knowledge of and contact to potentially relevant case studies (in Germany and/or other EU countries);
- Familiarity with group dynamics and methods such as Design Thinking, Art of Hosting, Theory U, etc.;
- Familiarity with quantitative research methods.

The successful applicant will be interested in deepening his/her own research focus and career in this field of expertise during the next years.

Minimum previous work experience: 3-5 years

Team member (full time position)

The successful applicant will be a:

- **PhD, preferably post-doc researcher** with a social sciences background. He/she has theoretical and empirical experience in the field of collaboration processes. The candidate is familiar with literature in the fields of co-production/-creation (of knowledge) / participation / collaborative governance / social innovation / deliberative democracy / social capital theory and has done empirical work in at least one collaborative process in the past.

and/or

- **PhD, preferably post-doc researcher** with a social sciences background. He/she has longstanding practical experience in the fields of policy-advice and policymaking and with its logics, mechanisms and structures (especially in the German context). He/she has an informed understanding of collaborative processes and has previously contributed to processes of this kind (whether as a participant, initiator or facilitator).

The successful applicant will:

- Contribute within the team to the development of the research design;
- Play a major role in conducting research in the field, analysing and writing up findings;
- Have a major interest in deepening one specific research aspect within the project and will contribute to the production of publications for a scientific and non-scientific public.

The successful applicant will be a confident practitioner of qualitative research methods and have very good writing skills (audiences for research findings include academics, practitioners, policymakers and decision-makers). Applicants should be confident and effective team workers and be preferably fluent in both English and German.

Other relevant assets include:

- Knowledge of and contact to potentially relevant case studies (in Germany and/or other EU countries);
- Familiarity with group dynamics and methods such as Design Thinking, Art of Hosting, Theory U, etc.;
- Familiarity with quantitative research methods.

Minimum previous work experience: 2-3 years

Please address the following questions/topics in your letter of interest:

1. How does your research agenda tie in with the mission of the "Co-Creation" project?
2. How will your expertise enhance the project team's expertise? Please choose one of the aforementioned fields of expertise and describe your experience in one specific case.
3. Please describe your experience with qualitative research methods.
4. Describe your experience or ideas of working collaboratively within a research team.
5. Describe your experience disseminating findings to varied stakeholder groups (both scientific and non-scientific publications).

Both positions are to be filled **as soon as possible** and are initially foreseen until 31 December 2020 with the possibility of extension thereafter. These positions will be remunerated in accordance with the collective agreement for the federal public service (TVöD Bund E13 / E14 in the case of the project leader). The place of work is Potsdam, Germany. Applicants with disabilities will be given preference in case of equal qualifications.

Applications, including a letter of interest, CV, a sample of relevant publications and 2-3 references, should be sent only by e-mail to jobs@iass-potsdam.de. Please refer to the reference number given above. The deadline for applications is: **21.05.2017**. Inquiries should be directed to: thomas.bruhn@iass-potsdam.de and giulia.molinengo@iass-potsdam.de. Interviews will take place in Potsdam in late June / early July.