



The Institute for Advanced Sustainability Studies e.V. (IASS) is financed by the Federal Ministry of Education and Research and the Federal State of Brandenburg. The IASS conducts research with the goal of understanding, advancing, and guiding processes of societal change towards sustainable development. In order to develop a common understanding of sustainability challenges and generate potential solutions the IASS collaborates with diverse actors from science, policymaking and public administration as well as business and civil society. It pursues a research approach that is transformative, transdisciplinary and co-creative. Further information about the IASS can be accessed under www.iass-potsdam.de/en

The IASS is looking for a Research Associate (f/m/d)

Reference Number: TranS-Mind-2022-03

Research Group Description

Complex challenges as the ones humanity is facing in the era of the Anthropocene require a fundamental transformation of human relationship patterns with the more-than-human world with respect to human modes of being, knowing and doing. Increasingly it is acknowledged that these challenges cannot merely be considered as intellectual enterprises but may involve or even require a transformation of human modes of thinking, behavioral patterns and underlying mindsets (e.g. ethical values, worldviews, and individual or cultural notions of a good life).

The research group TranS-Mind starts from the insight that such changes cannot be “taught” to others in a conventional sense. Rather the research group is grounded in the understanding that systemic changes emerge from self-organization within given conditions and that this emergence can be catalyzed by providing spaces and processes with context-sensitive supportive conditions.

Based on this background, the intention of the Research group “Transformative Spaces and Mindsets” (TranS-Mind) is to

- Design, host and investigate spaces and transdisciplinary processes that support people and stakeholders in taking transformative action for sustainability
- Conduct transdisciplinary research that helps clarify the relevance of mindsets and reflexive practices in the context of the societal transformation to sustainability
- Evaluate the dynamics and impacts of transformative spaces and research processes
- Offer a platform and facilitation of dialogical learning processes that provide space for reflection and networking for sustainability-related change agents

Tasks

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

- Conceptualizing insights about evaluating and measuring transdisciplinary research
- Developing specific criteria for the evaluation of transdisciplinary research in general and research at the IASS in particular
- Authoring academic publications about the evaluation and measurement of transdisciplinary research and transformative spaces
- Feeding the insights into the discourse of the research area “Transformative Methods, Practices and Processes” and implement these criteria in their own research practice

Qualifications

- The candidate has completed a PhD in a relevant scientific field of studies (sustainability sciences, social sciences etc.)



- The candidate has a solid publication record in the field of transdisciplinarity/transformative research with a focus on innovative evaluation approaches
- The candidate has practical experiences in hosting and evaluating transformative spaces, i.e. reflexive and dialogical group formats both physically and online
- Proven effectiveness as a team worker
- Fluent in both English and German
- Minimum previous work experience: 3 years

Personality

We are looking for a new team member who

- Is grounded in an academic perspective and at the same time genuinely appreciates the diversity of forms of transdisciplinary knowing and meaning making
- is able and willing to identify and take responsibilities as part of the group and managing the own commitments in relationship with other team members
- is sensitive for inter-personal group dynamics and their own role in these
- brings a high interest and awareness for conscious self-development
- appreciates the complementarity of intellectual, emotional, intuitive, and practical work as part of a research process

What we offer

- The opportunity to work in a dynamic, multicultural, inter- and transdisciplinary research environment in the field of sustainability science in general, and climate policy in particular;
- Excellent contact with a range of national, European, and international organizations, research institutes, and think tanks;

This is a full-time appointment. The IASS supports efforts to achieve an equitable work-life balance by offering a variety of flexible work arrangements. A part-time role is possible in principle, depending on the specific requirements of the position. The position will be remunerated in accordance with the TVöD Bund salary scale (E13). This position is to be filled in January 2023 and is foreseen until 31 December 2024, with the possibility of extension beyond this date. The place of work is Potsdam.

The IASS seeks to promote gender equality and diversity. We therefore encourage applications from candidates of diverse backgrounds and genders. In accordance with Section 8 of the Federal Act on Gender Equality (BGleIG), female applicants will be given preferential consideration when their level of qualification, competence and professional achievements equals that of male candidates. Applications submitted by severely disabled persons with equal qualification and aptitude will be given preferential consideration in accordance with the German Social Code (IX).

If you are interested in this position, we look forward to receiving your application, including a letter of motivation and the usual documents.

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

1. How does your research agenda tie in with the mission of the TranS-Mind research group?
2. Which specific ideas do you have with respect to evaluating the impact of transdisciplinary research processes?
3. Describe your experience or ideas of working collaboratively within a research team.

Ensuring equal opportunities is integral to the Institute's recruitment processes. We expressly welcome applications submitted without a photograph or other references to your nationality, ethnicity, or marital



status. Please submit your complete application, combined in a single PDF file no larger than 5 MB, no later than **15.12.2022** to **Cordula Granderath** (cordula.granderath@iass-potsdam.de) using the Ref. No. given above. Please specify in your application how you became aware of this vacancy.

For further information and details on this position please contact **Thomas Bruhn** (thomas.bruhn@iass-potsdam.de)

By submitting your application, you consent to the processing of your personal data for the purpose of the application process. Your data will be deleted after a max. of six months. If we are interested in storing your application data beyond this based on your application profile, we will inform you about this and obtain your consent. For more information, see https://www.iass-potsdam.de/sites/default/files/2019-10/GDPR_Job_Applications.pdf

Travel costs cannot be reimbursed. Given the current pandemic situation, virtual interviews are envisaged.