



UNIVERSITETET I BERGEN

University of
Bergen
Department of
Biological Sciences

The University of Bergen (UiB) is an internationally recognised research university with more than 14,000 students and close to 3,500 employees at six faculties. The university is located in the heart of Bergen. Our main contribution to society is excellent basic research and education across a wide range of disciplines.

Postdoctoral Research Fellow position in community ecology

At the Department of Biological Sciences (BIO) there is a vacancy for a postdoctoral research fellow position within community ecology. The position is for a fixed term of three years, with an opportunity for up to six months of added time related to departmental duties (for example to teaching).

About the project/work tasks

Climate change is causing significant changes in nature, including changes in the geographic ranges of species, in biodiversity, and in ecosystems functions and services. There are major uncertainties, however, relating to how rapidly ecosystems respond and change, to the combined impact of climate change and other global change drivers, and to the extent to which observed changes are resulting from direct impacts on plants and animals or indirect effects mediated through changes in interactions between species. Better understanding of these issues will make us better able to predict, adapt to, and design management options to compensate for the negative consequences of climate and environmental change.

The research fellow will be part of a large and active research group running a broad portfolio of research projects that combine observational, experimental, and modelling approaches to investigate, understand and predict how nature will respond to the future climate and environmental change. The group includes senior researchers, postdocs, PhDs and MSc and BSc students, our research is carried out in Norway and globally, and our activities are supported by external funding (see e.g., the SeedClim, FunCaB, INCLINE, LandPress and TransPlant projects at <https://www.uib.no/en/rq/EECRG>).

We are now at a stage where we have amalgamated a rich resource of data and knowledge from our past and ongoing long-term experiments and observational studies. This offers exciting new research opportunities through creatively analysing, combining, complementing, and upscaling from the existing data and knowledge. We are therefore looking for a research fellow with research interests, background and skills for contributing actively to this process. Specifically, the research fellow will:

- Compile, combine and creatively analyze and/or developing modelling approaches based on our experimental and observational data on the effects of climate and environmental changes on plants, vegetation, functional ecology, biodiversity and / or ecosystems
- Participate in further development of our innovative ecological field studies and experiments to investigate the direct and indirect effects of climate and environmental change on plants, communities and ecosystem functioning and services
- Have an active supporting role in research group and project management and leadership
- Write and publish scientific papers in collaboration with the research team

Qualifications and personal qualities:

- Applicants must hold a Norwegian PhD or an equivalent degree within plant community ecology, ecosystems ecology, landscape ecology, vegetation modelling, or a related field, or must have submitted his/her doctoral thesis for assessment prior to the application deadline. It is a condition of employment that the PhD has been awarded.
- The successful candidate should have research experience within community ecology, functional ecology, alpine ecosystems, and/or ecological effects of climate and environmental change.
- Experience within relevant meta-analyses or modelling, plant ecological field work, and plant functional trait analyses is an advantage.
- A relevant statistical or modelling background, and critical thinking and writing skills are required.
- Applicants must be able to work independently and in a structured manner, and have the ability to cooperate with others.
- Drivers licence and ability to conduct field work in alpine areas is an advantage.
- Applicants must have excellent skills in oral and written English

Personal and relational qualities will be emphasized. *Research experience, ambitions and potential will also count when evaluating the candidates.*

About the position of postdoctoral research fellow:

The postdoctoral position is a fixed term position with the primary objective of qualifying the appointee for work in top academic positions. If the appointee lacks teaching experience, or other relevant qualifications, the employment period may be increased to up to 3 years and 6 months. Teaching and other duties will in such cases be added to the position. The department will fund the extra months. The position may be extended by up to one year (maximum 4 years in total) if the appointee is granted externally financed research stays abroad. Individuals may not be hired for more than one fixed-term period as a postdoctoral research fellow at the same institution.

Upon appointment, applicants must submit a project proposal for the qualifying work including a progress plan.

It is a requirement that the project is completed in the course of the period of employment.

We can offer:

- A good and professionally challenging working environment
- Enrolment in the Norwegian Public Service Pension Fund
- A position in an inclusive workplace (IW)
- Good welfare benefits
- Salary at pay grade 59 (code 1352 / pay range 24, alternative 3) according to the state salary scale upon appointment. This constitutes a gross annual salary of NOK 515 200. Further promotions are made according to length of service. For particularly highly qualified applicants, a higher salary may be considered.

Your application must include:

- A brief account of the applicant's research interests and motivation for applying for the position.
- The names and contact information for two referees. One of these should be the main advisor from the PhD programme.
- CV
- Transcripts and diplomas and official confirmation that the doctoral thesis has been submitted
- Relevant certificates/references
- List of any works of a scientific nature (publication list)
- Publications (as applicable)

The application and appendices with certified translations into English or a Scandinavian language must be uploaded at JobbNorge

General information:

For further details about the position, please contact: Professor Vigdis Vandvik, Department of Biological Sciences, Phone: +47 4730 1794, e-mail: vigdis.vandvik@uib.no.

The state labour force shall reflect the diversity of Norwegian society to the greatest extent possible. Age and gender balance among employees is therefore a goal. People with immigrant backgrounds and people with disabilities are encouraged to apply for the position.

Upon the expiry of the closing date for applications, an evaluation committee will be appointed. As an applicant, you have a right of access to the committee's description of your formal and professional qualifications. If you wish to take advantage of this right of access, please contact the executive officer in charge after receiving information about the appointment of the evaluation committee.

The University of Bergen applies the principle of public access to information when recruiting staff for academic positions. Information about applicants may be made public even if the applicant has asked not to be named on the list of persons who have applied. The applicant must be notified if the request to be omitted is not met.

Further information about our employment process can be found [here](#).

Jobbnorge ID: 162683, Deadline: The application deadline has passed