



**Jobbnorge ID:** 286031  
**Deadline:** 11/2/2025  
**Website:** <https://www.usn.no/>  
**Scope:** Fulltime  
**Duration:** Temporary

The Faculty of Health and Social Sciences (HS) has a vacancy for a 100% position as

## PhD Research Fellow in Ecology of Vision

### About the position

The Faculty of Health and Social Sciences (HS) has a vacancy for a 100% position as PhD Research Fellow in Ecology of Vision at the National Centre for Optics, Vision and Eye Care from 01.04.2026.

The position is located at the Department of Optometry, Radiography and Lighting Design and reports to the Head of Department. The place of employment is Campus Kongsberg. The employment period will be three years of full time with no teaching obligations, and there is a premise for employment that the PhD Research Fellow is enrolled in USN's PhD program in Ecology within three months of accession in the position.

The vacant position is part of a collaboration between the Colour Vision and Retinal Imaging Laboratory headed by Prof. Rigmor C. Baraas, the Molecular Ecology Group headed by Jørn Henrik Sønstebo, and the EcoHub Research Group headed by Andreas Zedrosser. For further information concerning the position and project, please contact Prof. Baraas, [rigmor.baraas@usn.no](mailto:rigmor.baraas@usn.no).

### About the PhD-project

We are seeking an enthusiastic and skilled individual to join our cross-disciplinary research team studying the ecology of vision. Our goal is to better understand the inter-relationships between vision, evolutionary processes, mammalian behaviour, and the environment. The mammalian eye and retina have evolved specific adaptations to cope with the light conditions encountered in their environment, including photoreceptor pigment sensitivities and eye size. In this PhD project, the aim is to compare retinal structure, cone photopigments and optics in members of the Cervidae and Ursidae families to understand how these factors collectively contribute to visual adaptation in wild-living mammals. We will combine optical measures and imaging of the retina with long-read sequencing of X-chromosome opsin genes within an evolutionary ecology/biology framework to provide new insights into the effects of optics, retinal structure and function on eye size at different life stages.

### Qualifications

Applicants to the PhD position must have a Master's degree in optometry, biology, ecology or another relevant field. The applicant must have obtained the degree within the application deadline. Background (practical and/or theoretical) or knowledge in both vision science and molecular biology will be evaluated as advantageous.

Applicants should have a good command of written and spoken English and preferably also a Scandinavian language. Previous experience with peer-reviewed publications is advantageous but not required.

The candidate should have competency, willingness, and interest in learning the relevant topics of the PhD project and associated areas such as experimental design, laboratory methods, as well as statistical analysis.

The candidate must have the ability to work independently and at the same time have the motivation to share knowledge and take part in teamwork. Personal suitability for the post will be emphasised.

It is a requirement that the successful applicant is granted admission to the university's doctoral programme in Ecology within three months of accession in the position. For admission to the Programme the weighted average grade B or higher is usually required.

Co-operation between staff members is an integrated part of the working atmosphere at the University of South-Eastern Norway. The candidate must be motivated and demonstrate a proven ability to work effectively within a team and in a collegiate manner to formulate and realize common objectives.

### We offer

- A stimulating and growing research environment, with good opportunities to develop your career and your academic skills
- A good social environment
- Attractive welfare benefits in the [State Pension Plan](#)
- Opportunity for physical activities within working hours

### Salary

PhD Research Fellow (code 1017): NOK 532 200 a year. Further promotion will be based on time served in the position.

A statutory contribution to the state pension plan will be deducted from the employee's salary.

## Other information

The Academic Appointments Board for PhD Research Fellowships is responsible for the appointment. An expert assessment of applicants will be carried out. The candidates deemed best qualified will be invited to an interview.

The person appointed must comply with the laws, regulations and agreements that apply at any given time to the post. Please note that approved work permit is a prerequisite for the employment.

According to its human resources policy, the University of South-Eastern Norway targets a balanced gender composition and aims to recruit persons with a background as an immigrant.

The research area for the position may include technologies referred to in the Ministry's export control regulations. Relevant license or security clearances may therefore be required.

The University contributes to the Inkluderingsdugnaden (a voluntary scheme to promote inclusion), and it is our aim that our employees, to the fullest extent possible, shall reflect the diversity of the general population. We therefore encourage qualified applicants with disabilities to apply for the post. The University will facilitate the workplace for employees with disabilities.

Pursuant to section 25, 2nd paragraph of the Freedom of Information Act, information on the applicant may be disclosed even if the applicant has requested not be included on the list of applicants. Applicants will be notified if such requests are not allowed.

## Contact information

For more information about the position, please contact:

Professor Rigmor C. Baraas, phone +47 928 366 59

For questions regarding the recruitment process, please contact:

HR Advisor: Ruth Helen Haugerud, ruth.haugerud@usn.no (+47 35 95 26 17)

## How to apply

The University of South-Eastern Norway makes use of online application management. Applicants to the post must register their application and CV with enclosures online via the Jobbnorge recruitment portal by clicking on the link on the right-hand side - "Søk stillingen" (Apply for the post).

The following documents shall be attached to the online application:

- Transcripts and diplomas of Bachelor's and Master's Degrees (120 ECTS), including a copy of the Master's thesis
- Other relevant certificates
- A 1 page letter describing your motivation and suitability for the position (e.g., a brief description of your background, the kinds of problems you are interested in, why this post is of particular interest to you, any ideas you may have in relation to the topic of relativistic quantum reference frames, etc.)
- Documentation of English proficiency
- Any scientific publications and a list of these
- Two references with contact information.

Please note that all documents must be in a Scandinavian language or in English. Any translations must be certified.

The applicant must be able to demonstrate/document that they are fluent in English - orally and in writing, and may be asked to provide a valid certificate from one of the following tests:

- TOEFL - Test of English as a Foreign Language, Internet-Based Test (IBT). Minimum result: 90
- IELTS - International English Language Testing Service. Minimum result: 6.5
- Certificate in Advanced English (CAE) or Certificate of Proficiency in English (CPE) from Cambridge University
- PTE Academic - Pearson Test of English Academic. Minimum result: 62

The following applicants are exempt from the above requirements:

- Applicants with one year of completed university studies in Australia, Canada, Ireland, New Zealand, the United Kingdom, the United States
- Applicants with a completed master's degree with English as the language of instruction in an EU/EEA country
- Applicants who are exempt based on the Norwegian Directorate of Higher Education and Skills Higher Education Entrance Qualification (GSU) list

Applicants from Norway can confirm their English proficiency by submitting their high school (videregående skole) diploma.

If your higher education is from a university outside of Norway, we require it to be recognized by the Norwegian Directorate of Higher Education and Skills. [You must apply for the recognition before the application deadline for this position expires.](#) Add a receipt on your application or recognition when applying. The recognition must be sent to us and is a requirement for being hired.

**The application will be assessed on the basis of the attached documentation as requested above. Each applicant is responsible for ensuring that the required documentation has been uploaded with the application deadline.**

The University has been awarded a Charter & Code certificate by the European Commission, and is entitled to use the HR Excellence in Research (HRS4R) logo. The University is also a member of the EURAXESS network, which contributes to good working conditions for mobile

researchers.

## About us

The University of Southeastern Norway (USN) ranks as the country's fourth largest higher education institution. We are a vibrant community of approximately 18,000 students and 1,900 employees.

Video: <https://vimeo.com/898549899/60305e2540>

## About USN

*At USN you'll contribute to a mission that matters. The University of Southeastern Norway was established in 2018, following the merger of several smaller university colleges, some with historical roots dating back to the 17th and 18th centuries. We are committed to collaborative problem-solving, aiming to provide solutions that benefit our communities - locally as well as globally.*

*Our diverse campuses are located from the beautiful fjords to the snow-covered mountains. USN spans three Norwegian counties, with campuses in Bø, Drammen, Horten, Kongsberg, Notodden, Porsgrunn, Ringerike, and Rauland.*

*Wherever you're located, you will engage in meaningful work amidst a thriving student culture and innovative research environments. Our university offers a wide range of high-quality and internationally recognized academic programs. With a strong emphasis on profession-oriented and socially relevant education, we prepare our students for the workforce and equip them with the necessary skills to make a positive impact on society.*

*At USN, we deeply value and cultivate our relationships with local communities. Our staff and students are actively engaged in a variety of projects that address societal challenges, driving change and innovation. We place a strong emphasis on diversity, inclusion, and equal opportunity, and we strive to shape future leaders, innovators, and change-makers.*

Read more about working for us: (link to) [Work for us - Universitetet i Sørøst-Norge](#)

## Additional information

### Place of service:

Hasbergs vei 36 3616 Kongsberg (Kongsberg Municipality)