



Postdoctoral Fellow in Sociology or equivalent

Job description

There is a vacant position at the [Department of Sociology and Human Geography](#) for a Postdoctoral Fellow (SKO 1352) in Sociology or equivalent. The position is for a period of 3.5 years, including a year at a foreign institution. A 2.5 year term of employment without a year abroad may also be negotiated.

More about the position

The position is in the research project '[Firm Evidence on Ethnic Stratification: Work Organizations, Employment Segregation, and Immigrant Economic Assimilation \(FirmStrat\)](#)' funded by the Research Council of Norway (RCN). The distinguishing feature of the FirmStrat project is an organizational approach to the study of ethnic stratification in the labor market and the dynamics of economic assimilation across immigrant generations. Using linked employer-employee data, we will study workplace segregation and probe whether, how, and why ethnic boundary salience and immigrant-native inequalities vary across organizational contexts. The main focus is on Norwegian workplaces, but we will also conduct selected comparisons with other affluent, immigrant-receiving countries.

The FirmStrat project will raise questions such as: What is the relative importance of the drivers behind immigrant-native workplace segregation? In which workplaces do immigrants fare better or worse in terms of pay inequalities, and what organizational mechanisms bring such patterns about? To what extent do workplace inequalities relative to the native majority differ between immigrants and adult members of the second generation?

The FirmStrat project involves working with large-scale administrative data, in particular linked employer-employee panel data covering the entire Norwegian workforce, using advanced quantitative methods. The successful candidate will primarily contribute to WP 1: Organizational drivers of immigrant-native employment segregation and WP 2: Organizational determinants of immigrant-native workplace inequalities.

The FirmStrat project will collaborate with members of the Comparative Organizational Inequality Network ([COIN](#)) and the candidate will be invited to partake in workshops and can visit research institutions in Europe and North America involved in COIN. The project is also located within the research group [Social Inequalities and Population Dynamics](#) at the Department of Sociology and Human Geography, which in 2018 was evaluated as 'Excellent (highest grade)' by an international expert panel appointed by RCN (SAMEVAL).

Qualification requirements

- Applicants must hold a degree equivalent to a Norwegian doctoral degree in Sociology or related fields. The doctoral dissertation must be submitted for evaluation by the closing application date. Appointment is dependent on the public defense of the doctoral thesis being approved.
- Applicants must have the capacity for independent academic research at a high level, preferably documented through publications in international journals.
- Applicants must have thorough knowledge about the literature on immigrant economic incorporation and/or organizational approaches to the study of labor markets.
- Applicants must have experience with working with large panel data sets, preferably administrative registers and/or linked employer-employee data.
- Applicants must have advanced knowledge of relevant quantitative research methods (e.g., advanced panel data techniques and modern approaches to causal inference).
- Applicants must have excellent written and oral proficiency in English. Proficiency in Norwegian (or a related Scandinavian language) will be helpful for working with Norwegian administrative register data, but is not a requirement for the position.

Unless otherwise agreed upon, the successful candidate is expected to secure funding from [FRIPRO](#) to finance a year abroad at a foreign institution. Residence in Norway is otherwise expected.

We offer

- salary NOK 515 200 - 597 400 per annum depending on qualifications
- a professionally stimulating working environment
- attractive [welfare benefits](#) and a generous [pension agreement](#), in addition to Oslo's family-friendly environment with its rich opportunities for culture and outdoor activities

How to apply

The application must include

- Application letter (up to 3 pages). Please describe your motivation for applying for this position and explain how your background, research, and experience is relevant to the project
- CV summarizing education, positions, research experience, and other qualifying activities
- A complete list of publications

- Copies of educational certificates (academic transcripts only)
- Up to five academic works that the applicant wishes to have considered in the assessment process (a doctoral dissertation or a monograph will count as three publications)

The application with attachments must be delivered in our electronic recruiting system, please follow the link "apply for this job". Foreign applicants are advised to attach an explanation of their University's grading system. Please note that all documents should be in English (or a Scandinavian language).

In assessing applications, particular emphasis will be placed upon the academic and personal capacity of the candidate to contribute to the project within the given timeframe, to interact within national and international networks, and to be part of a dynamic research group. Interviews with the best qualified candidates will be arranged. It is expected that the successful candidate will be able to complete the project in the course of the period of employment.

Formal regulations

Please see the [guidelines and regulations](#) for appointments to Postdoctoral fellowships at the University of Oslo.

No one can be appointed for more than one Postdoctoral Fellow period at the University of Oslo.

According to the Norwegian Freedom and Information Act (Offentleglova) information about the applicant may be included in the public applicant list, also in cases where the applicant has requested non-disclosure.

The University of Oslo has an [agreement](#) for all employees, aiming to secure rights to research results etc.

The University of Oslo aims to achieve a balanced gender composition in the workforce and to recruit people with ethnic minority backgrounds.

Contact information

- [Dr. Are Skeie Hermansen](#) (project leader)
- Head of Administration [Inger-Lise Schwab](#)

About the University of Oslo

The University of Oslo is Norway's oldest and highest ranked educational and research institution, with 28 000 students and 7000 employees. With its broad range of academic disciplines and internationally recognised research communities, UiO is an important contributor to society.

The Department of Sociology and Human Geography is Norway's leading department for both Sociology and Human Geography. The Department offers four Bachelor's and three Master's programmes. Research, teaching and dissemination activities within both fields are of the highest level. The Department is renowned both for the breadth of topics and methodologies employed and for its highly qualified researchers. Gender balance among the academic staff is an important distinguishing feature. The Department has 35 permanent academic staff, nearly 40 doctoral and post doctoral research fellows and 12 administrative staff members. There are approximately 80 PhD. candidates and 1500 students enrolled in the Department.

Jobbnorge-ID: 169111, Søknadsfrist: Søknadsfristen er gått ut