
 Achieving Gender Diversity

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# Application Rules for the European Training Network G-VERSITY

## Positions

The **European Training Network (ETN) G-VERSITY – Achieving Gender Diversity** is an interdisciplinary and intersectoral doctoral training network for early stage researchers. The academic partners are European research groups from psychology, education, management, business administration, media and communication studies at the University of Bern (Switzerland), Freie Universität Berlin (Germany), University of Helsinki (Finland), Radboud University (the Netherlands), University of Trieste (Italy), University of Surrey (UK), University of Stockholm (Sweden), the Institute of Psychology of the Czech Academy of Sciences (Czech Republic), and The Open University (UK). The non-academic partners are an organization running the leading certification for workplace gender equality, a city administration, a public broadcasting service, a media training centre, and three non-profit organisations.

G-VERSITY will (1) determine how significant background factors affect educational and professional pathways of women, men, and sexual and gender minorities, and (2) produce scientifically based interventions for use in the workplace—including workshops, guidelines, and training materials, to be applied by employers to attain gender diversity. The training consists of collaborative supervision of individual research projects by academic and non-academic partners including mandatory intersectoral secondments to other academic and non-academic partners. The aim is for the PhD students to gather experience in different research sectors and to develop their transferable skills by working on joint research projects. The research training will enable the PhDs to complete publication-based dissertations.

G-VERSITY offers 15 PhD positions for candidates who demonstrate a high motivation to do research on gender diversity and a strong desire to work in a trans-disciplinary research environment. Successful candidates will be hired for 36 months, the positions are available from December 2020 on.

## conditions

The host organisations appoint each eligible researcher under an employment contract. The duration of the contract is 36 months if not indicated othervise. The employment is covered under the social security scheme, which is applied to employed workers within the country of the host organization, or under a social security scheme providing at least sickness and maternity benefits in kind, invalidity and accidents at work and occupational diseases, and covering the researcher in every place of implementation of the project activities.

Basic gross salary amount is €3,270 per month. This amount is then adjusted of a correction coefficient to the Living Allowance of the country in which the researcher will be recruited.

A Mobility Allowance contributes to the expenses of the researcher caused by the mobility. The amount of the mobility allowance amounts to €600 per month.

A Family Allowance of €500 per month will be paid should the researcher have family, regardless of whether the family will move with the researcher or not. In this context, family is defined as persons linked to the researcher by (i) marriage, or (ii) a relationship with equivalent status to a marriage recognised by the national or relevant regional legislation of the country where this relationship was formalised; or (iii) dependent children who are actually being maintained by the researcher.

The family status of a researcher will be determined at the time of their (first) recruitment in the project and will not evolve during the project lifetime.

## rules for applicants

**Eligibility criteria:**

G-VERSITY is a research fellowship programme for ‚Early Stage Researchers (ESR)’. If you intend to do a PhD thesis in the field of psychology, education, management and organization studies and business administration, sociology, media and communication studies you may apply, provided that you have less than 4 years research experience and you don`t have a doctoral degree.

Applicants need to apply for a specific project within G-VERSITY. An interest for a second and third project with a clear prioritization can be expressed. The European Union promotes mobility within the research community. Thus, to be eligible for the project of a respective host institution you must not have lived in that country for more than 12 months between December 2017 and December 2020[[1]](#footnote-1). Please note that joint training in G-VERSITY also requires mobility during the program to perform secondments in institutions different from the host institution.

Appropriate candidates for the G-VERSITY program have a University Master Degree before 31.12.2020. For most projects, candidates should have a Master Degree in Psychology or in a related discipline. For Projects 3 and 8 candidates should have a Master Degree in communication studies, journalism or in a related discipline of social sciences. For Projects 6 and 14 candidates should have a master’s degree in management and organization studies, gender and diversity studies, sociology, (organizational) psychology or in a related discipline.

Submission:

Only complete applications will be considered. Submission deadline is November 15, 2020. A complete application is in the format of a single PDF file (>10MB) containing the following:

* A meaningful letter of motivation allowing understanding the motivation for the application and the choice of the research projects. The letter should also include candidates’ research ideas for the project of their first choice (max. 3 pages in total).
* A complete and detailed CV (including the countries of residence from December 2017 onwards).
* Copies of the University Master Certificates for the respective university degrees or alternatively a certified copy confirming the enrolment and the date of envisaged finalization of the master program of the candidate.
* Names and full contact details of the two referees contacted by the candidate to send their letters of recommendation.
* To match your application with the referees’ letters, the name of your pdf file should start with your surname: surname\_name\_.pdf

In addition, the candidates have to send the web-link to the templates for the letters of recommendation to their two referees mentioned in their application and request that their referees submit their letters of recommendation via the G-VERSITY homepage ([www.GVERSITY-2020.eu](http://www.GVERSITY-2020.eu)) by November 15, 2020 at the latest.

N.b. Application and of letters of recommendation will be accepted only by submission via the G-VERSITY website.

## recruitment procedure

**Selection process:**

Applicants for G-VERSITY job positions will be selected on their potential for scientific excellence and their availability to work in an interdisciplinary environment. The recruitment will be transparent, open, and merit-based following the guidelines of the [European Charter for Researchers, the Code of Conduct for the Recruitment of Researchers](https://euraxess.ec.europa.eu/euraxess/charter-code-researchers), and [OTM-R](https://euraxess.ec.europa.eu/content/open-transparent-and-merit-based-recruitment-researchers-otm-r).

A selection committee [G-VERSITY supervisors at host institutions and co-supervisors} has been set up for each PhD position. The selection criteria are:


Your application must score above a certain threshold for each criterion.

All candidates are scored by the selection committee members based on these criteria, leading to a final ranking of the candidates for each position. The top 3 candidates per project will be invited for an online interview. The hosting institute will offer the open position to the selected canditate.

Applicants who disqualify are informed on their rejection via an electronic letter.

**Call for applications:**

Each position will be filled once the right candidate has been found. If no satisfactory candidates are found for a given project after the first call (deadline November 15, 2020), the vacant position will be readvertised following the same rules and procedure.

# Job descriptions

**Project 1: Parent-child conversations about subject domains and occupations (UK)**

**Supervisor: Dr. Harriet Tennebaum, University of Surrey/UK**[www.surrey.ac.uk/people/harriet-tenenbaum](http://www.surrey.ac.uk/people/harriet-tenenbaum)

Parents’ play and conversations with their children follow gender-stereotypical patterns (i.e., language arts courses for daughters, science courses for sons). The aims of this PhD project are to determine gender stereotypes in parental beliefs that contribute to children’s choices and to identify communication patterns that explain parent influence on children’s subjects and occupational choices.

We are looking for a highly motivated candidate with

* a strong interest and relevant past experience in research on gender diversity.
* a very good university master’s degree in psychology or in a related discipline.
* either an MSc or an UG degree in psychology scoring higher than what is equivalent to greater 65% in the UK.
* relevant empirical research experiences (e.g., survey techniques, interviewing, experimental methods, scientific writing skills, etc.).
* very good methodological skills (e.g., design of experiments, statistical data analysis).
* very good English skills.
* ability to work independently and to collaborate in teams.
* previous experience with children.
* organizational talent and project management skills.

**Project 2: Gendered pathways to professional life (Finland)**

**Supervisor: Prof. Dr. Katariina Salmela-Aro, University of Helsinki/Finland**[researchportal.helsinki.fi/en/persons/katariina-salmela-aro](https://researchportal.helsinki.fi/en/persons/katariina-salmela-aro)

Adolescents’ gendered pathways to science, technology, engineering, and mathematics (STEM) careers change during high school: Girls’ interest towards languages increases while towards math it decreases, whereas among boys math interest increases. The aims of this PhD project are to assess factors that predict adolescents’ educational and professional pathways and to validate situational factors for predicting (non)gendered pathways.

We are looking for a highly motivated candidate with

* a strong interest and relevant past experience in research on gender diversity.
* a very good university master’s degree in developmental psychology or in a related discipline.
* relevant empirical research experiences (e.g., survey techniques, experimental methods, scientific writing skills, etc.).
* very good methodological skills (e.g., design of experiments, statistical data analysis).
* very good English skills.
* ability to work independently and to collaborate in teams.
* organizational talent and project management skills.
* skills in programming language, such as R.
* relevant experience of qualitative research skills (e.g., text coding).

*The candidate will join one of the University of Helsinki doctoral programmes. The post involves a probation period of 6 months, in which time the candidate is expected to demonstrate solid understanding of the research context and to write and submit a doctoral studentship application (including written research proposal and a doctoral training plan). If it is not possible to obtain the right to pursue a doctoral degree during the six-month trial period, a person holding a second-cycle degree may exceptionally be employed as a research assistant for a short period of time before being appointed to a doctoral student position.*

(<https://www.helsinki.fi/en/research/doctoral-education/the-application-process-in-a-nutshell>)

**Project 3: Acting out gender identity — Self-portrayal in digital media (Germany)**

**Supervisor: Prof. Dr. Carola Richter, Freie Universität Berlin/Germany**<https://www.polsoz.fu-berlin.de/en/kommwiss/arbeitsstellen/journalistik/Team/mluenenborg/index.html>

Social media are changing the techniques for the social and cultural construction of gender. Social media have transformed both the private discourses of adolescents with their peers and the presentation of adolescents’ developing professional identities. The aims of this PhD project are to identify how adolescents communicate their gender and professional aspirations in digital media and to assess the relation between (de-)gendered self-portrayals in digital media and professional aspirations.

We are looking for a highly motivated candidate with

* a strong interest and relevant past experience in research on gender diversity and/or social media.
* a very good university master’s degree in communication studies, media pedagogy or in a related discipline.
* relevant empirical research experiences (e.g., setting up research designs, scientific writing skills, etc.).
* very good methodological skills (e.g., social media data mining, content analysis).
* very good English skills.
* ability to work independently and to collaborate in teams.
* organizational talent and project management skills.

**Project 4: Sexist organizational climate and gender-based harassment. Obstacles to careers in male-dominated fields (Switzerland)**

**Supervisor: Prof. Dr. Sabine Sczesny, University of Bern/Switzerland**[www.soz.psy.unibe.ch/about\_us/personen/sczesny\_sabine/index\_eng.html](https://www.soz.psy.unibe.ch/about_us/personen/sczesny_sabine/index_eng.html)

Sexist organizational climate and gender-based verbal and physical harassment are more common in male-dominated than in female-dominated professions. The aims of this PhD project are to assess the role of experienced gender-based harassment or perceived risk of such harassment for career choices and to identify strategies that help to build a successful career despite a higher risk of gender-based victimization.

We are looking for a highly motivated candidate with

* a strong interest and relevant past experience in research on gender diversity.
* a very good university master’s degree in psychology.
* relevant empirical research experiences (e.g., survey techniques, experimental methods, scientific writing skills, etc.).
* very good methodological skills (e.g., design of experiments, statistical data analysis).
* very good English skills.
* ability to work independently and to collaborate in teams.
* organizational talent and project management skills.

**Project 5: Challenging manhood: When men strive for male-atypical professions (Czech Republic)**

**Supervisor: Prof. Dr. Sylvie Graf, Institute of Psychology of the Czech Academy of Sciences / The Czech Republic**<http://www.psu.cas.cz/en/people/cv/graf/index.html>

Men are underrepresented in male-atypical professions like childcare. The incongruence between the male gender role and female-typed role requirements in these professions can have negative consequences for men. The aims of this PhD project are to identify factors that may empower men to overcome gender norm challenges in their professional life and to examine men’s gender role stress when striving for male-atypical professional roles.

We are looking for a highly motivated candidate with

* a strong interest and relevant past experience in research on gender diversity.
* a very good university master’s degree in psychology or in a related discipline.
* relevant empirical research experiences (e.g., survey techniques, experimental methods, scientific writing skills, etc.).
* very good methodological skills (e.g., design of experiments, statistical data analysis).
* full proficiency in English.
* ability to work independently and to collaborate in teams.
* organizational talent and project management skills.

**Project 6: Networking for gender equality and diversity (the Netherlands)**

**Supervisor: Prof. Dr. Yvonne Benschop, Radboud University/Netherlands**[www.ru.nl/english/people/benschop-y/](https://www.ru.nl/english/people/benschop-y/)

Informal organization processes, particularly networking, can change or diminish gender inequalities. Diversity networks for women and sexual and gender minorities are seen as a best practice of diversity management to counter the power of informal ‘old boys’ networks. The aims of this PhD project are to identify differential career patterns of members and non-members of diversity networks by examining their network structures and networking practices and to examine the dynamic factors predicting benefits of networking for gender diversity and equality.

We are looking for a highly motivated candidate with

* a strong interest and relevant past experience in interdisciplinary research on gender diversity.
* a university master’s degree in management and organization studies, gender and diversity studies, sociology, (organizational) psychology or in a related discipline.
* relevant empirical research experiences (e.g., survey techniques, social network analysis, qualitative research, creativity, scientific writing skills, etc.).
* very good multi-method skills (e.g., qualitative analysis, statistical data analysis).
* very good English skills.
* good communication skills.
* ability to work independently and to collaborate in teams.
* organizational talent and project management skills.

The PhD’s at Radboud will get a 4 year contract, the fourth year is paid by the Institute for Management Research.

**Project 7: Sexual and gender minorities on their pathways to leadership (UK)**

**Supervisor: Prof. Dr. Peter Hegarty, The Open University/UK**
[www.open.ac.uk/research/people/ph8658](http://www.open.ac.uk/research/people/ph8658)

Academic literature and leadership development programs have turned to sexual and gender minorities (SGM) leadership and allyship in recent years. The aim of this project is to develop a qualitative study of LGBT leadership centred on the UK (where such programs exist) with additional data collection in Italy (where workplace discrimination protection is lacking). The research will describe SGM’s challenges and opportunities in pathways to leadership and the factors that determine SGM’s pathways to leadership cross-culturally.

We are looking for a highly motivated candidate with

* a strong interest and relevant past experience in research on LGBT+ cultures and communities and/or organizational leadership.
* a very good university master’s degree in psychology or in a related discipline.
* relevant empirical research experiences (e.g., mixed methods, survey techniques, grounded theory, discourse analysis, phenomenological methods, ethnography).
* very good methodological skills (e.g., NVivo).
* very good English skills.
* ability to work independently and to collaborate in teams.
* organizational talent and project management skills.

**Project 8: What's** [**on**](https://dict.leo.org/ende/index_de.html#/search=on[&]searchLoc=0[&]resultOrder=basic[&]multiwordShowSingle=on) [**TV**](https://dict.leo.org/ende/index_de.html#/search=TV[&]searchLoc=0[&]resultOrder=basic[&]multiwordShowSingle=on)**? The role of gender and social status in media representation (Germany)**

**Supervisor: Prof. Dr. Margreth Lünenborg, Freie Universität Berlin/Germany**<https://www.polsoz.fu-berlin.de/en/kommwiss/arbeitsstellen/journalistik/Team/mluenenborg/index.html>

Media coverage strongly relies on gendered patterns of representation and addresses the audience with well-known stereotypes, contributing to gender-imbalanced representation of women and men in certain professions. The aims of this PhD project are to identify gendered forms of media representation depending on social status on public television and to assess differences in gendered media representations between privileged and disadvantaged social groups in public television.

We are looking for a highly motivated candidate with

* a strong interest and relevant past experience in research on gender diversity and media research.
* a very good university master’s degree in communication studies, journalism or in a related discipline of social sciences.
* relevant empirical research experiences (e.g., setting up research designs, scientific writing skills, etc.).
* very good methodological skills (e.g., content analysis, interviews, focus groups).
* very good German skills, good English skills.
* ability to work independently and to collaborate in teams.
* organizational talent and project management skills.

**Project 9: Being well prepared — A gender-related career setback training (Finland)**

**Supervisor: Prof. Dr. Katariina Salmela-Aro, University of Helsinki/Finland**[researchportal.helsinki.fi/en/persons/katariina-salmela-aro](https://researchportal.helsinki.fi/en/persons/katariina-salmela-aro)

High self-efficacy and preparation for possible setbacks contributes to successful career transitions. People of diverse genders and sexualities may experience particular setbacks in their career transitions because of gender stereotyping. The aims of this PhD project are to identify strategies that may help people of diverse genders and sexualities to overcome gender-related career setbacks and to develop and validate a career setback training.

We are looking for a highly motivated candidate with

* a strong interest and relevant past experience in research on gender diversity.
* a very good university master’s degree in developmental psychology or in a related discipline.
* relevant empirical research experiences (e.g., survey techniques, experimental methods, scientific writing skills, etc.).
* very good methodological skills (e.g., design of experiments, statistical data analysis).
* very good English skills.
* ability to work independently and to collaborate in teams.
* organizational talent and project management skills.
* skills in programming language, such as R.
* relevant experience of qualitative research skills (e.g., text coding).
* some prevention/counselling/intervention skills.

*The candidate will join one of the University of Helsinki doctoral programmes. The post involves a probation period of 6 months, in which time the candidate is expected to demonstrate solid understanding of the research context and to write and submit a doctoral studentship application (including written research proposal and a doctoral training plan). If it is not possible to obtain the right to pursue a doctoral degree during the six-month trial period, a person holding a second-cycle degree may exceptionally be employed as a research assistant for a short period of time before being appointed to a doctoral student position.*

(<https://www.helsinki.fi/en/research/doctoral-education/the-application-process-in-a-nutshell>)

**Project 10: Language and images — Social inclusion through subtle cues in organisational communication (Italy)**

**Supervisor: Prof. Dr. Andrea Carnaghi, University of Trieste/Italy**[dsv.units.it/en/research/researchareas/researchgroups/16954](http://dsv.units.it/en/research/researchareas/researchgroups/16954)

Across Europe, companies vary in the extent to which they communicate the value of inclusion through the language and images they use. Language plays a pivotal role in discriminating and excluding women, gay men, and lesbians. The aims of this PhD project are to identify language and images that contribute to social exclusion and inclusion in organisational communication and to assess significant subtle cues in organisational communication that increase social inclusion perceived by members of under-represented groups.

We are looking for a highly motivated candidate with

* a strong interest and relevant past experience in research on gender diversity.
* a very good university master’s degree in psychology or in a related discipline.
* relevant empirical research experiences (e.g., survey techniques, experimental methods, scientific writing skills, etc.).
* very good methodological skills (e.g., design of experiments, statistical data analysis).
* very good English skills.
* ability to work independently and to collaborate in teams.
* organizational talent and project management skills.

**Project 11: Making a good case for gender diversity — Pathbreaking organisational communication (Switzerland)**

**Supervisor: Prof. Dr. Sabine Sczesny, University of Bern/Switzerland**[www.soz.psy.unibe.ch/about\_us/personen/sczesny\_sabine/index\_eng.html](https://www.soz.psy.unibe.ch/about_us/personen/sczesny_sabine/index_eng.html)

Besides subtle cues in language and images, the content of organisational communication (e.g., homepage, newsletter, social media appearance) can encourage people underrepresented in certain professions and/or positions to apply for gender-atypical jobs (e.g., men as child care workers). The aims of this PhD project are to identify messages in organisational communication that promote gender diversity effectively and to determine which aspects in organisational communication function as persuasive messages influencing potential candidates’ attitudes towards gender diversity and their corresponding professional choices favourably.

We are looking for a highly motivated candidate with

* a strong interest and relevant past experience in research on gender diversity.
* a very good university master’s degree in psychology or in a related discipline.
* relevant empirical research experiences (e.g., survey techniques, experimental methods, scientific writing skills, etc.).
* very good methodological skills (e.g., design of experiments, statistical data analysis).
* full proficiency in English.
* good communication skills.
* ability to work independently and to collaborate in teams, organizational talent and project management skills.

**Project 12: Implementing gender diversity interventions effectively (Sweden)**

**Supervisor: Ass. Prof. Dr. Marie Gustafsson Sendén, University of Stockholm, Sweden**<https://www.su.se/english/profiles/magu8259-1.185099>

Employers are in need of a more balanced representation of people of diverse genders and sexualities in their companies. The aims of this PhD project are to assess people’s attitudes towards various gender diversity interventions in personnel selection and to determine potential candidates’ reactions to gender diversity interventions in personnel selection procedures, to understand how such measures may encourage people to enter occupations in which they are under-represented.

We are looking for a highly motivated candidate with

* a strong interest and relevant past experience in research on gender diversity.
* a very good university master’s degree in psychology.
* relevant empirical research experiences (e.g., survey techniques, experimental methods, scientific writing skills, etc.).
* very good methodological skills (e.g., design of experiments, statistical data analysis).
* very good English skills.
* good communication skills.
* ability to work independently and to collaborate in teams.
* organizational talent and project management skills.

**Project 13: Benchmarking current diversity management strategies (Switzerland)**

**Supervisors:**

**Aniela Unguresan, MBA, EDEGE Strategy AG, Zurich/Switzerland (place of work)**[edge-cert.org/about-us/aniela-unguresan/](https://edge-cert.org/about-us/aniela-unguresan/)

**Ass. Prof. Dr. Marie Gustafsson Sendén, University of Stockholm, Sweden**<https://www.su.se/english/profiles/magu8259-1.185099>

Although many different gender diversity strategies are currently in use in companies (e.g., leadership accountability, measurement, reporting, pay equity, flexible work arrangement), their effectiveness in terms of changing the culture of the organizations to become more inclusive as well as changing the representation so that it becomes more gender-balanced is disputed. The aims of this PhD projects are to assess existing diversity management strategies in organisations and to benchmark diversity management strategies.

We are looking for a highly motivated candidate with

* a strong interest and relevant past experience in research on gender diversity.
* a very good university master’s degree in psychology or in a related discipline.
* relevant empirical research experiences (e.g., quantitative analyses, proficiency in R, intervention research, survey techniques, scientific writing skills, etc.).
* very good methodological skills (e.g., design of evaluations, statistical data analysis, data-visualization).
* full proficiency in English.
* good communication skills.
* ability to work independently and to collaborate in teams.
* organizational talent and project management skills.
* passion for applied sciences.

**Project 14: Bias circumvention — A scientific evaluation of gender diversity training (The Netherlands)**

**Supervisor: Prof. Dr. Yvonne Benschop, Radboud University/Netherlands**[www.ru.nl/english/people/benschop-y/](https://www.ru.nl/english/people/benschop-y/)

Diversity trainings are a core component of diversity management and among the most frequent practices to promote social inclusion in organisations. Types of diversity training described in the literature include bias awareness, perspective taking, or interpersonal sensitivity, and encompass various interventions and exercises. The aims of this PhD project are to evaluate selected gender diversity trainings systematically and to identify effective gender diversity trainings.

We are looking for a highly motivated candidate with

* a strong interest and relevant past experience in interdisciplinary research on gender diversity.
* a university master’s degree in management and organization studies, gender and diversity studies, sociology, (organizational) psychology or in a related discipline.
* relevant empirical research experiences (e.g., evaluation research, survey techniques, qualitative research, intervention methods, creativity, scientific writing skills, etc.).
* very good multi-method skills (e.g., design of evaluations, qualitative analysis, statistical data analysis).
* very good English skills.
* good communication skills.
* ability to work independently and to collaborate in teams.
* organizational talent and project management skills.

The PhD’s at Radboud will get a 4 year contract, the fourth year is paid by the Institute for Management Research.

**Project 15: Train the sponsor — Implementation of a new mentoring training (Switzerland)**

**Supervisors:
Aniela Unguresan, MBA, EDEGE Strategy AG, Zurich/Switzerland (place of work)**[edge-cert.org/about-us/aniela-unguresan/](https://edge-cert.org/about-us/aniela-unguresan/)
**Dr. Harriet Tennebaum, University of Surrey/UK**[www.surrey.ac.uk/people/harriet-tenenbaum](https://www.surrey.ac.uk/people/harriet-tenenbaum)

Effective mentoring training foster equal career opportunities for women and men and sexual and gender minorities in the workplace. The success of mentoring can be increased by instrumental support (sponsoring). The aim of this PhD project is to develop and validate a scientifically based evaluation framework to monitor the effectiveness of mentoring and sponsorship as well as for a scientifically based training for mentors and sponsors.

We are looking for a highly motivated candidate with

* a strong interest and relevant past experience in research on gender diversity.
* a very good university master’s degree in psychology or in a related discipline.
* relevant empirical research experiences (e.g., survey techniques, experimental methods, scientific writing skills, etc.).
* very good methodological skills (e.g., design of experiments, statistical data analysis).
* full proficiency in English.
* good communication skills.
* ability to work independently and to collaborate in teams.
* organizational talent and project management skills.
* passion for applied sciences.
1. The official rule is: “At the time of recruitment by the host beneficiary, researchers must not have resided or carried out their main activity (work, studies, etc.) in the country of the recruiting beneficiary for more than 12 months in the 3 years immediately before the recruitment date.” [↑](#footnote-ref-1)