

Recruitment of an experienced researcher in the area of social protection and the labour market

Frequently Asked Questions

This FAQ accompanies the announcement concerning recruitment of an experienced researcher at the European Social Observatory

Please note the **deadline** for submitting your application: **Monday 21 August 2017**

If you have any further queries, do not hesitate to contact the OSE: info@ose.be / ++ 32 (0)2 537 19 71

- *What does experienced researcher ‘in the area of social protection and the labour market’ mean?*

Key social protection areas that need to be covered by the newly recruited researcher are *pensions, health care, disability and long-term care*, but this can be extended – depending on the evolving research agenda - to related domains such as active ageing, new forms of employment (including digitalization and self-employment), labour relations, social services, family policy and new social risks.

Importantly, we are not looking for an expert in any one of these areas, but rather a candidate who can cover the broad range of topics in the realm of social protection (both comparatively and at the European level), capable of analyzing *interactions* between the *labour market* and *social protection systems*.

- *How ‘experienced’ should the candidates be?*

A strong preference is given to candidates with a PhD in social science (e.g. economics, sociology, law or political science), or persons with at least five years of relevant research experience.

- *Which specific projects will the selected applicant work on?*

The experienced researcher will be asked to:

(a) Participate in *project teams* that bring together two or more OSE (and often external) researchers around a specific project: some examples are the Commission-funded European Social Policy

Network (ESPN) and OSE's annual flagship publication on 'Social policy in the European Union: state of play'.

(b) Conduct *individual research*: based on the applicant's own profile and interests, the experienced researcher will be asked to engage in newly to-be-developed projects. She/he will be encouraged and supported to develop, over time, her/his own research agenda.

More information about the type of research conducted at the OSE is available from our [website](#).

- *Will it be possible to use research conducted at the OSE to publish, including in peer-reviewed international journals?*

The information acquired during OSE research activities remains the intellectual property of the OSE as well as, in most cases, of the contractor of the particular research project.

However, as long as the researcher clearly indicates that the publication (partially) results from work conducted at the OSE/for third parties, she/he is encouraged to publish in peer-reviewed journals, or elsewhere.

- *Which research methods are mostly used at the OSE?*

Depending on the particular project they are involved in, OSE researchers use qualitative (incl. case studies, process tracing, expert interviews and document analysis) as well as quantitative techniques (incl. surveys and statistical analysis: EU-LFS and EU-SILC).

Experimental and quasi-experimental designs are not part of our present research practice.

- *What exactly does 'part-time' mean and what is the foreseeable duration of the contract?*

The researcher will be hired with a half-time (50%) employment contract under Belgian labour law (19 hours per week), for a period of one year. This period can – and normally will – be extended: our aim is to permanently reinforce the team.

Depending on available contracts/resources, the working time can – and normally will – be extended by mutual consent between both parties.

- *What is the envisaged date of hiring?*

The envisaged date of hiring is 1 October 2017 *at the latest*. Ideally, the candidate should indicate in her/his application from which date she/he is available. The final date could be agreed upon by mutual consent between both parties.

- *What is the proposed salary?*

The wage is determined by the years of relevant experience (biannual increases). Thus, a junior researcher without any experience would have a gross wage per month of around 3,200 EUR (fulltime equivalent, **FTE**); the monthly gross wage is around 3,600 EUR (**FTE**) for a researcher with 5 years of relevant experience; and +/- 4,000 EUR for a researcher with 10 years of experience (**FTE**). In addition, public transportation in Belgium is fully reimbursed. The OSE also pays for a year-end bonus (about 30% of the gross wage).

The following supplementary benefits are added to the gross wage (contract under Belgian law):

- Supplementary pension: 3% of the gross annual wage;
 - Supplementary hospital insurance: DKV;
 - Luncheon vouchers (meal tickets): 7 EUR/ working day after six months of employment;
 - Eco vouchers: 250 EUR/year (for a FTE);
 - Opportunity to participate in OSE training activities.
- *Can this part-time position be combined with a job abroad?*

A *strong preference* is given to candidates who are permanently based in Belgium. A regular presence of 2 days/week at the OSE (in Brussels) is required. While there is some degree of flexibility on the precise work schedule, the work cannot be done primarily from a distance.

- *Are there other language requirements other than English?*

Having excellent English writing, speaking and reading skills is a prerequisite for the current position. Since the OSE (officially called '*Observatoire social européen*') is a French-speaking research institute, a good knowledge of French is a great added benefit which should be mentioned in the application. Knowledge of other languages (incl. Dutch) is an additional asset.

Brussels, 20 July 2017