



UNIVERSITY OF LEEDS

## CANDIDATE BRIEF

3 Postdoctoral Research Fellows, Leeds University Business School



**Salary: Grade 7 (£32,548 – £38,833 p.a.)**

**Due to funding, appointments will not be made above spine point 31, £33,518.**

**Reference: LUBSC1252**

**Closing date: 2 November 2017**

**Fixed-term for 4 years**

**Start date: 1 June 2018**

## 3 Postdoctoral Research Fellows Leeds University Business School

**Do you have experience in multi-sited and cross-national ethnography of workplaces, unions or labour activism? Would you like to investigate the emerging hybrid areas of work, and to join an exceptional transdisciplinary research project? Do you want to further your career in one of the UK's leading research intensive Universities?**

You will be a post-doctoral researcher experienced in qualitative methods in labour studies and will work on a multi-method research project aimed at investigating the challenges of social protection and labour representation in the 'hybrid areas of work'.

The three successful candidates will work both independently and as part of a larger team of researchers, within a project funded by the [European Research Council](#) at the Leeds University Business School, and led by Dr Annalisa Murgia. You will carry out case studies in two European countries to understand to what extent and under which conditions solo self-employed workers are able to develop collective practices of organising, focusing not only on unions, but also on alternative associations and emerging claims-making activities.

Please see the brief summary of the project below and the webpage <http://business.leeds.ac.uk/research-and-innovation/research-projects/share/>

### What does the role entail?

As a Postdoctoral Research Fellow your main duties will include:

- Working with and in support of Dr Annalisa Murgia's ERC research grant to ensure the project is successfully completed;
- Negotiating access for fieldwork in two among the following six European countries: Germany, France, the Netherlands, Italy, UK and Slovakia;
- Conducting a multi-sited ethnography (8-9 months per country, divided in two periods) within Unions that include solo self-employed workers in collective bargaining and within Freelancers and Independent Professional associations.



Where present, also more grassroots groups of solo self-employed workers will be investigated;

- Generating and pursuing original research ideas in the appropriate subject area and contributing to setting the direction of the research project and team;
- Evaluating methods and techniques used and results obtained by other researchers and relating such evaluations appropriately to your own work;
- Keeping abreast of and maintaining a good working knowledge of the pertinent literature and current developments in the field of the project, as well as undertaking a systematic literature review in this area;
- Contributing to the development of links and collaborations with members of the studied organisations including the acquisition of raw data to add to our growing databases;
- Under the supervision of the Principal Investigator, provide written internal reports detailing the results of the research;
- Participating in group discussions on methods and techniques used by members of the team and contributing to the evaluation of results by other team members;
- Presenting information on research progress and outcomes to the research team;
- Preparing papers for publication in leading international journals and independently writing reports;
- Writing or contributing to disseminating research findings using media appropriate to the discipline;
- Working with the Principal Investigator to identify and actively participate in future opportunities for research, preparing proposals and funding applications.

These duties provide a framework for the role and should not be regarded as a definitive list. Other reasonable duties may be required consistent with the grade of the post.



## What will you bring to the role?

As a Postdoctoral Research Fellow you will have:

- A first degree and PhD (or close to completion) in social sciences (e.g. sociology, political sociology, social movements, urban studies, human geography, anthropology etc.);
- A strong background in qualitative and ethnographic methods;
- A consolidated knowledge of issues relating to nonstandard employment relations;
- Excellent, advanced analytical and problem-solving skills including relevant experience of multi-sited ethnography and qualitative analysis using Atlas.ti, NVivo or similar packages;
- Experience in planning and conducting independent research projects and a publication record in peer-reviewed journals;
- Effective organisational skills demonstrated by a proven ability to manage a large research project involving complex data sets;
- A flexible attitude to working practices;
- The ability to work both independently and as part of a team including an enthusiastic, pro-active and co-operative approach;
- The ability to use your initiative, particularly in the development of multidisciplinary collaborations and establishing new partnerships;
- Excellent written and verbal communication skills, including presentation skills and the ability to communicate effectively with a wide range of stakeholders, including the countries where the ethnography will be conducted.

You may also have:

- Experience of presenting data at national or international meetings;
- A track record of successful, high quality, publications on human resource management, employment relations, industrial relations, social movements or a closely allied discipline;
- The ability to build and maintain collaborations with other researchers working in related areas.



## How to apply

You can apply for this role online; more guidance can be found on our [How to Apply](#) information page. Applications should be submitted by **23.59** (UK time) on the advertised closing date.

## Contact information

To explore the post further or for any queries you may have, please contact:

**Dr Annalisa Murgia, Associate Professor**

Tel: +44 (0)113 343 8292

Email: [a.murgia@leeds.ac.uk](mailto:a.murgia@leeds.ac.uk)

## Additional information

### **SHARE – Seizing the Hybrid Areas of work by Representing self-Employment**

SHARE is a transdisciplinary and multi-method study of the work arrangements which destabilise the dichotomies between standard and non-standard work, and between self-employment and dependent employment. More specifically, it will research solo self-employment, namely self-employment without employees.

This is a growing category in Europe which comprises very different subjects, often disguised by official statistics and difficult to represent by unions: from highly skilled independent professionals to ‘fake self-employed’ workers legally self-employed but in fact wholly dependent on the company. Therefore, Dr Murgia introduces the concept of ‘hybrid areas of work’ to refer to the co-existence of features usually attributed to categories that have been traditionally kept sharply distinct.

SHARE will study the emergence of hybrid areas of work through comparative research in six European countries: Germany, France, the Netherlands, Italy, UK and Slovakia. Despite the overall large increase of solo self-employment, path-dependency connected to welfare state traditions has induced national legislators to adopt distinct strategies of labour-market (de-)regulation and adjustment of social



security systems, producing different consequences on both social protection and collective bargaining.

The research programme will make a significant contribution to the advancement of studies on work, employment and industrial relations by moving towards a theoretical rethinking of the categories used hitherto to interpret work and employment. It will combine comparative analysis of labour laws and labour force surveys, both at the EU and national level, with a cross-national ethnography able to inform both macro and legal perspectives with an on-the-ground approach to the forms of collective representation of solo self-employment. By researching the practices used to classify, measure and represent the solo self-employed, SHARE will furnish societally relevant findings, thus providing both theoretical and applied advancements.

The project leading to this application has received funding from the European Research Council (ERC) under the European Union's Horizon 2020 research and innovation programme (grant agreement N. 715950).



Find out more about the [Leeds University Business School](#).

Find out more about the [Work and Employment Relations Division](#).

Find out more about our [Research](#)

### **Working at Leeds**

Find out more about the benefits of working at the University and what it is like to live and work in the Leeds area on our [Working at Leeds](#) information page.

### **Candidates with disabilities**



Information for candidates with disabilities, impairments or health conditions, including requesting alternative formats, can be found on our [Accessibility](#) information page or by getting in touch with us at [disclosure@leeds.ac.uk](mailto:disclosure@leeds.ac.uk).

## **Criminal record information**

### **Rehabilitation of Offenders Act 1974**

A criminal record check is not required for this position. However, all applicants will be required to declare if they have any 'unspent' criminal offences, including those pending.

Any offer of appointment will be in accordance with our Criminal Records policy. You can find out more about required checks and declarations in our [Criminal Records](#) information page.

