



School of Law and Government

Faculty of Humanities and Social Sciences

Marie Curie: Early Stage Researcher

Intersex: New Interdisciplinary Approaches (INIA) Training Network

11 Month Fixed Term Contract

Eligibility Quiz

- I have a University degree.
- I am within the first four years (full-time equivalent research experience) of my research career. A research career starts from the moment you obtain a University degree that makes you eligible to study a PhD. However, career breaks can be taken into account (if you have taken career breaks please specify the type and the length of these and what activities you did during these periods in your application in the personal statement section – you may be required to provide proof if you are shortlisted, thanks).
- I do not already have a PhD.
- I am applying for post that is located in Ireland where I have not lived, worked or studied for more than 12 months of the last 3 years before March 2023.
- I am willing to relocate to the host country of the post for the 11 Months of the post (successful applicants will receive a generous fund in addition to their salary for travel expenses back to their home country for visits) and I understand that during my 11-month contract, I will also spend time on secondment at a partner institution which may be in a different country to my host country (note: the costs of travel and accommodations while on secondment are covered by the network).
- I am willing to work full time for the INIA project for the duration of the contract and to not receive any other money for other work.
- I would like to work collaboratively with a large consortium of diverse colleagues, towards the shared goal of improving the lives of intersex people / those with variations of sex characteristics by conducting excellent research.
- I am willing to maintain confidentiality about data accessed as part of the INIA work.
- I am willing to complete an evaluation questionnaire at the end of the programme and another one 2 years afterwards.

Answered YES to all the above questions? Then please APPLY!

Dublin City University

Dublin City University (www.dcu.ie) is a research-intensive, globally-engaged, dynamic institution that is distinguished by both the quality and impact of its graduates and its focus on the translation of knowledge into societal and economic benefit. DCU prepares its students well for success in life, and in the workplace, by providing a high-quality, rounded education appropriate to the challenges and opportunities of the 21st century. As Ireland's University of Enterprise and Transformation, DCU is characterised by a focus on innovation and entrepreneurship and a track-record of effective engagement with the enterprise sector, including commercial, social and cultural enterprises. Excellence in its education and research activities has led to DCU's consistent position in the rankings of the world's top young universities.

DCU has a strong track record in attracting both Irish and European Union funding under FP7, Horizon 2020, Marie Curie Actions and Erasmus. We offer a dynamic and internationally focused environment in which to advance your academic career.

The School of Law and Government

The School of Law and Government is an ambitious school, consistently ranked in the global top 200 for politics by QS. The School teaches a BA in International Relations, an interdisciplinary degree in 'Economics, Politics and Law', and offers Politics on the university's Bachelor of Arts (Joint Honours) programme. It offers seven taught postgraduate programmes in politics, the MA in International Relations, MSc in Public Policy, MA in International Security and Conflict Studies, the MSc in Climate Change: Policy, Media, and Society, the MA in European Law and Policy, and the International Master in Security, Intelligence, and Strategic Studies, delivered jointly with the University of Glasgow, Charles University, and the University of Trento. The School also offers an LLM in Law masters programme. The School has over forty research students and offers a structured PhD in Politics and International Relations.

Background

INIA is a new international research network which will train a cohort of 10 early stage researchers working collaboratively to develop knowledge that will inform policy making and practice across a range of key sectors. This Innovative Training Network (ITN) is funded by the prestigious European Union's Horizon 2020 research and innovation programme, Marie Skłodowska-Curie Actions, grant number No 859869. ITNs aim to train a new generation of creative, entrepreneurial and innovative early-stage researchers, able to face current and future challenges and to convert knowledge and ideas into products and services for economic and social benefit.

Please see: https://ec.europa.eu/research/mariecurieactions/actions/get-funding/innovative-training-networks_en.

INIA addresses key issues for intersex wellbeing and rights, and it will develop topical applied outputs of relevance to stakeholders concerned to promote the wellbeing and rights of intersex people, and intellectual resources. The specific healthcare, social and human rights issues of intersex people are often

overlooked. They are diverse and continue to face exposure to multiple forms of human rights violations and discrimination, requiring cross-sectoral policy responses in fields including healthcare, education, and the law. INIA will enable a consortium of 21 organisations from 10 countries to work together on issues relating to intersex people and those with variations of sex characteristics, in a unique multidisciplinary and transectoral network. INIA is being established by the University of Huddersfield in partnership with the Université Libre de Bruxelles, Dublin City University, the University of Zurich, the Escuela Andaluza de Salud Pública / Andalusian School of Public Health and the Universitat Autònoma de Barcelona as the main partners.

INIA aims to develop Intersex Studies as an interdisciplinary field, building on the existing scholarship of intersex people, and developing intellectual resources across a range of key areas. The Network consortium brings together academic and other organisations across several European countries, in order to enable the training of a cohort of early stage researchers who will conduct research and in many cases gain PhDs. This is achieved by establishing of a doctoral programme, delivered by partner Universities in collaboration with NGOs (especially Intersex Activist and Advocacy organisations) and other organisations. We have appointed 9 Early Stage Researchers to take part in this doctoral programme, each with their own specific research project that will form the basis for their PhD. Each Early Stage Researcher also helps their team to deliver a work package that is relevant across the different individual research projects.

We now invite applications for a Marie Curie Early Stage Researcher role on a project about the inculcation of awareness of intersex in education in Ireland and Sweden. It is envisaged the post will commence on 1 March 2023. This role will be based in Dublin, at the School of Law and Government of the Dublin City University. The post involves conducting Comprehensive literature review of Irish, Swedish and international material of curriculum development and policy relating to intersex. It also includes thematic documentary analysis of educational policy and curriculum development. The post implies undertaking intersectional and interdisciplinary work.

The project will provide knowledge to help support better practice in the future. It will involve documentary and literature analysis, qualitative research with intersex activists and advocates, and producing a number of outputs, all with the assistance of your supervisors and the wider network. You will take part in, and contribute to, training events with the other Early Stage Researchers that will take place in a range of countries, over the duration of the research. You will also have a secondment at an NGO in the Belgium, which will enrich your training experience, research, and CV. The details of the project are:

Research Project Title: The inculcation of awareness of intersex in education in Ireland and Sweden

Objectives

Generate understanding of intersex in Irish and Swedish education. This will be examined from both policy and curriculum development perspectives and the experience of parents and children. It will focus on the knowledge and perceptions of policy makers and implementers in Government Departments of Education in both jurisdictions of intersex issues.

Duties and Responsibilities

Please refer to the job description for a full list of duties and responsibilities associated with this role.

Expected Results

- E-Brief for both Swedish and Irish employees working in post-primary settings.
- A presentation to policy makers in Ireland and Sweden.
- Chapter for the INIA eBook for policy-makers and service-providers in both jurisdictions.
- Systematic literature review protocol search on Prospero for international sharing of expertise.
- Comprehensive literature review of Irish, Swedish and international material of curriculum development and policy relating to intersex.
- Thematic documentary analysis of educational policy and curriculum development.

Eligibility

Applicants from all countries are eligible. However, as the network aims to foster international collaborations, applicants who are Irish nationals are only be eligible for this post if they have lived or carried out their main activity in another country for more than 24 months since January 2020. The appointed person needs to dedicate themselves to only do paid work on the INIA project for the duration of their employment contract. They will be expected to relocate to live most of the time in or close to Dublin. The INIA project language is English and thus the interviews will be held in English.

Conditions

As a Marie Curie Early stage-recruiter, you shall at the time of recruitment be in the first four years (full-time equivalent research experience) of your research career and have not yet been awarded a doctoral degree. At the time of recruitment, you shall not have resided or carried out your main activity (work, studies etc.) in the country of the host institution (Ireland) for more than 12 months in the 3 years immediately prior to the reference date. Compulsory national service and/or short stays such as holidays are not taken into account.

Essential Criteria

- A primary degree in Education or Social Sciences equivalent to Lower Second Class Honours or above, from an approved University or an approved equivalent degree-awarding body, or have an approved equivalent professional qualification in a legal field.
- Good knowledge of education and socio-historical educational issues, including human rights education.
- Ability to maintain confidentiality and to operate in an ethical way at all times.
- Any potential conflicts of interest (such as previous collaborative or social relationships with any team members) must be declared on the application.
- Applicants need to want to undertake teaching, teamwork, knowledge transfer, management of their project and some supervision (e.g. of administrative staff) and public awareness raising.
- Required language skills:

- A high level of English language skill is necessary as the INIA project is in English (C1 or C2).
- Skills in legal analysis.
- Methodological skills in explorative literature reviews and qualitative research.
- Ability to work in a team.
- Ability to work cross-culturally at an international level.
- Ability to travel and to work in other countries including taking part in secondments with NGOs and in academic or medical settings.
- Ability to work with a range of stakeholders including activists and advocates, medical practitioners, policy makers, the public, and academics.
- Ability to keep to deadlines and to deliver results.
- Promote our aim that INIA will ensure that all aspects of the project- training, research, decision-making, dissemination- are driven by inclusive and diverse perspectives and experiences. It is necessary that the Marie Curie Early Stage Researcher has a commitment to equality and diversity including sex, sexual orientation, gender expression / identity, sex characteristics, race and ethnicity, age, caring responsibilities, faith, and ability. Intersex people, women, those with caring responsibilities, and those from other underrepresented groups are particularly encouraged to apply
- The Early Stage Researcher will wish to develop their research career in the field of intersex and sex variance, and to register for a PhD. INIA will make a substantial impact on their research career development

Desirable Criteria

- Masters Qualification
- Good knowledge of human rights education, curriculum development, gender studies, LGBTQI studies
- Experience of relevant research methods.
- Experience of some or all of the following: writing for publication, presentations, stakeholder engagement (e.g. work with NGOs), and/or media work.
- People with personal experience of intersex and/or sex variance are especially welcome to apply.
- Experience of managing issues that are sensitive, including data protection, ethics, and public facing issues.
- Experience of reporting to funders.
- Excellent communication skills, written and verbal.
- Effective presentation skills.
- Ability to solve problems independently.
- Numerate.
- IT Literate.
- Attention to detail.
- Ability to conduct knowledge transfer and dissemination activities.

NOTE: There may be some flexibility regarding some of the conditions listed below, in exceptional circumstances.

Salary Scale: Marie Curie ESR Salary will be in the range of €41,097 - €46,500 per annum before taxes, as determined by EU guidelines

Closing date: Tuesday 7th February 2023

For more information on DCU and benefits, please visit [Why work at DCU?](#)

Informal Enquiries in relation to this role should be directed to:

Dr. Tanya Ni Mhúirthile, School of Law and Government, Dublin City University. Phone + 353 (0)1 7005626 Email: Tanya.nimhúirthile@dcu.ie

Please do not send applications to this email address, instead apply as described below.

Application Procedure

Application forms are available from the DCU Current Vacancies website at <https://www.dcu.ie/hr/vacancies-current-vacancies-external-applicants>

Applications should be submitted by e-mail with your completed application form to intersex@dcu.ie

**Please clearly state the role that you are applying for in your application and email subject line:
#RF1803 Marie Curie: Early Stage Researcher**

Dublin City University is an equal opportunities employer.

In line with the Employment Equality Acts 1998 – 2015, the University is committed to equality of treatment for all those who engage with its recruitment, selection and appointment processes.

The University's Athena SWAN Bronze Award signifies the University's commitment to promoting gender equality and addressing any gender pay gaps. Information on a range of university policies aimed at creating a supportive and flexible work environment are available [in the DCU Policy Starter Packs](#)