



Dublin City University

Faculty of Humanities and Social Sciences

School of Law and Government

Marie Curie: Early Stage Researcher

Intersex: New Interdisciplinary Approaches (INIA) Training Network

Fixed-term Two Year 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 December 2021.
- I am willing to relocate to the host country of the post for the 2 years 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 24-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!

Introduction

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 has over forty research students and offers a structured PhD in Politics and International Relations.

Background

INIA is an international research network which is training 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 enables a consortium of 21 organisations from 10 countries to work collectively on issues relating to intersex people and those with variations of sex characteristics, in a unique multidisciplinary and transectoral network. INIA has been 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 will bring 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 being achieved by the establishment of a training programme, delivered by partner Universities in collaboration with NGOs (especially Intersex Activist and Advocacy organisations) and other organisations. We appointed 10 Marie Curie 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 will also help their team to deliver a work package that is relevant across the different individual research projects.

We now invite applications for a Fixed term two-year contract for the position of Marie Curie Early Stage Researcher on the project about law, human rights and the lived experience and identities of intersex people and those with variations of sex characteristics. The post will start on 1 January 2022. This project will take place in Dublin, at the School of Law and Government of the Dublin City University. The post involves conducting in-depth literature reviews across multiple jurisdictions, national and international. It also involves conducting interviews with intersex people and their parents using a hermeneutic phenomenological methodology. The post implies undertaking intersectional and interdisciplinary work to develop a deep understanding comprehension of the impact of law on the day-to-day lives of intersex people.

The project will provide knowledge to help promote 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 as part of your work, and in addition to it, 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 secondments at NGOs and Universities in the UK and Malta, which will enrich your training experience, research, and CV. The details of the project are:

Research Project Title: Framing legislative and policy reform to improve the lived experience of intersex in Ireland and Malta

Objectives

This project aims to generate an understanding of whether and how Irish and Maltese law guarantee exercise of human rights of intersex people. It will identify gaps and posit suggestions for how law could be reformed to ensure the rights of intersex people are realised in their day-to-day lives.

The objectives are:

1. Review of international and regional human rights documents and literature to identify the suite of rights protections that engage with intersex concerns;
2. Review of existing laws, both primary and secondary, and implementation policies that concern intersex, explicitly or impliedly in both Ireland and Malta;
3. Interviews with intersex people, potentially including intersex young people, and their parents to uncover the lived experience of intersex within Ireland and Malta;
4. Identify the gaps in current legal protection from non-consensual medical interventions in both Ireland and Malta;
5. Posit suggestions for laws and policy reforms addressing gaps and ensuring rights protections guaranteed at international and regional levels are meaningfully engaged in the daily lives of intersex people in Ireland and Malta.

Duties and Responsibilities

- Conduct a specified programme of research under the supervision and direction of the Principal Investigator
- Assist the PI and research group in the design and development of the research programme.
- Assist the PI in the management/ co-ordination of the key aspects of the research programme (e.g. financial management, reporting, equipment management etc.)
- Engage in dissemination of the results of the research in which they are engaged to the wider research community under the supervision of the Principal Investigator
- Engage in appropriate training and development opportunities as required by the Principal Investigator, the School or Research Centre, or the University
- Engage with internal and external stakeholders including academic and industry partners/ collaborators as appropriate
- Developing and maintaining relevant documentation and SOPs
- Carry out administrative work associated with the programme as necessary

Expected Results of the Research Project

- a) Up-to-date analysis of international and regional human rights laws engaging intersex.
- b) Up-to-date analysis of laws engaging intersex in both Ireland and Malta.
- c) eBrief for national human rights agencies in both Ireland and Malta.
- d) A presentation to policy makers in Ireland and Malta.
- e) Chapter for the INIA eBook on Law, Ethics and Human Rights.
- f) 30 interviews with intersex people and their parents in Ireland and Malta, using phenomenological methodologies.
- g) Systematic literature review protocol search to upload to, and register on, Prospero for international imparting of expertise.

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 September 2018. 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.

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

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.

The successful candidate will have

- A primary degree in law (or with a significant element of law) 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 law and socio-legal issues, including human rights law.
- 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.
- 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 the INIA will ensure that all aspects of the project- training, research, decision-making, dissemination- are motivated by inclusive and diverse perspectives and

experiences. It is necessary that the Early Stage Researcher has a dedication 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 tasks, and those from other underrepresented groups are particularly encouraged to apply

- The Marie Curie Early Stage Researcher will wish to develop their research career in the field of intersex and sex variance. INIA will make a substantial impact on their research career development

Desirable Criteria

- LLM or equivalent Masters
- Good knowledge of human rights law, medical law, gender studies, LGTB and/or Intersex Studies.
- Good knowledge of common law legal systems.
- 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.
- Excellent numerate skills, necessary to conduct in-depth data analysis.
- High level of IT literacy with the skills necessary to use the various IT packages.
- Excellent attention to detail.
- Ability to conduct knowledge transfer and dissemination activities.

Mandatory Training

The postholder will be required to undertake the following mandatory compliance training: Orientation, Health and Safety, Data Protection (GDPR). Other training may need to be undertaken when appropriate.