

## Postdoctoral Early Career Researcher (ECR) Global Gender & Cultures of Equality Research Project

<b>Job Reference:</b>	GlobalGRACE/sust/res/2018-1
<b>Grade/ Salary:</b>	Grade 7 according to 8 <sup>th</sup> national pay scale (approved by Bangladesh government)
<b>Contract Type:</b>	Fixed Term from 1 <sup>st</sup> April 2018 Until 30 September, 2021
<b>Hours:</b>	Full Time
<b>Location:</b>	Department of Sociology, Shahjalal University of Science & Technology, Syhlet, Bangladesh

**Closing date for applications: 24 February 2018**

### Interviews:

**Interview Location:** Department of Sociology, Shahjalal University of Science & technology, Syhlet. Skype conferencing will be available for international applicants and local travel and subsistence will be provided for in-country applicants as necessary.

Applicants are invited to submit a covering letter of no more than 3 pages, foregrounding their expertise and suitability for the job and directly addressing each of the Essential and Desirable Criteria as set out below in the Person Specification. Applicants must also submit curriculum *vitae* of two to four pages.

For more information about the role, please contact Dr Tanzina Choudhury, e-mail [tanzinachoudhury@gmail.com](mailto:tanzinachoudhury@gmail.com) or +8801625211381.

### The project

*GlobalGRACE* employs arts based practices, curatorial and multi-sensory research, digital and literary engagement and public exhibitions to investigate the production of cultures of equality and enable gender positive approaches to wellbeing internationally. *GlobalGRACE* responds directly to the UN's global Sustainable Development Goals (SDGs) focused on:

- a. *UN SDG Goal 5 Gender Equality*: reducing poverty and inequality, including gender inequalities
- b. *UN SDG Goal 3 Health and Wellbeing*: promoting sustainable health and wellbeing

*GlobalGRACE* builds capacity through employing researchers in Bangladesh, Brazil, Mexico, Philippines and South Africa to work alongside more established academic co-investigators at different career stages in partner universities in those countries and the UK. It increases capability through a programme of innovative interdisciplinary cross country collaboration and research training. Overall, our objectives are to

- **Build** research capacity and grow the capabilities of interdisciplinary feminist, queer and gender studies researchers internationally;
- **Create new** collaborative partnerships between academics and people and organisations working with women, men and transgender people in fragile contexts in developing countries;
- **Develop** new multi-sensory methods to investigate and provide more meaningful accounts of people's experiences of intersecting inequalities and their impacts on wellbeing;

- **Facilitate** the sharing and translation of creative and critical cultural competencies within and beyond academia;
- **Increase** the global social impacts of the arts and arts based research practices to a) challenge gendered inequalities, b) enhance people's wellbeing and c) produce cultures of equality that contribute to people's sustainable economic development and welfare;

In order to meet those objectives, the GlobalGRACE project has been organised around six core research work packages. The work packages are designed as linked pairs that will involve researcher mobility between them.

Working with a consortium of researchers and NGOs in the UK, Bangladesh, Brazil, Mexico, Philippines and South Africa (the latter all DAC listed), the GlobalGRACE project will:

1. Disclose through collaborative arts based research practices the different ways that intersecting inequalities impact on people's lives and wellbeing.
2. Identify the variety of ways that third sector organisations internationally collaborate with artists and deploy curatorial and arts based research practice to reduce harms and enhance the wellbeing of marginalised people.
3. Explore whether, and if so how, those arts based practices are used more broadly to raise public awareness about and intervene in debates about intersecting forms of gendered inequalities.
4. Curate and exhibit the art discovered and produced as part of the research as means both to reflect on and assess those practices and in turn to become a key site for the production of cultures of equality internationally.

**We are appointing this post for a start on 1<sup>st</sup> April 2018.**

### **Job description**

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Reporting to: Dr Tanzina Choudhury, Professor, Department of Sociology, Shahjalal University of Science and Technology, Sylhet-3114, Bangladesh. E-mail: [tanzinachoudhury@gmail.com](mailto:tanzinachoudhury@gmail.com), Phone: +8801625211381.

### **Summary:**

The Postdoctoral Early Career Researcher (ECR) for the Bangladesh Component of this Project will work under the day-to-day guidance of GlobalGRACE Work Package 2 Co-Investigator (CI) Dr Tanzina Choudhury (Shahjalal University of Science & Technology, Sylhet) and in collaboration with NGO research partner, Nazmul Haque at IDEA, Sylhet. The Postdoctoral Early Career Researcher (ECR) will conduct qualitative research and arts-based praxis, including facilitating participatory filming, photography and material curation; translation, transcription and data analysis; collation of thematic and conceptual scholarly database and scholarly writing. The post holder would also coordinate workshops and events and be responsible for digital archiving and other activities to be found within Work Package 2 of the project, ***Women Working in Men's Worlds: visualising female construction workers and the quest for more equitable futures in Sylhet, Bangladesh***, the aim of which is the following:

WP2 focuses on the obstacles faced by women in moving into conventionally masculine gendered employment and the way that women's occupation of those positions challenges existing gender regimes. This work package explores how collaborative film, photography and storytelling through material culture curated by a group of female construction workers can be used to generate public awareness and dialogue and make visible the intersecting inequalities they face and that shape their everyday struggles for survival. In this way, the research will

work with a group of female construction workers, listening to narratives of their lived experiences, considering issues of gender based in/equalities, poverty, discrimination, mental and physical wellbeing, as well as building women's capacity in support of their future plans, dreams and desires. The outcomes will manifest through documentary film making, photography, material curation and related training with, for and led by participants. Through this project issues of inclusion/exclusion, marginalisation, gender stereotypes, male centred cultural norms and taboos will be explored both in the local regional and broader national Bangladeshi context and located within wider global frameworks. The focus on female construction workers draws together interesting dynamics of intersectional gender inequalities. Working on construction sites exposes women to gender based exploitation, discrimination and sexual abuse - the project will investigate these issues in greater detail and focus on women's agency and strategies of resistance as they navigate the patriarchal social world they inhabit. Talking to women about their lived experiences, including about the gender based inequality and discrimination that they face both in family and workplace, in many ways confers them the agency and space to speak for themselves. Through sharing narratives and through film, photography and material culture participants will have the space and support to reflect on their situated knowledges, gendered contexts and issues of equality. Through this space to speak and be listened to, issues of wellbeing will be explored.

Beyond the specific WP2 activities the ECR will be expected to work alongside the other GlobalGRACE project team: co-Directors Dr Mark Johnson & Dr Suzanne Clisby; and GlobalGRACE colleagues in all other work packages, based in the Philippines, Brazil, Mexico, South Africa and the UK. Throughout the 42 months of employment the ECR will be expected to travel between the above countries to participate in meetings, training events, and research activities.

#### **Main duties:**

The duties and responsibilities outlined below are not intended to be an exhaustive list but provide guidance on the main aspects of the job. The post holder will be required to be flexible in her/his duties, including the necessity to travel regularly to GlobalGRACE partner countries throughout her/his 42 months in post:

- To make a full active research contribution both individually and in collaboration with others to the project.
- To conduct preparatory background research and ethical review for research in Work Package 2: ***Women Working in Men's Worlds: visualising female construction workers and the quest for more equitable futures in Sylhet, Bangladesh***
- To conduct qualitative, and especially ethnographic research and life history interviews with female participants;
- To conduct participatory filmmaking, photography and material collection with female participants, and to ultimately curate a film, photographic and material culture exhibition locally and internationally;
- To be fully involved in the planning, organizing, and holding of dissemination events in local and global contexts.
- To document, record, translate, transcribe, analyse and organise the outputs of the research;
- The post holder will fulfill all the other duties expected of all researchers working for the GlobalGrace Consortium, such as publishing research outcomes in appropriate journals of international standing, and disseminating the results of research and scholarship in other appropriate ways;
- To attend and present research findings and papers at academic and professional conferences and at GlobalGRACE partnership and capability events, and to contribute to the external visibility of the project;

- To make field and other research materials available and accessible to the project team via protected shared computing facilities; and to maintain up-to-date electronic database of text, images and other media, including website news/blogs and other materials;
- To contribute, via the digital archiving of the research outputs, to the 'Virtual Global Museum of Equalities';
- To participate in GlobalGRACE public engagement activities via social media and other channels;
- To contribute fully to the research plans developed by both the package and the overall project teams, including providing information that may be required by the Department of Sociology at SUST under the direction of Dr Tanzina Choudhury and Goldsmiths, University of London as the GlobalGRACE fund-holder under the direction of Dr Suzanne Clisby and Dr Mark Johnson to monitor progress of staff research and to support the preparation of material required for the UK REF or similar activities;
- To communicate complex information, orally, in writing and electronically (e.g. contributions to project website, draft project reports);
- To help coordinate and attend project meetings and public facing activities which will be held at regular intervals in London (June 2018), Brazil (2019); Bangladesh (2019); the Philippines (2020); and South Africa (2021);
- To participate in relevant professional duties;
- To engage in appropriate professional development;
- The post holder will be required to undertake any other duties as may reasonably be required;
- Ensure that you are aware of and aligned with the University of the Philippines Regulations, Strategy, and Objectives to work together to proactively advance Equality and Diversity;
- At all times to help maintain a safe working environment by participating in training as necessary and following Health and Safety Codes of Practice and Policy.

## Person Specification

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Detailed below are the types of qualifications, experience, skills and knowledge which are required of the post holder. Selection will be made upon evidence of best-fit with these criteria.

The Essential criteria sections show the minimum essential requirements for the post, therefore if you cannot demonstrate in your application you meet the essential criteria categorised below, you may not be invited to interview.

The Desirable criteria sections show additional attributes which would enable the applicant to perform the role more effectively with little or no training.

The Category column indicates the method of assessment:

**A = Application form**

**I = Interview**

	Category
<b>Essential Criteria 1 – Qualifications</b>	
A PhD or near completion in Gender Studies, Development Studies, Sociology or Anthropology or cognate fields or significant equivalent academic research experience.	A

<b>Desirable Criteria 1 – Qualifications</b>	
Qualifications in film-making, photography or cogent areas	A
<b>Essential Criteria 2 – Experience</b>	
Proven experience of conducting and analysing empirical research from an intersectional gender/feminist theoretical and methodological standpoint.	A I
Publications and collaborative work in their field	A
<b>Desirable Criteria 2 – Experience</b>	
Experience in participatory film-making, photography or cogent artistic practice	A I
Practical experience of organizing events and public dissemination activities	A I
Experience of digital media and public communication and dissemination	A I
<b>Essential Criteria 3 – Knowledge</b>	
Knowledge of Gender Studies and feminist methodologies	A I
Knowledge of Bangla and local dialect in Sylhet	A I
<b>Desirable Criteria 3 – Knowledge</b>	
Knowledge of decolonial and feminist postcolonial theories	A I
<b>Essential Criteria 4 – Skills</b>	
Ability to communicate clearly (verbally and in writing) in academic English	A I
Ability to communicate clearly (verbally and in writing) in Bangla	A I
Ability to work constructively and effectively within a team	A I
Ability to work independently	A I
Excellent research skills including proficiency in standard IT packages to facilitate writing, research and data storage and analysis	A I
Ability to prioritise a varied workload and work under pressure to meet deadlines while maintaining a high level of accuracy	A I
<b>Essential Criteria 5 - Location</b>	
The Early Career Researcher for WP2 will be based in Sylhet for the duration of the period of employment	A I
<b>Additional attributes</b>	
Ability to travel internationally to GlobalGRACE partnership and capability events throughout the 42 months of the contract, including a mandatory 3 month mobility research period co-working with ECR WP 1 in South Africa.	A I
Supportive, tolerant and gender aware	A I
Commitment to work constructively to meet the goals of the project	A I

**Please also note that where qualifications are required, employment is conditional on the verification of them. Qualifications (must be original documents) will be checked on the first day of appointment.**