

# THINK TANK YOUNG PROFESSIONAL DEVELOPMENT PROGRAM FOR MA AND PHD GRADUATES

**Deadline for submissions: October 1, 2012**

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## 1. Albanian Institute for International Studies, Albania

Website: <a href="http://www.aiis-albania.org">www.aiis-albania.org</a>
Short description of the organization: AIIS was established in 1997 and registered in 2002 and is one of the leading think tanks in Albania for research and projects in there main areas: European integration, democratization process, and Balkan developments (Albania’s relation to the region and bilateral relations). AIIS has a vast network of national, regional and international partners and a track record of successful advocacy events. AIIS has a large library of publication of either its own or in collaboration with other scholars and institutions. It is one of the contact points for international observers and academics interested in Albania. AIIS’s official media partner is Tirana Times (English weekly in Albania, <a href="http://www.tiranatimes.com">www.tiranatimes.com</a> ) which offers scholars an outlet for the publication of their articles and opinion pieces.
Mentor's name and contact information: Albert Rakipi, <a href="mailto:arakipi@aiis-albania.org">arakipi@aiis-albania.org</a>
Alternative name and contact information for receiving graduate’s inquiries: Megi Llubani, <a href="mailto:mllubani@aiis-albania.org">mllubani@aiis-albania.org</a>
THREE POSSIBLE POLICY RESEARCH AREAS that your organization would like a recent graduate to work on (a short description). In case you would be happy to mentor a young professional in any area of your work, and would be open to negotiate it with the candidates who turn to you, please indicate that you have a general interest in working with young researchers irrespective of the three policy areas to be listed below.
1. Position Title: Assistant to Director of Research
Description of the work task: The main task of the fellow for this position will be to assist the Director of research especially in application for possible future projects. He/She will be responsible to find new funding opportunities and prepare project proposals together with the director of research. These proposals will be designed for different international and national donors, depending on the field of expertise of the fellow.
2. Position Title: Assistant to the European Program
Description of the work task: Assist the director of the AIIS European program to organize the survey study of AIIS related to support about European integration, assist projects that aim at disseminating information and knowledge (as well as encouraging more active participation in integration process) about the European Union and the integration process of Albania to Albanian youth through several publications and small public events. More specifically, the fellow will be involved in two projects: <ul style="list-style-type: none"> <li>1- European perspective of Albania: Perceptions and realities- AIIS conducts a yearly survey on the European integration process of Albania, to measure developments and progress.</li> <li>2- European Academy is a set of seminars and training targeted to young professionals of the field of political sciences, international relations, economics etc., interested in EU integration issues. The task of the fellow will be to prepare materials for the Academy and depending on their area of expertise prepare a lecture.</li> </ul>
3. Position Title: Assistant to the Balkan Agenda Program
Description of the work task: Gather and interpret data and carry out desk research for projects related to development in the Western Balkan region, with a special focus on Albania’s role in the region and relations with neighbors. There are two upcoming projects where the fellow could be involved: <ul style="list-style-type: none"> <li>1- Albania and Serbia: Do perceptions equal reality?- The first phase for the project was the preparation of a research paper from media monitoring in Albania and Serbia and interviews with professionals of different fields of expertise. The second phase will be a survey conducted both in Albania and Serbia, to measure people’s perceptions and how</li> </ul>

they match to the reality of relations between the two countries. The task of the fellow will be to draw a questionnaire and the respective methodology for the survey and help preparing the final report.

- 2- Relations between Albania and Greece the last decade: The aim of the project is to shed light on different aspects of relations between Albania and Greece seen from people's perspective. The fellow is expected to prepare the report at the end of the survey.

NECESSARY REQUIREMENTS for the offered positions (specific requirements that the candidates need to possess, including a field of education, thematic interests or language skills; for example proficiency in English and Russian, specific methodological or computer skills) :

Graduates of social sciences, (including but not limited to: European Studies, political science, international relations, nationalism studies, security studies, public administration, environmental science, area studies, etc.)

Proficiency in Albanian and English;

General computer skills (basic Office program such as Word, Excel, PowerPoint) and

Abilities to work in teams and tight deadlines.

2-3 years of experience in the related field of study.

POLICY PRODUCTS you would expect a candidate to work on and finalize during the program period (list and shortly describe possible policy products that would be useful for your organization):

The candidate will work with the mentor to contribute in the yearly issuing of AIIS policy products such as:

-the European Perspective of Albania: Perceptions and Realities - a survey study that measures support for integration and issues actor-based recommendations,

-AIIS monitoring reports on local governance,

-AIIS policy briefs on various matters depending on current and future projects such as regional cooperation, higher education, security etc.

- Research papers on Albania's foreign policy

The Candidate will also work with the mentor to prepare public presentations such as roundtables, conferences, seminars and arrange advocacy events for these products.

## 2. European Movement Albania, Albania

Website: <a href="http://www.em-al.org/">http://www.em-al.org/</a>
<p>Short description of the organization: European Movement Albania is an independent, non-profit policy research Centre founded in February 2007, in response to Albania's increased efforts at speeding up the process of European Integration. It is a forum for the exchange of views on political, legal, economic and social challenges that Albania is facing in its path towards European Integration. EMA considers European Integration as largely beneficial to the country's democratization and development, but recognizes that in many aspects, the process does not work well. EMA aims to promote new ideas for improving the quality of debate as well as the policy development process.</p> <p>EMA consists of a multi-disciplinary team of researchers as well as external consultants, bringing together young people with different backgrounds and professional and research interests. It offers timely, policy analysis and advice on the most pertinent issues. Its main program areas are:</p> <ol style="list-style-type: none"><li>1. Democracy and good governance</li><li>2. Economic and social dimension of EU integration</li><li>3. Information and promotion of European values and European integration process of Albania.</li></ol>
Mentor's name and contact information: Gledis Gjipali, <a href="mailto:gledis.gjipali@em-al.org">gledis.gjipali@em-al.org</a>
Alternative name and contact information for receiving graduate's inquiries: Blerta Hoxha, <a href="mailto:blerta.hoxha@em-al.org">blerta.hoxha@em-al.org</a>
THREE POSSIBLE POLICY RESEARCH AREAS that your organization would like a recent graduate to work on (a short description). In case you would be happy to mentor a young professional in any area of your work, and would be open to negotiate it with the candidates who turn to you, please indicate that you have a general interest in working with young researchers irrespective of the three policy areas to be listed below.
1. Position Title: Tempering unemployment in Albania: Bridging actors and putting business as a job provider in focus
Description of the work task: In continuation of the work done so far by EMA, regarding employment policies in Albania, (studying employment policies and active labour market measures, and their impact on employment), the next step has been to study the role of business and the importance that business development can play in creating jobs. Therefore, the business and investment climate is being studied, in order to identify obstacles and opportunities. Based on these, further research will be conducted in order to come out with proposals and recommendations on how to tackle these problems, how to foster cooperation between different institutions, how to influence the new government coming out of June 2013 elections towards better policy making and more job creation, while creating favourable conditions for businesses to thrive. Employment is an important area of the economy, and since the labour market in Albania still faces problems and distortions, EMA plans to deepen the research and analysis in this field.
2. Position Title: Study of IPA components
Description of the work task: IPA components III and IV on regional development and development of human resources respectively have already been explored by EMA, but further research and analysis will continue in light of the revised IPA II Programme 2014-2020. Therefore, the new priorities of the programme will be considered, the elements of this programme and the way to best benefit from them, priorities of the programme and equally importantly, the experience of other countries. This will also be related to other studies, for example the study on employment, as it is important to see how the private sector, which is also a job creator, could benefit from these funds, grow and create more jobs.
3. Position Title: Impact of Greece and Italy's crises on the economy of Albania

Description of the work task:

This topic is a potential study that will be conducted in the near future at EMA in light of the developments in Italy and Greece and given that these two countries are the main trade and economic partners of Albania. Therefore, it is interesting to study the impact this has on the economy of Albania, by focusing on certain main channels of the economy, such as foreign direct investments (as Italy and Greece have largely contributed to the FDI inflows in Albania) and remittances (Italy and Greece were two main recipient countries of Albanian emigrants, who have now returned back home in large numbers, especially from Greece). The emigrants issue is one component of the project on employment, as it is slightly touched given the discussion on whether returned emigrants bring more unemployment or invest in Albania and contribute to production and more employment. A further analysis of this issue will be conducted.

NECESSARY REQUIREMENTS for the offered positions (specific requirements that the candidates need to possess, including a field of education, thematic interests or language skills; for example proficiency in English and Russian, specific methodological or computer skills) :

- Proficiency in English and Albanian is necessary (field research will be mainly conducted in Albanian, desk research involves both languages as well);
- Degree in Economics, Finance and/or Business; European studies as well would be an asset;
- Computer skills (knowledge of statistical software packages, such as SPSS, Eviews)

POLICY PRODUCTS you would expect a candidate to work on and finalize during the program period (list and shortly describe possible policy products that would be useful for your organization):

- Contribute substantially in undertaking a Policy Study in at least one of the abovementioned topics.
- Assist in drafting at least two Policy Briefs regarding the topics mentioned in the policy research areas section.
- Take part actively in the advocating the policy changes recommended in the carried out study.

### 3. Civilitas Foundation, Armenia

Website: <a href="http://www.civilnet.am">www.civilnet.am</a> ; <a href="http://www.civilitasfoundation.org">www.civilitasfoundation.org</a> ;
Short description of the organization: In the spirit of the Latin ‘Civilitas’ – the citizen’s responsibility to society – the Civilitas Foundation encourages the responsibility of every citizen to contribute to the realization of a functioning and prosperous democracy. The Civilitas Foundation’s goals of generating and fostering innovative ideas, policies and initiatives and assisting or creating the mechanisms and institutions that bring them to fruition are met through several major programs: Public forums – open to all, held periodically on a variety of domestic and regional events and policies. Annual reports analyzing domestic and regional political and economic policies and developments. Weighted polling of a demographically representative sample, on a variety of social and policy-related issues. CivilNet.am practices advocacy journalism, offering young graduates a new style of journalistic practice, offering stories on policy related topics, and trying to explain not what, but why.
Mentor's name and contact information: Tatul Hakobyan, <a href="mailto:Tatul.hakobyan@gmail.com">Tatul.hakobyan@gmail.com</a>
Alternative name and contact information for receiving graduate’s inquiries: Salpi Ghazarian, <a href="mailto:s.ghazarian@civilitasfoundation.org">s.ghazarian@civilitasfoundation.org</a>
THREE POSSIBLE POLICY RESEARCH AREAS that your organization would like a recent graduate to work on (a short description). In case you would be happy to mentor a young professional in any area of your work, and would be open to negotiate it with the candidates who turn to you, please indicate that you have a general interest in working with young researchers irrespective of the three policy areas to be listed below.
THERE IS A GENERAL INTEREST TO WORKING WITH YOUNG RESEARCHERS IRRESPECTIVE OF THE THREE POLICY AREAS LISTED BELOW.
1. Position Title: Education Alternatives
Description of the work task: Identify alternative educational policy options for legislators and educators, for a country like Armenia – conflicted region, limited resources, post-soviet, transitional economy. Devise general educational direction concepts to be used as bases for public polls, Internet TV programs and public forums in order to gauge support for bolder, more far-reaching education options – from multiple language instruction to focusing on social sciences and service industries.
2. Position Title: Immigration Facilitation
Description of the work task: Study alternative policy options for legislators and opinion makers, for a country like Armenia – conflicted region, limited resources, post-soviet, transitional economy, acute out-migration. Devise general policy and program concepts to be used as bases for public polls, Internet TV programs and public forums in order to enable a more in-migration friendly environment.
3. Position Title: Education for Peace
Description of the work task: Study the experience of educators and others in other conflicted regions – the Balkans, the Baltics, Northern Ireland, East Timor – in order to conceptualize possible ways of improving the environment regarding neighbors with whom conflicts continue. Both within and outside the formal education structure, devise options to be used as bases for youth programming, Internet TV programs and public polls.
NECESSARY REQUIREMENTS for the offered positions (specific requirements that the candidates need to possess, including a field of education, thematic interests or language skills; for example proficiency in English and Russian, specific methodological or computer skills) :
Proficiency in English, Armenian and Russian (in that order.) An acquaintance with Western research methodologies, literature search, and ability to use excel or other applications to manage

data. Familiarity with how other developing (post-soviet useful but not essential) societies address similar policy needs.

POLICY PRODUCTS you would expect a candidate to work on and finalize during the program period (list and shortly describe possible policy products that would be useful for your organization):

Policy reports, policy-based polls, policy-based public forums and Internet TV programming - thus making policy research publicly available, since there is no assurance that such material would necessarily be made use of by policy making bodies.



#### 4. Center for Innovations in Education, Azerbaijan

Website: <a href="http://www.cie.az">www.cie.az</a>
Short description of the organization: Founded in 2004, the Center for Innovations in Education (CIE) is an Azerbaijani NGO working to provide all children access to quality education and social support. Our main program areas are inclusion and social justice in education and using a whole-school approach in educational reform. In 2012, CIE created a Policy Unit in order to develop its research capabilities and position the organization to have a greater impact on the development of social policy. The mission of the Policy Unit is to reduce inequality and advocate for equitable access to education and social services across Azerbaijan. The Policy Unit provides not only a new research division, but also core business and communications development for CIE. The CIE Policy Unit will produce regular, high-quality research that inspires discussion across a diverse group of social policy stakeholders and leads to greater cooperation between civil society and the state and an improved policy making process.
Mentor's name and contact information: Ulviyya Mikailova, <a href="mailto:UMikailova@cie.az">UMikailova@cie.az</a>
Alternative name and contact information for receiving graduate's inquiries: Vitaly Radsky, <a href="mailto:radsky.vitaly@gmail.com">radsky.vitaly@gmail.com</a>
THREE POSSIBLE POLICY RESEARCH AREAS that your organization would like a recent graduate to work on (a short description). In case you would be happy to mentor a young professional in any area of your work, and would be open to negotiate it with the candidates who turn to you, please indicate that you have a general interest in working with young researchers irrespective of the three policy areas to be listed below.
1. Position Title: Researcher: Social Policy
Description of the work task: The social policy researcher will help expand CIE research expertise from education to social policy in general. Specifically, he/she will examine CIE's core issues of disability, vulnerable groups such as internally displaced and rural children, and educational access from a holistic social policy perspective (expanding beyond education).
2. Position Title: Researcher: Economics of Social Policy
Description of the work task: The research specialist on economics of social policy will provide CIE with new expertise to analyze macro-educational and social policy issues such as the distribution of the educational budget, the financial viability of alternative preschool programs being developed in Azerbaijan, and issues of school budget regulation.
3. Position Title: General researchers in education and social policy
CIE also has a general interest in working with young researchers on a broad group of educational and social policy areas.
NECESSARY REQUIREMENTS for the offered positions (specific requirements that the candidates need to possess, including a field of education, thematic interests or language skills; for example proficiency in English and Russian, specific methodological or computer skills) :
Specialization and relevant experience in education, social policy or related field. Previous publication in peer-reviewed academic journals is a plus. Fluency in Azeri and English.
POLICY PRODUCTS you would expect a candidate to work on and finalize during the program period (list and shortly describe possible policy products that would be useful for your organization):
1. Policy Papers – Policy Papers are focused on providing policy makers with a holistic analysis of the situation and providing concrete policy alternatives. These papers represent the end goal of CIE research.



2. Research papers – Research papers are more limited in scope, but are the foundation upon which CIE’s policy analysis is built. Research papers address concrete issues through quantitative and/or qualitative methodology and often include theoretical components.
3. Policy Briefs – Briefs are the condensed version of the full policy paper. They are designed to be read by busy policy makers and are generally no more than 5 pages in length.
4. Policy Unit Blog – Short blogs keep CIE’s audience up to date on our research.
5. Policy Forums – The organization of forums on social policy issues. CIE is currently working on implementing a long term set of Education Forums with the support of the Ministry of Education.

## 5. Center for Social Research - Analitika, Bosnia and Herzegovina

Website: <a href="http://www.analitika.ba">www.analitika.ba</a>
Short description of the organization: Center for Social Research Analitika is a non-profit, non-governmental organization established in July 2009, and based in Sarajevo, Bosnia and Herzegovina. The mission of Analitika is to enhance the public policy process by conducting socially relevant, high quality research. In its research, the organization places great importance on the application of contemporary research methods, analytical capacities, competence and experience of its researchers, as well as rigorous external peer review procedures for its publications. Analitika's areas of research include rule of law, public administration reform with a focus on local self-government, and media and communication.
Mentor's name and contact information: Dr. Tarik Jusić, Executive Director, <a href="mailto:tarik.jusic@analitika.ba">tarik.jusic@analitika.ba</a> Edin Hodžić, President, <a href="mailto:edin.hodzic@analitika.ba">edin.hodzic@analitika.ba</a> Mirna Jusić, Researcher, <a href="mailto:mirna.jusic@analitika.ba">mirna.jusic@analitika.ba</a>
Alternative name and contact information for receiving graduate's inquiries: Dženana Hrlović, <a href="mailto:dzenana.hrlovic@analitika.ba">dzenana.hrlovic@analitika.ba</a>
THREE POSSIBLE POLICY RESEARCH AREAS that your organization would like a recent graduate to work on (a short description). In case you would be happy to mentor a young professional in any area of your work, and would be open to negotiate it with the candidates who turn to you, please indicate that you have a general interest in working with young researchers irrespective of the three policy areas to be listed below.
1. Position Title: Junior Researcher / Researcher
Description of the work: We are open to negotiate areas of policy research in which candidate will be engaged. Generally, some of the areas in which we conduct policy research are: constitution, institutions and politics; collective and minority rights; judiciary and access to justice; transitional justice and peace building; antidiscrimination policies and practices; new modes of governance and service delivery; participatory decision-making and deliberative democracy; good governance and open government; media, communication technology and democracy; public legal education etc. The candidate will be engaged in more than one project, so he/she will have a few different tasks, primary at the position of junior researcher. Tasks will include development of analytical framework for specific research output, conducting a research on previously defined topic, writing an output, assisting in implementation at least one of Analitika's research projects, development of research project proposal in order to fundraise funds required for making the intern's position permanent. All tasks will be performed under the supervision, guidance and logistic support provided by mentor and/or other senior research staff.
NECESSARY REQUIREMENTS for the offered positions (specific requirements that the candidates need to possess, including a field of education, thematic interests or language skills; for example proficiency in English and Russian, specific methodological or computer skills) :
The candidate has to meet the following requirements: o Graduate of MA and PhD programs in the social sciences and humanities, such as political science, international relations, public policy, media studies etc.; o Excellent knowledge of both, English and local language (conversation and writing); o Knowledge of basic social science research methods and techniques; o Ability to conduct research tasks in an independent manner; o Demonstration of initiative and ability to work in a team; o Exceptional analytical abilities; o Willingness to travel and to conduct field work; o Mandatory computer skills;

- o Research experience in the above-listed fields is an advantage;
- o Knowledge of one of the official languages of Bosnia and Herzegovina is an advantage;
- o Knowledge of SPSS is an advantage;
- o Excellent organizational skills.

POLICY PRODUCTS you would expect a candidate to work on and finalize during the program period (list and shortly describe possible policy products that would be useful for your organization):

Policy Study / report: A comprehensive analytical work on one specific policy issue. Length between 15.000 and 30.000 words.

Policy Brief - Policy Brief is a timely overview and assessment of current policy debate, policy issues and policy options under consideration. It normally offers concrete policy recommendations, and assesses various policy options in terms of its equity, efficiency, cost-effectiveness, etc. Policy Brief has between 5 and 15 pages. Often, policy brief is extracted from more comprehensive Report or Book/Monograph, but can also be a stand-alone publication.

Discussion Paper - Discussion Paper is more flexible form, 10-30 pages in length, and it includes essay-like formats, analytical papers, working papers, discussion papers which are considerably thorough and comprehensive, but are normally not result of concrete comprehensive primary and empirical research projects. Additionally, Discussion Papers can be outputs of different stages in a specific long-term research project, and as such can later be combined into final Report, or be published as journal papers elsewhere.

Policy Memo - Policy Memo is 1-3 pages long concrete proposal of intervention into specific public policy issue. It is normally based on a Policy Brief or a Report, but can also be derived from a Book/Monograph or a Discussion Paper. It is simple, easy to read, and easy to print.

Commentary - Commentary is a short, 2-3 pages in length, reflection on a current policy issue that can be written by Analitika staff or by external experts.

Fact-Sheet - Fact-Sheet is a summary of key aspects of a specific policy issue, policy debate or policy process. It is normally provided in a table-like format, in bullet-points, or in steps. It is simple, easy to read, and easy to print.

## 6. Centre for Liberal Strategies, Bulgaria

Website: <a href="http://www.cls-sofia.org/en/">http://www.cls-sofia.org/en/</a>
Short description of the organization: CLS was established in 1994 as an independent, non-profit public policy institute with a solid track record in foreign policy research and strong capacity for regional analysis and policy development. The Centre is well known in Europe and beyond for its rigorous knowledge of political and economic developments in SEE and wider Europe that could help to develop early warning systems for preventing political, social and economic crises. CLS was ranked 13th among the top 60 leading think tanks in Central and Eastern Europe and was the highest ranking Bulgarian think-tank (McGann, 2012). The emphasis in CLS's research and analytical work in the recent years lies on a wide range of foreign and domestic policy issues: EU, Balkans and Russia and the post-soviet space. The Centre cooperates with a wide network of Bulgarian, regional, European and international non-governmental analytical centers and organizations. The CLS team combines a strong academic background with various forms of direct involvement in the political process, civil society, and governmental institutions.
Mentor's name and contact information: Milla Mineva, <a href="mailto:Mineva.milla@gmail.com">Mineva.milla@gmail.com</a>
Alternative name and contact information for receiving graduate's inquiries : Anna Ganeva, <a href="mailto:anna@cls-sofia.org">anna@cls-sofia.org</a>
THREE POSSIBLE POLICY RESEARCH AREAS that your organization would like a recent graduate to work on (a short description). In case you would be happy to mentor a young professional in any area of your work, and would be open to negotiate it with the candidates who turn to you, please indicate that you have a general interest in working with young researchers irrespective of the three policy areas to be listed below.
1. Position Title: Researcher and Junior expert in the field of Social security
Description of the work task: We are looking for an independent researcher who will work on a policy working paper in the field of <i>Poverty, ethnicity and social security</i> in close cooperation with the assigned mentor. The paper will aim to unpack the links between welfare (e.g. social assistance benefits), ethnicity (with a comparative focus on Roma people and urban poor form the majority), and prevalent negative stereotypes that can lead to institutional and social discrimination. The concrete formulation of the research questions and methodology will be negotiated with the interested candidates. The tasks for conducting the research and drafting the paper will include: <ul style="list-style-type: none"><li>- Desk research - analysis of legal and policy documents in the respective field, literature review of academic literature and prior policy reports on this theme</li><li>- Quantitative research: statistical analysis of existing quantitative data</li><li>- Field research - conducting semi-structured interviews with experts in state institutions and NGO's, and conducting ethnographic research with identified target groups in one or two locations.</li><li>- Draft a policy report based on the research with recommendations for further actions.</li></ul>
NECESSARY REQUIREMENTS for the offered positions (specific requirements that the candidates need to possess, including a field of education, thematic interests or language skills; for example proficiency in English and Russian, specific methodological or computer skills) :
We are looking for a recent MA or PhD graduate in social sciences (Sociology, Social Policy, Anthropology, Political Sciences or a related area) with an expertise in the spheres of citizenship, social security, social inequalities, ethnicity, or social movements. The responsibilities and the scope of tasks will be adjusted in accordance to the degree and prior experience of the candidate. The candidate should have experience in conducting qualitative research, analysis of policy documents and in drafting policy papers. The candidate should be fluent in Bulgarian and English and should have excellent writing skills.

POLICY PRODUCTS you would expect a candidate to work on and finalize during the program period (list and shortly describe possible policy products that would be useful for your organization):

The candidate will be involved in conducting research for and drafting a policy working paper in the field of *Poverty, ethnicity and social security*

## 7. Institute for the Development of Education, Croatia

Website: <a href="http://www.iro.hr/en">www.iro.hr/en</a>
<p>Short description of the organization: The Institute for the Development of Education (IDE) is a Croatian non-governmental organization which advocates a system of higher education that ensures equal educational opportunities, adheres to the principle of quality assurance, promotes international cooperation, supports lifelong learning and meets both the needs of individuals and society.</p> <p>IDE acts as a think tank that contributes to the development of higher education policy, provides expert support to institutions, connects domestic and international experts and enables individuals in Croatia and the region of Southeast Europe to achieve their educational goals.</p>
<p>Mentor's name and contact information:  Ninoslav Šćukanec, Executive Director, <a href="mailto:nscukanec@iro.hr">nscukanec@iro.hr</a></p>
<p>Alternative name and contact information for receiving graduate's inquiries:  Nina Vranešević Marinić, Project Manager, <a href="mailto:nvranešević@iro.hr">nvranešević@iro.hr</a></p>
<p>THREE POSSIBLE POLICY RESEARCH AREAS that your organization would like a recent graduate to work on (a short description). In case you would be happy to mentor a young professional in any area of your work, and would be open to negotiate it with the candidates who turn to you, please indicate that you have a general interest in working with young researchers irrespective of the three policy areas to be listed below.</p>
<p>General position: Policy intern</p> <p>IDE would be interested to mentor a young professional in any area of our wide-ranging work on higher education policy. A prospective candidate could work on the following activities that IDE carries out through a number of projects and initiatives:</p> <p>Policy analysis and formulation of policy recommendations</p> <ul style="list-style-type: none"> <li>• Collect and analyse data on higher education in Croatia;</li> <li>• Monitor national, regional and international policy trends;</li> <li>• Formulate policy recommendations and innovative solutions tailored to the needs of the system.</li> </ul> <p>Policy advocacy and outreach</p> <ul style="list-style-type: none"> <li>• Publish analyses and recommendations relating to higher education policy;</li> <li>• Initiate public campaigns and discussions;</li> <li>• Work on joint policy initiatives with Croatian experts in the field of education;</li> <li>• Participation of IDE representatives in key advisory bodies related to higher education policy;</li> <li>• Establish cooperation with institutions within the region on projects regarding higher education policy and higher education reform.</li> </ul> <p>Policy projects development</p> <ul style="list-style-type: none"> <li>• Contribute to the conceptualisation and writing of national or international projects related to higher education policy in Croatia.</li> </ul> <p>However, we are also able to define 2 more specific roles for the candidate of the Think Tank Young Professional Development Program, should the candidate be interested to specialise on one of the following themes.</p>
<p>1. Position Title: Policy intern for equitable of access to higher education</p>
<p>Description of the work task:</p> <p>The young professional would work intensely on a number of projects that are led by IDE or in which IDE acts as an expert partner. Depending on the young professional's interests and skills, he or she could work on one or more of the following projects:</p> <ul style="list-style-type: none"> <li>• Project assistant on European ERASMUS project "Peer-learning Initiative for the Social Dimension": participate in data collection and analysis of project; participate consortium meetings and communication with German, Austrian and Belgian partners; lead project web site updates and newsletters.</li> </ul>

- Project assistant on national IPA project “E-Quality: Linking Equity and Quality Assurance in Higher Education”: organize national seminar on linking equity and assurance at the University of Rijeka; prepare minutes; lead project communications (consortium updates, web site updates, newsletters).
- \* Project assistant on European ERASMUS project “GenWatch: Peer Evaluation of Gender Integration at Institutional Level in Higher Education” (\* project application pending result): desk research into existing gender inequalities in higher education in Croatia; contribution to developing project’s monitoring and evaluation tool for improvement of strategies and policy implementation of gender integration at the institutional level.
- \* Project assistant on European ERASMUS project “Mechanisms for monitoring the social dimension of higher education” (\* project application pending result): desk research and organize interviews to map systems used in Croatia to monitor progress in broadening participation and success in higher education by under-represented groups; contribute to Croatian case study of ways in which the information provided by monitoring systems has impacted positively on attention to participation inequities and/or to broader social inequities by higher education institutions

In addition, the policy intern would be in charge of developing press releases and other public announcements to communicate the project results and advocacy positions adopted by IDE in these projects.

## 2. Position Title: Policy intern for National Qualifications Framework

Description of the work task:

- Project assistant on national IPA project “ME4CataLOgue (Mechanical Engineering for Catalogue) - Croatian Catalogue of knowledge, skills and competences for Mechanical Engineering studies based on learning outcomes”: contribute to discussions on qualifications standard development; participate in trainings and workshops for capacity development; contribute to project dissemination.

NECESSARY REQUIREMENTS for the offered positions (specific requirements that the candidates need to possess, including a field of education, thematic interests or language skills; for example proficiency in English and Russian, specific methodological or computer skills) :

The candidate would need the following skills, competencies and knowledge:

Essential:

- Proficiency in Croatian and English
- Computer skills (literate in Microsoft Office, especially for Excel and Power Point)
- Formal qualifications and/or experience in the field of education policy, public policy and/or political science
- Advanced writing skills, communication skills and team-work skills

Desirable:

- Quantitative and qualitative research skills
- Advanced knowledge of policy themes related to equitable access to higher education, quality assurance in higher education, qualifications frameworks and international mobility in education.

POLICY PRODUCTS you would expect a candidate to work on and finalize during the program period (list and shortly describe possible policy products that would be useful for your organization):

General policy products:

- IDE central higher education policy database: collecting and systematizing data needed for IDE’s policy work, including Croatian and international data on student enrolments, fee-paying trends, socioeconomic status, graduation rates and (un)employment rates of graduates by field of study
- Project proposals: contribute to writing project proposals related to higher education by collecting relevant data, participating in IDE working groups for proposal-writing and liaising



with potential partners.

- Press releases: prepare press releases on policy positions adopted by IDE.
- Policy article(s): Prepare policy articles on actual issues in higher education policy in Croatia (and or international trends) for IDE's web column.
- Policy briefs: Collect, analyse and summarise data for IDE's policy team for the purposes of informing them on new developments in higher education.
- Policy news on IDE web and social media: Follow national and international trends on higher education policy and update IDE "Higher Education News" section on [www.iro.hr](http://www.iro.hr), upload most relevant news onto IDE social media and moderate discussions.

Specific policy products (depending on projects):

- Seminar on equity and quality assurance: organisation of expert seminar for over 30 participants (agenda, participants, logistics) and preparation of minutes.
- Newsletters on the social dimension of higher education: prepare at least two newsletters from the "Peer-learning initiative" project on project progress and on interesting data on the social dimension at the European level.
- Report on social dimension monitoring: contribution to national report for Croatia on what data is collected at the institutional and national level on students' social and economic characteristics and on access and progress in higher education.
- Report on gender inequalities in higher education in Croatia: contribution to national report for Croatia on what gender inequalities exist at the institutional and national level in Croatia.

## 8. Institute for Social Research, Croatia

Website: <a href="http://www.idi.hr">www.idi.hr</a>
Short description of the organization: Institute for Social Research in Zagreb (IDIZ) is the first sociological scientific research institution established in Croatia (in 1964). The Institute from its very beginning nurtures interdisciplinary and trans-disciplinary fundamental and applied research in sociology, political sciences, psychology, philosophy and educational sciences. It employs 32 scientists who are actively engaged in initiating new research projects and cooperating with the policy makers and stakeholders in public policies (civic society organizations, Croatian Government, the European Commission and the Council of Europe) on the topics of youth, urban and rural continuum, gender, science, religion, educational sciences and social structure. IDIZ is the only research institution in Croatia that is continuously and systematically conducting youth research in sociology and political sciences. The Institute is currently coordinating several European research projects and 16 national projects, and the Institute's experts provide different types of trainings in order to promote research excellence and policy orientation.
Mentor's name and contact information: prof. dr. sc. Vlasta Ilišin, <a href="mailto:vlasta.ilisin@idi.hr">vlasta.ilisin@idi.hr</a>
Alternative name and contact information for receiving graduate's inquiries: Dr. sc. Dunja Potočnik, <a href="mailto:dunja@idi.hr">dunja@idi.hr</a>
THREE POSSIBLE POLICY RESEARCH AREAS that your organization would like a recent graduate to work on (a short description). In case you would be happy to mentor a young professional in any area of your work, and would be open to negotiate it with the candidates who turn to you, please indicate that you have a general interest in working with young researchers irrespective of the three policy areas to be listed below.
1. Position Title: Junior researcher in youth political participation
Description of the work task: Political participation has recently come in the focus of interest of political scientists due to crisis democracy is facing. More and more scholars are appealing on citizens' involvement as a way of solving democratic deficit national states and the EU are facing. Institute for Social Research in Zagreb has a long and productive tradition of dealing with political analysis at both macro and micro level, including youth participation. Junior researcher in youth political participation will help to analyze political participation in Croatia. Focusing both on formal and non-formal modes of political participation, a candidate will help in developing methodology for the study of political participation in Croatia. Furthermore, a candidate will conduct a series of interviews and/or focus groups in order to study political participation of young citizens in details. Therefore, it is expected from a candidate to produce a paper on political participation from the data gathered by qualitative methodological techniques.
2. Position Title: Junior researcher in youth inclusion policy
Description of the work task: The Institute for Social Research in Zagreb has a long tradition of youth research (since 1964) and today is one of the leading institutions in that area in Croatia. Scholars working at the Institute successfully combine theory and practice in the area of youth policy and produce a remarkable number of publications per year in this field. Junior researcher in youth policy will work on projects dealing with young people in Croatia, more concretely, in cooperation with the research team will study the impact and scope of youth social inclusion in the Western Balkans. Especial attention will be paid to disadvantaged groups of young people - young people with low qualifications, residents of underdeveloped rural areas, members of minorities (e.g. young Roma), young people with disabilities and the unemployed youth. One of the results of this survey will be recommendations targeting different stakeholders in youth social inclusion.

Responsibilities include following: research on the topic, help in defining of the methodological framework for the study of social inclusion, help in organization of a conference/round table and writing reports on his/her experience of communication with state officials in the area of young people.

3. Position Title: Junior researcher in civil society issues

Description of the work task:

Civil society has played a significant role in the process of Croatian accession to the European Union, however, serious research on that topic are rare. At the Institute for Social Research in Zagreb there is a strong tradition of cooperation between civil society practitioners and social scholars in order to produce comprehensive and useful policy recommendation on state's position towards civil sector.

Junior researcher in civil society will be a person in charge for communication with civil society organizations and suggesting ways of communication between academia and civil society.

A candidate's responsibilities will include writing policy newsletters on civil society, organization of conference with one panel thematizing civil society, as well as help in developing methodology for assessing the impact of civil society on the policymaking process in Croatia.

**NECESSARY REQUIREMENTS** for the offered positions (specific requirements that the candidates need to possess, including a field of education, thematic interests or language skills; for example proficiency in English and Russian, specific methodological or computer skills) :

- Master's degree in political science or public policy;
- Proven interest in areas of youth, political participation and/or civil society;
- Understanding both qualitative and quantitative methodology;
- Developed communication and interpersonal skills;
- Proficiency in Croatian/Bosnian/Serbian/Montenegrin and English;
- Experience in research and/or civil society projects is desirable

**POLICY PRODUCTS** you would expect a candidate to work on and finalize during the program period (list and shortly describe possible policy products that would be useful for your organization):

It is expected from a candidate to write one policy paper and one policy brief/policy newsletter in the area of his/her interest (youth policy, civil society or political participation). Moreover, a candidate should participate at one conference presenting his/her paper in the area of one's interest and publish one book review of Croatian or foreign author dealing with youth issues, civil society or political participation.

Policy paper and policy brief/newsletter should be written for wide audience and should contain overview of the most current issues and progress achieved in policy.

## 9. Center for Social Sciences, Georgia

Website: <a href="http://www.css.ge">www.css.ge</a>
<p>Short description of the organization: Center for Social Sciences is a non-profit (non-commercial) legal entity, founded as a spin-off of Social Sciences Support Program (SSSP, 2000-2003) at OSGF. The main objective of CSS is to develop academic and applied research in Social Sciences in Georgia, to ensure the integration of Georgian scientists into the international academic networks, to establish professional and ethical standards in Social Sciences and support the evidence-based research and teaching.</p> <p>The activities of the center include:</p> <ul style="list-style-type: none"> <li>• Applied, interdisciplinary, policy oriented social research in social sciences (Programs in Gender Equality, Education and Development, Foreign Policy and Security);</li> <li>• Conferences and integration into the international academic network;</li> <li>• Educational, certifying trainings and professional programs in social sciences;</li> <li>• Publication of academic literature and translations;</li> <li>• Creation of electronic data-base for the researchers and specialists working in the field of social sciences;</li> <li>• Granting scholarships and stipends to the students and researchers.</li> </ul>
<p>Mentor's name and contact information:</p> <p>Professor Stephen Neil MacFarlane, Foreign Policy and Security Program,  <a href="mailto:neil.macfarlane@politics.ox.ac.uk">neil.macfarlane@politics.ox.ac.uk</a></p> <p>Professor Marine Chitashvili, Gender Equality, Education and Development Programs  <a href="mailto:m.chitashvili@css.ge">m.chitashvili@css.ge</a>;</p> <p>Dr. Lia Tsuladze, Applied Social Research Program  <a href="mailto:l.tsuladze@css.ge">l.tsuladze@css.ge</a></p>
<p>Alternative name and contact information for receiving graduate's inquiries:</p> <p>Nani Bendeliani, <a href="mailto:n.bendeliani@css.ge">n.bendeliani@css.ge</a>  Manana Mikaberidze, <a href="mailto:m.mikaberidze@css.ge">m.mikaberidze@css.ge</a></p>
<p>THREE POSSIBLE POLICY RESEARCH AREAS that your organization would like a recent graduate to work on (a short description). In case you would be happy to mentor a young professional in any area of your work, and would be open to negotiate it with the candidates who turn to you, please indicate that you have a general interest in working with young researchers irrespective of the three policy areas to be listed below.</p>
<p>1. Position Title: Intern in CSS Foreign Policy and Security Research Program</p> <p>Description of the work task:  Conducting research on Georgian foreign policy since gaining independence in 1991 with the goal of in-depth understanding the struggle for defining the foreign policy orientation. The research will focus on the interplay between internal and external factors along with the structural determinants in shaping the main vectors of Georgian foreign policy. Furthermore, it will discuss the drive of foreign policy from both pragmatic and ontological perspectives considering the peculiar context of Georgia as a post-Soviet state in transition, its regional stance and aspirations.  The research process will include discourse as well as content analysis, study of official documents, officials' speeches, public polls and comprehensive literature review with the ultimate end of producing a relevant paper.</p>
<p>2. Position Title: Intern in CSS Education and Development Research Program</p> <p>Description of the work task:  Researching ethnic Georgians' attitudes and perspectives towards Azerbaijanis and Armenians, two significant ethnic minorities of Georgia.  Researching attitudes and perspectives of Georgia's Azerbaijani and Armenian minorities towards ethnic Georgians.  As the aim of the study is in-depth understanding of respondent's perspectives, qualitative method</p>

of focus groups will be used to collect the data. In the first case, focus groups will be conducted in Tbilisi and the regions where these minorities predominantly reside. In another case, focus groups will be conducted only in the regions. The data will be analyzed using quantitative and qualitative content-analysis and discourse analysis.

### 3. Position Title: Intern in CSS Applied Social Research Program

#### Description of the work task:

Researching the citizenship and identity social cognition schemas in Georgia based on survey data from 2013 October. Particularly on youth group [age 18-25]. Research will cover the interplay between different types of citizenship and identification to one's own nation and national pride. The aim of the study is to analyze quantitative data by gender, place of residence, education, household income, household composition, religion, self-placement of left-right continuum, and ethnicity. Additionally, in-depth interviews and focus groups have to be conducted and analyzed in order to explore the concepts of citizenship and identification.

**NECESSARY REQUIREMENTS** for the offered positions (specific requirements that the candidates need to possess, including a field of education, thematic interests or language skills; for example proficiency in English and Russian, specific methodological or computer skills) :

The candidates should hold at least a Masters degree in social sciences. They should be specialized in one of the fields of social sciences – sociology, psychology, political science and/or international relations. The candidates should have good qualitative and quantitative methodological skills. Proficiency in Georgian and fluency in English is a necessary requirement. In addition, the candidates should have the experience of conducting social researches and analyzing respective data, writing research reports and/or analytical papers. For the last position it is necessary that a candidate have the experience of working with SPSS.

**POLICY PRODUCTS** you would expect a candidate to work on and finalize during the program period (list and shortly describe possible policy products that would be useful for your organization):

The candidates are required to provide transcripts of focus groups, quantitative data sets, three working papers on the themes described earlier. They will be requested to produce research reports that should lead to relevant publications in printed or online peer-reviewed academic journals.

## 10. ISET Policy Institute, Georgia

Website: <a href="http://www.iset-pi.ge">www.iset-pi.ge</a>
<p>Short description of the organization: The ISET Policy Institute is one of the first university-based think-tanks in the South Caucasus. It is based at the International School of Economics (ISET) of Tbilisi State University (TSU) in Tbilisi, Georgia. Established in May 2011, ISET-PI builds upon ISET's academic strength and addresses the following set of specific objectives:</p> <ul style="list-style-type: none"> <li>• Produce relevant analysis in the form of policy papers and statements on economic issues</li> <li>• Engage the government, all relevant stakeholders and the general public in a regular discussion of policies, relevant research findings, and research/training needs</li> <li>• Deliver programs of non-degree training addressing gaps in policy-relevant analytical skills.</li> </ul> <p>These objectives are pursued in a systematic fashion bearing in mind the following thematic priorities:</p> <ul style="list-style-type: none"> <li>• Development and transition reforms</li> <li>• Economics of the energy sector</li> <li>• International trade and regional integration</li> <li>• Macroeconomic policy</li> <li>• Agricultural policy</li> <li>• Human resource development</li> </ul>
<p>Mentor's name and contact information:  Adam Pellillo, Assistant Professor at ISET  Giorgi Bakradze, Senior Researcher, <a href="mailto:g.bakradze@iset.ge">g.bakradze@iset.ge</a>  Eric Livny, Director, <a href="mailto:eric.livny@iset.ge">eric.livny@iset.ge</a></p>
<p>Alternative name and contact information for receiving graduate's inquiries:  Lasha Labadze, ISET-PI Deputy Director, <a href="mailto:l.labadze@iset.ge">l.labadze@iset.ge</a></p>
<p>THREE POSSIBLE POLICY RESEARCH AREAS that your organization would like a recent graduate to work on (a short description). In case you would be happy to mentor a young professional in any area of your work, and would be open to negotiate it with the candidates who turn to you, please indicate that you have a general interest in working with young researchers irrespective of the three policy areas to be listed below.</p>
<p>1. Position Title: Researcher: Agricultural Economics</p>
<p>Description of the work task:  Researcher would be asked to analyze recent policies in agriculture and learn more about the supply and demand of goods and services in the agricultural sector. This includes analysis of production, consumption and distribution. Researcher should also examine data to determine patterns and trends in agricultural sector. Predictions or interesting cases obtained from their research should be published as blog posts and/or reports in order improve the business decisions of farmers and agricultural organizations. Researcher will be asked to produce general monthly economic overview of agricultural sector.  NOTE: Researcher hired for this position might be asked to contribute to other ISET-PI projects, if needed.</p>
<p>2. Position Title: Researcher: Business Confidence Indicator</p>
<p>Description of the work task:  Researcher hired for this position will contribute to the Business Confidence Indicator (BCI) Project that is bearing planned to launch by ISET-PI. The project will be analogous to those conducted in different EU member countries and its methodology will be based on the existing EU guidelines. The BCI project relies on conducting monthly surveys of businesses in different sectors and it produces the business confidence measure, similar to Consumer Confidence Index (CCI). BCI includes calculation of:</p> <ul style="list-style-type: none"> <li>• Industrial confidence indicator</li> </ul>

- Services confidence indicator
- Retail trade confidence indicator
- Construction confidence indicator

NOTE: this is a new project, which is built on monthly cycles of work, thus the initial 6-month internship assignment might be extended into a full-time position.

In particular, the researcher hired for this position might engage in the following tasks:

- Supervising business surveys
- Cleaning, manipulating and analyzing the BCI survey data
- Assisting in preparing monthly reports to be communicated to different audiences (the media, policy makers, business community and the general public)
- Assisting in preparing blog posts, policy briefs, op-eds, reports and pod casts communicating the results of each monthly cycle of the project
- Obtaining BCI data from the other countries
- Preparing reports which compare BCI data from Georgia to that from the other countries
- Participating in other projects which might use the BCI data

NOTE: Researcher hired for this position might be asked to contribute to other ISET-PI projects, if needed.

### 3. Position Title: Researcher: Monthly Economic Review for Georgia

Description of the work task:

Monthly economic review of the Georgian economy is one of the main products of ISET-PI, launched in October 2012 with help of TTF fund. The Monthly Macroeconomic Review of the Georgian economy is a Georgian-language report which is prepared in close cooperation with the National Bank of Georgia. It analyzes the Georgian economy, discusses the main trends and key events affecting Georgia's economic development in a given month. The report discusses real, monetary, financial, fiscal, and external sectors of the Georgian economy in a sequential order. It also looks at significant developments in the world that might affect the Georgian economy. The review is both short and analytically dense, providing large amount of analytical information in a compact and accessible form. The main audience for the publication consists of Georgian policymakers, private sector decision-makers, international organizations working in Georgia, specialized media and anybody with an interest in economics. A press conference is held every month to present the main results and policy recommendations. The analysis is based on statistical information provided by the National Bank, the National Statistical Office, and the Ministry of Finance of Georgia and also on the ISET Policy Institute analytical products: Leading Economic Indicators, Khachapuri Index, and Consumer Confidence Index.

Researcher on this position will be involved in producing monthly report of this project which includes but is not limited to:

- Determine macroeconomic variables that should be analyzed;
- Collect economic data from different statistical organizations such as the National Statistics Office, the Financial Supervision Agency, the National Bank of Georgia etc;
- Sort and filter raw data;
- Analyzing (transforming raw data into information); Observing trends of variables and
- determining important factors and forces influencing relevant macro variables;
- Write analytical and discretionary policy report by each sector
- Select an economic policy topic and write a policy blog

NOTE: Researcher hired for this position might be asked to contribute to other ISET-PI projects, if needed.

NECESSARY REQUIREMENTS for the offered positions (specific requirements that the candidates need to possess, including a field of education, thematic interests or language skills; for example proficiency in English and Russian, specific methodological or computer skills) :

- MA/PhD in economics or public policy from a university in one of the OECD countries



- Good foundations in one or more of the fields of relevance to the projects conducted by ISET-PI (macroeconomics, microeconomics, public economics, agricultural economics, international trade and development)
- Experience in gathering data and conducting empirical research
- Superb analytical skills, including excellent skills in quantitative and econometric methodology, with a special aptitude for policy analysis and for conveying persuasively the results of the analysis
- Excellent interpersonal skills and proven ability to work effectively in teams of researchers
- Effective verbal and written communication skills
- Excellent verbal and written English language skills
- Knowledge of the languages spoken in the South Caucasus (including Russian) is a plus
- Familiarity with Georgia and the South Caucasus region, including basic economic indicators and local economic context
- Knowledge of statistical software STATA (or SPSS) and MS Excel
- In addition for position 3: excellent knowledge of Georgian language

POLICY PRODUCTS you would expect a candidate to work on and finalize during the program period (list and shortly describe possible policy products that would be useful for your organization):

#### Policy Products for Position 1

- Report on agricultural sector development in Georgia with the emphasis of recent policy changes
- Print and electronic media publications
- List of economic indicators and templates for their analysis
- Two to three blog posts
- Podcasts and videos

#### Policy Products for Position 2

- BCI datasets ready for analysis produced on a monthly basis
- Monthly BCI reports
- One to three blog posts
- BCI datasets or comparable data from the other countries in the South Caucasus

#### Policy Products for Position 3

- Monthly economic overview for Georgia
- Print and electronic media publications
- Chart templates different economic variables
- One to three blog posts
- Podcasts and videos

## 11. Group for Legal and Political Studies, Kosovo

Website: <a href="http://www.legalpoliticalstudies.org">www.legalpoliticalstudies.org</a>
<p>Short description of the organization: Group for Legal and Political Studies is an independent, non-partisan and non-profit public policy organization based in Prishtina, Kosovo. Our mission is to conduct credible policy research in the fields of politics, law and economics and to push forward policy solutions that address the failures and/or tackle the problems in the said policy fields. Through advocating the policy solutions derived from our policy research, we aim to support four fundamental policy developments:</p> <ul style="list-style-type: none"> <li>• to support the democratization of the polity with regard to institutional and substantive policy reform;</li> <li>• to strengthen the rule-of-law capacity and performance via informed policy solutions and practical advocating strategies;</li> <li>• to enhance the economic growth and development by promoting market strategies that increase the rate of growth and stability, and</li> <li>• to help improve regional cooperation and Kosovo's presence at the international level.</li> </ul> <p>We are dedicated to provide high-quality public policy research through prominent scholars drawn from international and European centres of excellence in research, while aiming to be globally competitive for our quality research and impact in the fields of political science, law and economics. A core component of our research methodology strategy is multivariate quantitative research, which is rather innovative for the entire Balkan region and Kosovo in particular, given that the entire policy research market is oriented towards qualitative research and interpretations. The Think Tank Young Professional, therefore, is expected to undertake advanced research methodology processes with data analysis constituting a key component of each policy product.</p>
<p>Mentor's name and contact information: Dren Doli, <a href="mailto:dren.doli@legalpoliticalstudies.org">dren.doli@legalpoliticalstudies.org</a></p>
<p>Alternative name and contact information for receiving graduate's inquiries: Arberesha Loxha, <a href="mailto:a.loxha@legalpoliticalstudies.org">a.loxha@legalpoliticalstudies.org</a></p>
<p>THREE POSSIBLE POLICY RESEARCH AREAS that your organization would like a recent graduate to work on (a short description). In case you would be happy to mentor a young professional in any area of your work, and would be open to negotiate it with the candidates who turn to you, please indicate that you have a general interest in working with young researchers irrespective of the three policy areas to be listed below.</p>
<p>1. Position Title: Research Fellow in the Government Transparency and Accountability</p>
<p>Description of the work task: Provide policy research and advocacy in the government transparency and accountability policy in Kosovo, dealing specifically with the government (lack) of policies to fight corruption with public tenders and the politicization of budgetary planning practices. The Research Fellow is expected to have a sound knowledge of the public procurement and policy legal standards, as prescribed in Kosovo's Law on Public Procurement, and the overall anti-corruption legislative and institutional package in Kosovo, adding to this the new reforms on the judiciary and prosecution with regard to fight against corruption, money laundering and organized crime, and to engage with policy stakeholders to advocate the policy solutions deriving from our policy research in this field. The Research Fellow should be able to engage with primary and secondary sources of research, both in terms of data and qualitative assessments of corruptive procedures and practices and to find gaps and propose policy mechanisms to surpass current deficiencies in the anti-corruption policy, and to competently advocate such policy findings with media and other civic stakeholders.</p>
<p>2. Position Title: Research Fellow in the Rule of Law Sector, with emphasis on Financing of Political Parties</p>
<p>Description of the work task: Undertake evidenced-informed and problem-oriented policy research in the field of judicial performance and reform in the context of Kosovo's EC Feasibility Study for</p>

Kosovo, including assessments of the law-enforcement mechanisms, as to discuss the criteria and standards being implemented in Kosovo's rule-of-law landscape, paying special attention to the financing of political parties and the overall lack of policy that controls the partisan influence over rule-of-law institutions and behavior. The Research Fellow is expected to monitor the judicial, prosecutorial and rule-of-law mechanisms/institutions, to oversee the implications arising from the lack of implementation of legislation in the field of financing of political parties, declaration of assets and conflict of interest, and to engage with the parliamentary committees to support an engaged oversight on the implementation of the legislation in the field.

### 3. Position Title: Research Fellow in the Business Environment and Econometrics Field of Study

Description of the work task: Make a scan on Kosovo's business environment as per the international flow of investments in Kosovo, mainly based on more complex econometric modeling and testing, being specifically focused on the labour market and financial standards as regards the ease of doing business in Kosovo. The Research Fellow will engage with businesses and governmental stakeholders responsible for business policy to hit upon specific policy solutions that would support the improvement of business environment and the flow of foreign direct investments, paying special attention to the improvement of FDI incentives and increase of human capital capacities in the domestic market. The Research Fellow will also engage with media to advocate the concerns of the business sector from the perspective of policy gaps, and to galvanize their voice with the ministerial policy-makers both in the Ministry of Trade and Industry and the Ministry of Finances.

**NECESSARY REQUIREMENTS** for the offered positions (specific requirements that the candidates need to possess, including a field of education, thematic interests or language skills; for example proficiency in English and Russian, specific methodological or computer skills) :

Candidates should have an internationally recognized master's degree in the broad fields of law, political science, economics and/or international studies; should be able to demonstrate a sound level of critical thinking with regard to the democratic institution-building in Kosovo; should have the ability to engage with fundamental data analysis; should have the courage to engage with media and other civic stakeholders to push forward the policy concerns and solutions deriving from our policy research. The candidates should have a fluent level of English, with sound abilities in academic English. It is expected that candidates be able to actively engage with the policy stakeholders and to help the organization develop networking capacities at both national and regional level. The preferred candidate should be one which takes over to implement the core components of the TTF-supported GLPS Strategy on Research Methodology, in order to ensure research quality and communication capacity.

**POLICY PRODUCTS** you would expect a candidate to work on and finalize during the program period (list and shortly describe possible policy products that would be useful for your organization):

The employed research fellow is expected to draft a policy product within the six-month timeframe, and to support the organization in drafting the other, ongoing policy products. The candidate will preferably work on a policy report, but engagement in other policy products would be desirable. GLPS publishes the following policy products:

**POLICY NOTES** provide short, concise, timely, informative, and policy oriented analysis on specific issues. Policy Notes are short papers which outline the rationale for choosing a particular policy alternative of action in a current policy/issue debate. They are commonly published in response to a specific event aimed at advocating a professional stand of the Group for Legal and Political Studies. Indeed, the Policy Note is a more action and advocacy-oriented document, which provides arguments for the adoption/amendment of a particular policy choice that aims to influence the target audience on the significance/implications/solutions of the current problem, and therefore brings recommendations to policy-makers, civil society and media, and the general public.

**POLICY ANALYSIS** is a policy advice paper which particularly aims to influence the key means

through which policy decisions are made in both local and central levels of government. The purpose of Policy Analysis is to address more in-depth a particular problem, to examine the arguments related to a concerned policy, and to analyze the implementation of the policy. Through Policy Analysis, Group for Legal and Political studies seeks to stimulate wider comprehensive debate on the given issue via presenting informed policy-relevant choices and recommendations to the key stakeholders and parties of interest.

POLICY REPORTS are lengthy papers which provide a tool/forum for the thorough and systematic analysis of important policy issues, designed to offer well informed both scientific and policy-based solutions for significant public policy problems. In general, Policy Reports aim to presenting value-oriented arguments, proposing specific solutions in public policy - whereby influencing the policy debate on a particular issue - through the use of evidence as a means to push forward the comprehensive and consistent arguments of our organization. In particular, they identify key policy issues through reliable methodology which helps explore the implications on the design/structure of a policy. Policy Reports are very analytical in nature, hence they not only offer facts or provide a description of events but also use facts and descriptions to evaluate policies, to develop questions for analysis, to provide arguments in response to certain policy implications and to offer policy choices/solutions in a more comprehensive perspective, which serve as a tool for influencing decision-making and calling to action the concerned groups/stakeholders.

OPINIONS AND COMMENTS are pieces that include articles through which we reflect our position as to certain policy issues to press, as well as contributions by prominent external experts on issues of topical relevance for us. In principle, opinions expressed are of the authors and do not necessarily represent those of the Group for Legal and Political Studies.

## 12. Kosovo Center for Security Studies, Kosovo

Website: <a href="http://www.qkss.org">www.qkss.org</a>
<p>Short description of the organization: KCSS is a non-governmental and non-profit organization established in 2008 with the main aim to develop research studies in the security sector. Also, KCSS through its activities aims to organize professional conferences and seminars in the field of security policy, rule of law, justice, and provides training for certain groups in monitoring the security sector and justice. Given the lack of specialized institutes dealing with the field of security studies in our country, KCSS serves as an alternative option in relation to public policy in this area. The main activities KCSS conducted until now have strengthened the principles of democratic oversight of security institutions in the Republic of Kosovo.</p> <p>In the context of regional and international cooperation, since November 2011, KCSS became a member with full rights in the European Peacebuilding Liaison Office (EPLO) in Brussels, being the only local think tank representing Kosovo in this platform of European NGOs, NGO networks and think tanks active in the field of peacebuilding which share an interest in promoting sustainable peacebuilding policies among decision-makers in the European Union. KCSS is part of a regional consortium of Institutes entitled "Evaluation and monitoring of the security sector in Western Balkans" where KCSS covers Kosovo and contribute actively to the development of methodology. It is also part of a regional consortium of Norwegian Research Council entitled "From Conflict Zones to Security Communities".</p>
<p>Mentor's name and contact information: Mr. Florian Qehaja, PhD Candidate <a href="mailto:florian.qehaja@qkss.org">florian.qehaja@qkss.org</a></p>
<p>Alternative name and contact information for receiving graduate's inquiries: Ms. Sofije Kryeziu <a href="mailto:sofije.kryeziu@qkss.org">sofije.kryeziu@qkss.org</a></p>
<p>THREE POSSIBLE POLICY RESEARCH AREAS that your organization would like a recent graduate to work on (a short description). In case you would be happy to mentor a young professional in any area of your work, and would be open to negotiate it with the candidates who turn to you, please indicate that you have a general interest in working with young researchers irrespective of the three policy areas to be listed below.</p>
<p>1. Position Title: Researcher/ Security Sector Reform</p>
<p>Description: This position will focus on overall research on the field of Security Sector Reform and Good Governance in Security Sector in Kosovo. The intern will focus on SSR plans and implementation of development policies in Kosovo Security Institutions including Kosovo Police and Kosovo Security Force. In addition, this position inclines research on the international best practices on the SSR policies and development of Security Sector both from top down approaches and models and needs from the bottom up. At this stage, this researcher will also work on the subject of following the development of Kosovo Strategic Review of the Security Sector.</p>
<p>2. Position Title: Researcher/ Human Rights and Security</p>
<p>Description: Conduct Research on Security and Human Rights in Kosovo with specifics on the Minority inclusion in the security sector in Kosovo and access to justice by the minorities referring to the International Human Rights Instruments and Kosovar legal system including the Constitution, Ahtisaari Plan and European best practices of minorities in the security sector.</p>
<p>3. Position Title: Researcher/ Parliamentary and Democratic Oversight of the Security Sector</p>
<p>Description: The researcher will focus on assessing capacities of the Parliamentary and Democratic oversight of the Kosovo Security Sector through assessing both institutional capabilities and civil society capabilities to do professionally and democratic control of the security sector. The analysis will be conducted in line with the KCSS established methodology of ranking capacities in a quantitative level and adding qualitative research to the reporting.</p>

NECESSARY REQUIREMENTS for the offered positions (specific requirements that the candidates need to possess, including a field of education, thematic interests or language skills; for example proficiency in English and Russian, specific methodological or computer skills) :

The candidate needs to possess a post-graduate degree in relevant subject (Political Science, International Relations, Security and Defense Studies, and Diplomacy). Foreign University post-graduate degree and Proficiency in English would be highly advantageous. The successful candidate should have a good understanding of the political system in Kosovo; knowledge of Kosovo Security Sector infrastructure is an advantage; should demonstrate a strong commitment to the TT sector and to the KCSS's mission.

Preference will be given to the candidates having Kosovar citizenship and candidates having knowledge of Albanian and/or Serbian language. Those willing to stay and contribute in Kosovar civil society and think tank are particularly encouraged to apply.

- Ability to use initiative and to work independently;
- Ability to work in a small team in a respectful and friendly manner;
- Patient with flair of negotiation and mediation;
- Confident, resilient to criticism and able to deal in a phlegmatic manner with people with different opinions.
- Sufficient knowledge of social science methodology;

POLICY PRODUCTS you would expect a candidate to work on and finalize during the program period (list and shortly describe possible policy products that would be useful for your organization):

The candidate is expected to significantly contribute to the policy products related with the abovementioned policy areas. This includes formulating clear tangible outcomes at the end of study; analyze policy and prepare policy recommendations; participate in events and meetings organized by the KCSS and its partners; and provide research support to the KCSS Director and the Head of Research. The tentative mentorship plan for the 6 months :

- During the 1st month, the researcher will be familiar with the KCSS products 2008-2013. Furthermore, he/she will be briefed about the methodology in social science and its applied tools, in particular the qualitative research;
- During the 2<sup>nd</sup> month, the researcher will be involved in formulating various interviews and semi-structured interviews with local stakeholders under the framework of the Security Sector Reform. Additionally, he/she will be focused in developing and leading certain focus groups with local and international stakeholders in Kosovo to gain the expertise and gather necessary data for the position (1) of researcher on Security Sector Reform;
- During 3<sup>rd</sup> month - the KCSS expects from the researcher to produce a comprehensive assessment up to 10, 000 words, related with the second policy area Research on Security and Human Rights in Kosovo with specifics on the Minority inclusion in the security sector in Kosovo. This assessment will contribute to several KCSS ongoing projects including Regional Security Forum, Monitoring of the Kosovo Security Oversight Parliamentary commissions etc.
- During the 4th month - the researcher will develop and publish one policy brief related to the capacities of the Parliamentary and Democratic oversight of the Kosovo Security Sector through assessing both institutional capabilities and civil society capabilities to do professionally and democratic control of the security sector.
- March (5th month) - the researcher will contribute directly in the work of the Regional Security Forum (Prishtina-Tirana-Belgrade) - a joint platform established by the Kosovo Center for Security Studies- Prishtina, Institute for Mediation and Democracy- Tirana and Center for Security Policy- Belgrade.
- April (6th month) - the researcher will produce the final report of his/her involvement in the KCSS, stipulated under the framework of the Think Tank Young Professional Development Program.

### 13. Association for Policy Research - Analytica, Macedonia

Website: <a href="http://www.analyticamk.org">www.analyticamk.org</a>
Short description of the organization: Analytica is a non-profit independent institution dedicated to helping individuals and institutions with the aim to foster lasting improvement in the democracy and governance in Macedonia, the region of South Eastern Europe and wider in the European Union. It is a unique institution - public policy research organization and a "think tank". It draws solutions to contemporary problems from the ideas, principles and traditions that make Macedonia such an important historical and geopolitical place. It is dedicated to promoting greater cooperation and understanding among the people in Macedonia, the region of South Eastern Europe and the EU.
Mentor's name and contact information: Sonja Zuber, <a href="mailto:sristeska@analyticamk.org">sristeska@analyticamk.org</a> ; +38971589634
THREE POSSIBLE POLICY RESEARCH AREAS that your organization would like a recent graduate to work on (a short description). In case you would be happy to mentor a young professional in any area of your work, and would be open to negotiate it with the candidates who turn to you, please indicate that you have a general interest in working with young researchers irrespective of the three policy areas to be listed below.
Analytica will be happy to mentor a young professional in any area of our work (such as migration and asylum issues regarding Macedonia's integration into EU, human rights, EU conditionality, judicial reforms due to EU integration/enlargement; security policies of EU, international criminal justice; energy sector reforms) and would be open to negotiate it with the candidates who will apply. Thus we have a general interest in working with young researchers irrespective of any particular policy area.
NECESSARY REQUIREMENTS for the offered positions (specific requirements that the candidates need to possess, including a field of education, thematic interests or language skills; for example proficiency in English and Russian, specific methodological or computer skills) :
Applicants are expected to be MA or PhD graduates, young professionals preferably having a background in Political Science, International Relations, Law, Economy, European Studies, Energy Management and similar. However we encourage candidates with other academic profiles to apply. Interested candidates should also have interest in policy research and an advanced research and project management skills. An interest in one or more of Analytica's programmes of research would be an advantage. Very good knowledge of English is essential.
POLICY PRODUCTS you would expect a candidate to work on and finalize during the program period (list and shortly describe possible policy products that would be useful for your organization):
Policy Paper; Policy brief; Commentary - on topics closely connected to the current Analytica's work.



## 14. Balkan Civil Society Development Network – BCSDN, Macedonia

Website: <a href="http://www.balkancsd.net">www.balkancsd.net</a>
Short description of the organization: BCSDN is a network bringing together 15 civil society development organizations from the Balkan region, both New Member States and (pre)-accession countries with the aim to influence European and national policies towards more enabling environment for civil society development (CSDev) in order to ensure sustainable and functioning democracies in the Balkans. The focus of the network so far included the effects and impact of EU Enlargement policy and Instrument for Pre-Accession funding on the transformation and democratization of (pre)-accession countries. The research on this has been the main base of its advocacy work towards the EU institutions, regional inter-governmental forums and national Governments relevant for Enlargement policy. Since 2011, BCSDN has also been involved in transposing its research and advocacy to the stakeholders involved in the new EC approach in supporting democratization in the Neighborhood areas.
Mentor's name and contact information: Tanja Hafner Ademi, <a href="mailto:tha@balkancsd.net">tha@balkancsd.net</a>
Alternative name and contact information for receiving graduate's inquiries: Ilina Nesik, <a href="mailto:ins@balkancsd.net">ins@balkancsd.net</a>
THREE POSSIBLE POLICY RESEARCH AREAS that your organization would like a recent graduate to work on (a short description). In case you would be happy to mentor a young professional in any area of your work, and would be open to negotiate it with the candidates who turn to you, please indicate that you have a general interest in working with young researchers irrespective of the three policy areas to be listed below.
1. Position Title: Junior Policy and Advocacy Officer on Civil Society Development
Description of the work task: Support in conduct of research and advocacy in the area of EU policy and support to civil society in the (pre-accession) countries. Monitoring of the progress of policy and financial support under Civil Society Facility instrument under IPA (2014-2020) cycle. Support in monitoring of CS Dev in the WB through the monitoring <u>Matrix</u> for CS Dev. This is part of our regular research and advocacy work.
2. Position Title: Junior Policy and Advocacy Officer on EU Integration
Description of the work task: Support in conduct of research in the scope of Maximizing the integration capacity of the European Union: Lessons and prospects for enlargement and beyond (MAXCAP) - desk research, in-depth interviews and Q-methodology.
3. Position Title: Junior Policy and Advocacy Officer on Donor Research
Description of the work task: Support in conduct of research and advocacy in the area of donor support to civil society development in the Western Balkans. The research and advocacy would build-upon work conducted under a regional web-survey and interviews to transform the advocacy to country-specific engagement. We would be happy to mentor a young professional in any area of your work, and would be open to negotiate it with the candidates who turn to us the topic of his/her work.
NECESSARY REQUIREMENTS for the offered positions (specific requirements that the candidates need to possess, including a field of education, thematic interests or language skills; for example proficiency in English and Russian, specific methodological or computer skills) :
MA in political science, international relations or related; Excellent command of English; Good computer skills (Microsoft Word, Excel etc.) & internet (Google, Explorer etc.); Previous experience in working or volunteering in civil society in the region or Europe is an advantage; Command of (a) Macedonian language(s) is an asset.

POLICY PRODUCTS you would expect a candidate to work on and finalize during the program period (list and shortly describe possible policy products that would be useful for your organization):

Policy brief(s) or paper on the first topic, and support in development of products by lead European academics in the second and third area.

## 15. Center for Economic Analyses, Macedonia

Website: <a href="http://www.cea.org.mk">www.cea.org.mk</a>
<p>Short description of the organization: The Center for Economic Analyses - CEA, since its founding in 2003, is committed to using its capacities, intellectual and other, to support those working for an enabling environment for higher investment, accelerated development and growth of Macedonian economy and strengthening civil society, social capital and trust. We believe that the capacity of CEA members for quantitative analyses and professional practice results in a professional institution that will strengthen public policy discussions and that can market appropriate and widely demanded products and services.</p> <p>CEA has already been contracted by the Government to provide support in key areas, including fiscal decentralization, economic analysis, and assistance in filling out the EU questionnaire. We contribute to the public private dialog by providing assistance in PPP feasibility studies, tender documentations and PPP contracts as well. In addition to working extensively in Macedonia, CEA has also worked on a regional and global level.</p>
<p>Mentor's name and contact information: Marjan Nikolov, <a href="mailto:marjan@cea.org.mk">marjan@cea.org.mk</a></p>
<p>Alternative name and contact information for receiving graduate's inquiries: Hristijan Risteski, <a href="mailto:hristijan.risteski@cea.org.mk">hristijan.risteski@cea.org.mk</a></p>
<p>THREE POSSIBLE POLICY RESEARCH AREAS that your organization would like a recent graduate to work on (a short description). In case you would be happy to mentor a young professional in any area of your work, and would be open to negotiate it with the candidates who turn to you, please indicate that you have a general interest in working with young researchers irrespective of the three policy areas to be listed below.</p>
<p>1. Position Title: Productive Remittances</p>
<p>Description of the work task: Remittances in the Republic of Macedonia reached around 22% of GDP, using part of this amount for productive purposes, which will create new jobs and significantly decrease unemployment and poverty. This study should provide an overview of the situation with the remittances in the Western Balkans countries and experiences from the same countries about channeling of remittances in productive purposes. What's more, from the study concrete recommendations for creating policies which will encourage remittances to be invested in productive purposes should be drawn.</p>
<p>2. Position Title: Programs for ICT education and development in Macedonia</p>
<p>Description of the work task: The ICT sector is one of few which are having strong growth in Macedonia. Despite high unemployment, of around 31%, number of registered unemployed with ICT background is very low and additional faculties and university are opened. Keeping in mind the previous, this study should provide answers to the question: can the ICT sector be the engine for steaming the economic growth and development in Macedonia? For that purpose should be carried out a research about the impact of the implemented programs, such as "computer for every child". Moreover, based on the research, will be developed recommendations about further development of the ICT sector in Macedonia.</p>
<p>NECESSARY REQUIREMENTS for the offered positions (specific requirements that the candidates need to possess, including a field of education, thematic interests or language skills; for example proficiency in English and Russian, specific methodological or computer skills) :</p>
<ul style="list-style-type: none"> <li>- Master or PhD, preferably in Economics.</li> <li>- Proficiency in English, and at least one other Western Balkans language.</li> <li>- Interested in policy analyses.</li> </ul>

POLICY PRODUCTS you would expect a candidate to work on and finalize during the program period (list and shortly describe possible policy products that would be useful for your organization):

1. Policy paper, comprised of all information and data from the research.
2. Policy brief, presenting the main findings and recommendations.
3. Working meeting with relevant stakeholders and policy decision makers.
4. Public discussion, in this event will be presented and discussed with relevant stakeholders, main findings and recommendations.

## 16. Center for Research and Policy Making, Macedonia

Website: <a href="http://crpm.org.mk">crpm.org.mk</a>
Short description of the organization: Founded in 2004 the Center for Research and Policy Making- CRPM engages in policy analysis, seeking to open the policy making process to citizens, improve laws, assess institutional capacities for their implementation as well as monitor and evaluate how much these policies are creating public value or are directed towards the “Europeanization” of Macedonia. Our mission is to promote good governance and development in Macedonia on the basis of relevant, evidence based policy research, capacity building and trainings, evaluations, analyses, without regard to and independently of the particular interests of any group of the society, either political, social or economic.
Mentor's name and contact information: Ana Mickovska-Raleva, <a href="mailto:mickovska@crpm.org.mk">mickovska@crpm.org.mk</a>
Alternative name and contact information for receiving graduate’s inquiries: <a href="mailto:crpm@crpm.org.mk">crpm@crpm.org.mk</a>
THREE POSSIBLE POLICY RESEARCH AREAS that your organization would like a recent graduate to work on (a short description). In case you would be happy to mentor a young professional in any area of your work, and would be open to negotiate it with the candidates who turn to you, please indicate that you have a general interest in working with young researchers irrespective of the three policy areas to be listed below.
1. Position Title: researcher/junior policy analyst- Context watch (funded by SDC)
Context watch is an annual study of the developments in Macedonia in the area of politics, administrative reform, civil society development, economic development, decentralization and good governance. For the first time this year CRPM will also launch monitoring of the water and waste management system and nature protection reforms. <u>Description of the work task:</u> The work under this project is research and analytical and will encompass policy advise to the Swiss Embassy in Macedonia. Policy research relevant tasks: doing desk research, monitoring of focus groups, preparing transcripts, quality control of surveying and data entering; Policy analysis tasks: assisting with data analysis and drafting research reports in the area of democratic decision making, good governance and effective public service provision; and economic development
2. Position Title: Assistant project coordinator - “Promoting Good Governance and Economic Rights through Empowering Macedonian Civil Society to Monitor and Tackle the Hidden Economy in the Macedonia” (short listed for funding from January 2014 by EC EIDHR)
The project has the following <i>overall objective</i> : Strengthen the capacity of the civil society and the public institutions in developing and promoting public economic policies in the area of hidden economy and corruption in FYR of Macedonia aimed at upholding democracy, economic rights and rule of law and at reducing ethnic, religious and class divisions, poverty and inequality. <i>Specific objective(s) of the project are:</i> (a) Enhance Macedonian CSOs' role in monitoring the hidden economy, develop evidence-based solutions, and advocate for transparency and accountability reforms; (b) Promote public-private partnership in finding business friendly, market-based solutions to hidden economy's negative impact on poverty and inequality; (c) Stimulate transparency and accountability of the public administration and the business sector to reduce hidden economy's harmful impact on society. <u>Description of the work task:</u> The work under this project will be a combination of policy and communication work. Policy relevant tasks: doing desk research, quality control of surveying and data entering, assisting with data analysis and drafting research reports on the state and dynamics of the hidden economy in the FYR of Macedonia. Communication relevant tasks: Based on the policy outputs and stakeholder analysis the researcher

will assist the project coordinator in developing a communication plan and initiate policy advocacy by submitting CSO business friendly, market-based solutions to hidden economy's negative impact on poverty and inequality proposals to policy-makers and/or legislators

3. Position Title: Assistant project coordinator – Policy Dialogue Initiative Strengthening sustainability through Energy Efficiency in South East Europe (funded by GIZ)

The purpose of the Regional Initiative “Public Dialogue on the Sustainable use of Energy in South East Europe” is to contribute to the successful completion of the 20% reduction in energy consumption by 2020 in Europe, and to accelerate progress towards reaching the targets established in the National Energy Efficiency Plans (NEEAPs) in the countries of South East Europe that currently contribute to the Schools of Political Studies.

Description of work tasks: The tasks under this project are combination of policy research and analysis and communication.

Policy research and analysis tasks: The researcher is expected to assist the project coordinator, the national and international expert in the process of producing a policy study and a policy brief for two different audiences on the topic of effective implementation of energy efficiency plans on local level government;

Communication relevant tasks: The researcher is expected to assist project coordinator in development of a communication plan and in organization of one consultation meeting, one conference, and oversight hearing in the Parliament where the different policy products from the project will be presented, and discussed

NECESSARY REQUIREMENTS for the offered positions (specific requirements that the candidates need to possess, including a field of education, thematic interests or language skills; for example proficiency in English and Russian, specific methodological or computer skills) :

Necessary requirements:

- Excellent knowledge of English language
- Excellent computer skills (Word, Excel, Power Point, Internet)
- Analytical skills
- Knowledge of Macedonian language

Preferably:

- Policy analysis skills
- Knowledge of statistical data processing methods
- Graphic and web design skills
- Educational and/or professional background in economic sciences

POLICY PRODUCTS you would expect a candidate to work on and finalize during the program period (list and shortly describe possible policy products that would be useful for your organization):

Work on data gathering on ongoing CRPM projects both through desk-research and field research

Production of at least one policy brief

Preparation of at least one project application

Participation in organizing an international conference

## 17. Foreign Policy Association, Moldova

Website: <a href="http://www.ape.md">www.ape.md</a>
Short description of the organization: Foreign Policy Association (APE) is one of the leading Moldovan non-governmental organizations specialized on foreign policy and European integration research and an important network facilitator between civil society organizations, mass-media, political parties and governmental institutions. It has succeeded to establish strong cooperation and partnership links with the Moldovan authorities, leading Moldovan NGO's and media outlets, international foreign policy think-tanks and experts from London, Brussels, Moscow, Warsaw, Budapest, Bucharest, Vilnius, Riga, Kiev etc., as well as with foreign diplomatic community in Moldova. APE is member of the Civil Society Forum of the Eastern Partnership, the National Participatory Council that reunites 30 more active Moldovan civil society organizations, the Eastern Partnership National Platform and the Supervisory Council of the Ministry of Foreign Affairs and European Integration of Moldova.
Mentor's name and contact information: Victor Chirila, <a href="mailto:victor.chirila@ape.md">victor.chirila@ape.md</a>
Alternative name and contact information for receiving graduate's inquiries: Victoria Bucătaru, <a href="mailto:victoria.bucataru@ape.md">victoria.bucataru@ape.md</a>
THREE POSSIBLE POLICY RESEARCH AREAS that your organization would like a recent graduate to work on (a short description). In case you would be happy to mentor a young professional in any area of your work, and would be open to negotiate it with the candidates who turn to you, please indicate that you have a general interest in working with young researchers irrespective of the three policy areas to be listed below.
1. Position Title: Research Assistant on European Integration Studies
Description of the work task: <ul style="list-style-type: none"> <li>• Assisting Program Director on European Integration Studies in implementing the research projects;</li> <li>• Drafting research project proposals;</li> <li>• Working on research projects related to European Integration;</li> <li>• Attending national and international conferences;</li> <li>• Participating in TV and Radio Talk-shows on European integration issues;</li> <li>• Monitoring projects implementation;</li> <li>• Drafting reports requested by the donors.</li> </ul>
2. Position Title: Research Assistant on Security and Frozen Conflicts Studies
Description of the work task: <ul style="list-style-type: none"> <li>• Assisting Program Director on Security and Frozen Conflicts Studies in implementing the research projects;</li> <li>• Drafting research project proposals;</li> <li>• Working on research projects related to European Integration;</li> <li>• Attending national and international conferences;</li> <li>• Participating in TV and Radio Talk-shows on European integration issues;</li> <li>• Monitoring projects implementation;</li> <li>• Drafting reports requested by the donors.</li> </ul>
3. Position Title: Research Assistant on Eastern Studies (Russia, Ukraine, CIS Community, Customs Union Russia-Belarus-Kazakhstan)
Description of the work task: <ul style="list-style-type: none"> <li>• Assisting Program Director on Eastern Studies in implementing the research projects;</li> <li>• Drafting research project proposals;</li> <li>• Working on research projects related to European Integration;</li> <li>• Attending national and international conferences;</li> <li>• Participating in TV and Radio Talk-shows on European integration issues;</li> </ul>



- Monitoring projects implementation;
- Drafting reports requested by the donors.

NECESSARY REQUIREMENTS for the offered positions (specific requirements that the candidates need to possess, including a field of education, thematic interests or language skills; for example proficiency in English and Russian, specific methodological or computer skills) :

The prospective candidates should meet the following requirements:

- Have a Master Degree in one of the subsequent areas: International Relations, European Integration, European Public Policies, International Law, History, Human Rights, and Economics;
- Research experience in their fields of specialization;
- Good knowledge of statistics;
- Working experience with international organizations would be an advantage;
- Excellent oral and written skills in Romanian, English and Russian;
- Competent in the use of Windows XP, MS Office, MS Word, Excel, Power Point, Internet Explorer - user level.

POLICY PRODUCTS you would expect a candidate to work on and finalize during the program period (list and shortly describe possible policy products that would be useful for your organization):

The candidate would have to work on Policy Papers and Policy Studies in the chosen research areas. The Policy Papers and Policy Studies should tackle policy issues relevant to Moldova's foreign policy, European integration agenda, National Security, as well as Transnistrian conflict resolution and formulate policy conclusions and recommendations addressed to the key governmental and non-governmental stakeholders

## 18. Center for Entrepreneurship and Economic Development, Montenegro

Website: <a href="http://www.visit-ceed.org.me">www.visit-ceed.org.me</a>
Short description of the organization: The Center for Entrepreneurship and Economic Development, CEED, is the first economic think-tank established in Montenegro (1993) to support entrepreneurship and economic development. The mission of the CEED is – through its programs, projects, and advocacy activities - to promote and practically implement in Montenegro the ideas of a free market, entrepreneurship, and private ownership in an open, socially responsible and democratic society with the rule of law. CEED team conducts research on key social and economic policy issues, develops policy recommendations, drafts and evaluates legislative proposals and assists government institutions by providing comments on current policies and suggestions for improvements. CEED also conducts social and behavioral surveys and studies on the impacts of policy documents on all categories of society, issues publications and organizes conferences and workshops.
Mentor's name and contact information: Ms Dragana Radević, PhD; <a href="mailto:dradevic@t-com.me">dradevic@t-com.me</a>
THREE POSSIBLE POLICY RESEARCH AREAS that your organization would like a recent graduate to work on (a short description). In case you would be happy to mentor a young professional in any area of your work, and would be open to negotiate it with the candidates who turn to you, please indicate that you have a general interest in working with young researchers irrespective of the three policy areas to be listed below.
1. Position Title: Econometrician
Description of the work task: <ul style="list-style-type: none"> <li>• Strong econometric background</li> <li>• Ability to apply statistical techniques and mathematical models in collecting, analyzing and reporting data to explain socio-economic phenomena as required</li> <li>• Skills in data interpretation, including data manipulation and analysis techniques</li> <li>• Good knowledge of SPSS; STATA, Excel, E-Views etc.</li> <li>• Prepare analysis of policies relevant for the given area</li> <li>• Prepare comparative analysis of statistic policies in the EU and Montenegro, along with lessons learned;</li> <li>• Draft policy brief for how to improve statistics in Montenegro;</li> <li>• Prepare at least one position paper based on the policy brief;</li> </ul>
2. Position Title: Environmental economist
Description of the work task: <ul style="list-style-type: none"> <li>• Work on the analysis and development of economic policy instruments (e.g. green taxes, financial incentives).</li> <li>• Contribute to the formulation of economic policies relating to environmental issues.</li> <li>• Study the environmental impacts, both positive and negative, of projects and policies from an economic perspective and in turn advise industry and government on the environmental impacts of decisions</li> <li>• Study the effects of government economic and monetary policies, taxation, and expenditures on the environment and the economy.</li> <li>• Analyze how environmental policy and regulations interact with growth, trade, productivity, and competitiveness.</li> <li>• Estimate the economic and environmental effects of changes in legislation or policy on government, industry, and society</li> <li>• Estimate the effects of environmental legislation on the economy using economic instruments.</li> <li>• Collect and analyze data to compare the environmental implications of economic policy or</li> </ul>

<p>practice alternatives.</p> <ul style="list-style-type: none"> <li>• Conduct research to study the relationships among environmental problems and patterns of economic production and consumption.</li> </ul>
<p>3. Position Title: Agricultural economist - with focus on rural development</p>
<p>Description of the work task:</p> <ul style="list-style-type: none"> <li>• Conducts economic and other social research and analysis relating to agriculture and rural development for use by public decision makers</li> <li>• Analyze agricultural markets and considerate the effects of new and emerging policies and strategies in agriculture</li> <li>• Analyze economic problems related to food, agriculture, and issues of rural areas, with an emphasis on policy issues</li> </ul>
<p>NECESSARY REQUIREMENTS for the offered positions (specific requirements that the candidates need to possess, including a field of education, thematic interests or language skills; for example proficiency in English and Russian, specific methodological or computer skills) :</p>
<ul style="list-style-type: none"> <li>- University degree in Economics or other relevant fields;</li> <li>- Good knowledge of English language,</li> <li>- Demonstrates good oral and written communication skills;</li> <li>- Displays cultural, gender, religion, race, nationality and age sensitivity and adaptability;</li> <li>- Consistently approaches work with energy and a positive, constructive attitude;</li> <li>- Pays attention to changing circumstances and is able to develop new plans and ideas when situations change</li> <li>- Ability to work in groups and readily exchanges ideas and information with all team members</li> </ul>
<p>POLICY PRODUCTS you would expect a candidate to work on and finalize during the program period (list and shortly describe possible policy products that would be useful for your organization):</p>
<p>Policy brief - a short, <i>neutral</i> summary of what is known about a particular issue or problem. Such brief is targeted for educated generalists (e.g., legislators, managers), who may know little or nothing about the topic, but need to have a general background, quickly. The goal is that the reader can easily understand the heart of the issue, its background, the players (“stakeholders”) and any recommendations, or even educated guesses about the future of the issue. It may have tables and graphs; it usually has a short list of references, so the reader knows something about the sources on which it is based, and where to go for more information.</p> <p>At least one Position Paper based on the Policy brief prepared, to explain or justify or recommend some particular policy.</p>

## 19. Center for Monitoring and Research - CEMI, Montenegro

Website: <a href="http://www.cemi.org.me">www.cemi.org.me</a>
Short description of the organization: Center for monitoring and research is non-governmental organization established in May 2000 and its main goal is to provide infrastructural and expertise support for continuous monitoring of the entire transition process in Montenegro. During its long and consistently work, CeMI has contributed to change of social and political circumstances in which it was established and consequently expanded the scope of its work towards legislative initiative, public opinion research, the fight against corruption and respect for human rights and freedoms.
Vision: Montenegro is a country of free citizens, social justice, rule of law and equal opportunities.
Mission: CEMI is a think tank organization whose mission is reflected in the continued support to reforms and strengthening the institutions of the political system and civil society organizations through proposing and monitoring the implementation of public policies in the field of human rights and freedoms, European integrations and fight against corruption in Montenegro.
Mentor's name and contact information: Mentor's name for position 1: Ana Selić, MA, ana@cemi.co.me Mentor's name for position 2: Vlado Dedović, MA, vladod@cemi.co.me Mentor's name for position 3: Zlatko Vujović, MA, zlatko@cemi.co.me
Alternative name and contact information for receiving graduate's inquiries: Mr Nikoleta Tomović, Executive Director, nikoleta@cemi.co.me
THREE POSSIBLE POLICY RESEARCH AREAS that your organization would like a recent graduate to work on (a short description). In case you would be happy to mentor a young professional in any area of your work, and would be open to negotiate it with the candidates who turn to you, please indicate that you have a general interest in working with young researchers irrespective of the three policy areas to be listed below.
1. Position Title: Young researcher in the field of fight against corruption
Description of the work task: Corruption, as one of the major challenges that Montenegro faces in the process of democratization and Europeanization of its society and state, is very important field of research of CeMI. Young researcher would be involved in process of research of anti-corruption policies in the health care system of Montenegro. Namely, researcher would be fully involved in determination of risk areas and level of presence of corruption in this field, writing policy analysis of current institutional and legal framework in the field of patient's rights and fighting against corruption in health care system, examination of possible solutions for these problems and writing a short policy paper which would be presented to target groups and decision makers, with a list of short term concrete measures which could be undertaken in order to decrease level of corruption at health care system and its effects.
2. Position Title: Young researcher in the field of judiciary reform
Description of the work task: The researcher will be engaged in the implementation of activities aimed to strengthen the rule of law in Montenegro, through providing support to the ongoing process of judicial reform by improving the standards of fair trial and their respect. The researcher will focus on the assessment of current judicial practice in the part relating to the application of national legislation and international standards of fair trial, making recommendations to improve the functioning of the criminal justice system and to strengthen the capacity of civil society in this field.
3. Position Title: Young researcher in the field of free legal aid
Description of the work task: Young researcher would work with CeMI's legal team in a process of transferring information and raising awareness to target group about the possibilities of free legal aid and assisting the

implementation of other project activities. Young researcher will also work with CEMI's legal team in order to provide direct assistance to those persons in need of legal aid and having regular "open info centers" for their marginalized group representatives, to promote Ombudsman's jurisdiction and role in Human Rights' protection and legal aid among each target group. In addition, young researcher would be included in realization of activities of promotion of the Law on free legal aid, monitoring the work of local legal aid services and sections, monitoring of trials lead by chosen LA lawyers, based on OSCE methodology, researching, providing recommendations and advocating for adequate policy changes in the LA matter.

NECESSARY REQUIREMENTS for the offered positions (specific requirements that the candidates need to possess, including a field of education, thematic interests or language skills; for example proficiency in English and Russian, specific methodological or computer skills) :

Fluent English language.

Experience in qualitative research (qualitative comparative analysis) is recommended.

For the 2<sup>nd</sup> and 3<sup>rd</sup> position necessary education in field of law and for the 1<sup>st</sup> position education in field of social sciences.

Basic computer skills (Power Point, Word, Excel).

## 20. Network for Affirmation of NGO Sector – MANS, Montenegro

Website: <a href="http://www.mans.co.me">www.mans.co.me</a>
<p>Short description of the organization: MANS is a leading NGO in fighting corruption and organized crime affecting Montenegro. Our vision is that Montenegro as a just, open society of active citizens and governance is serving its people. Our main goals are to reduce high-level corruption, reduce opportunities for organized crime and increase transparency of institutions and active public participation in fighting corruption and organized crime.</p> <p>We are well known watchdog and advocacy NGO, with years of experience and solid capacities for monitoring implementation of laws and policies, investigating concrete cases, effectively advocating for changes on the basis of concrete examples, large quantity of data and mobilization of citizens.</p> <p>We are planning to develop capacities for policy research to make better use of volume of data gathered through monitoring and investigations, which is why we developed special Policy Research Department. In this way we will be able to come up with even more concrete and sustainable solutions, unlike other watchdog organizations, but at the same time be able to mobilize citizens and advocate for adoption of those recommendations much more effectively than usual think thank organizations.</p>
<p>Mentor's name and contact information :</p> <p>Mr. Vuk Maraš, <a href="mailto:yuk.maras@mans.co.me">yuk.maras@mans.co.me</a></p>
<p>Alternative name and contact information for receiving graduate's inquiries:</p> <p>Mr. Aleksandar Mašković, <a href="mailto:aleksandar.maskovic@mans.co.me">aleksandar.maskovic@mans.co.me</a></p>
<p>THREE POSSIBLE POLICY RESEARCH AREAS that your organization would like a recent graduate to work on (a short description). In case you would be happy to mentor a young professional in any area of your work, and would be open to negotiate it with the candidates who turn to you, please indicate that you have a general interest in working with young researchers irrespective of the three policy areas to be listed below.</p>
<p>1. Position Title: Researcher for Oversight of Anticorruption Reforms conducted by the Parliament</p> <p>Description of the work task: Main task of the junior researcher in this area would be collection and research of legislation and data in the anti-corruption area, including main documents adopted by the Parliament and the Government, as well as documents of the EU prescribing which additional reforms Montenegrin Parliament should conduct in order to increase its oversight effectiveness (e.g. Progress Report, Resolution of the EU Parliament, etc.).</p> <p>After collection of data, junior researcher should develop methodology in order to have insight in what he/she will conduct the research. Besides development of the methodology for the research, junior researcher will also in-detail determine concrete methods which will be used during the research, in order to achieve its maximal impact.</p> <p>Besides desk research, methodological approach should include conduction of interviews with relevant stakeholders (including development of proper structure of questionnaires in order to make data gathered the most usable in qualitative and quantitative analysis, etc.), focus groups (development, implementation in all stages and follow up) as well as implementation of regression analysis of MANS' previously gathered data on Parliament's operations from 2007 onwards.</p> <p>That is why it would be necessary for junior researcher to have excellent knowledge in methodology, which will offer to MANS while in return we are able to provide this person with in depth knowledge in this specific area, extensive quantum of data already collected and possibility to approach all relevant stakeholders, including MPs from all political parties, Parliament's administration, foreign organizations including the EU, local NGOs, media, etc.</p> <p>Upon conducted research and analysis researcher should develop policy brief.</p>
<p>2. Position Title: Researcher for Freedom of Information</p> <p>Description of the work task: Main task of the junior researcher in this area would be the analysis of the current legislative framework in the area of freedom of information as well as practice of Montenegrin institutions implementing the Law and those overseeing the implementation. It would</p>

also include in-depth analysis of impact of the new law implementation both in qualitative and quantitative sense.

Junior researcher would also be in charge of analyzing EU and international standards in this area (e.g. different conventions, model laws, European Court on Human Rights Rulings, Progress Report of the EU, EU Parliament's Resolutions on Montenegro, etc.) in order to have concrete recommendations on how to improve current state in the implementation of the new law.

Task of the researcher will be similar to the one in the previous topic, as per type of work which is expected.

After collection of data, junior researcher should develop methodology in order to have insight in what he/she will conduct the research. Besides development of the methodology for the research, junior researcher will also in-detail determine concrete methods which will be used during the research, in order to achieve its maximal impact.

Besides desk research, methodological approach should include conduction of interviews with relevant stakeholders (including development of proper structure of questionnaires in order to make data gathered the most usable in qualitative and quantitative analysis, etc.), focus groups (development, implementation in all stages and follow up) as well as implementation of regression analysis of MANS' previously gathered data on Freedom of Information Law implementation, which include over 50.000 of cases which were handled by MANS in the last eight years.

That is why it would be necessary for junior researcher to have excellent knowledge in methodology, which will offer to MANS while in return we are able to provide this person with in depth knowledge in this specific area, extensive quantum of data already collected and possibility to approach all relevant stakeholders, all state and local level institutions implementing the law, as well as those in charge of overseeing the law, foreign organizations including the EU, local NGOs, media, etc.

**NECESSARY REQUIREMENTS** for the offered positions (specific requirements that the candidates need to possess, including a field of education, thematic interests or language skills; for example proficiency in English and Russian, specific methodological or computer skills) :

One of the specific requirements is an excellent knowledge in English (written, reading and verbal skills). If one would have an extra proficiency in other languages, it would definitely be a bonus.

Since MANS is currently in a procedure of establishing new Policy and Research Department, it is of the utmost importance that junior researcher has excellent knowledge in academically accepted methodologies especially when it comes to interviews, focus groups and regression analysis, because he/she should develop methodology and methods independently.

On the other hand, as the most prominent NGO in Montenegro, MANS offers great knowledge in monitoring and advocacy, in depth knowledge in the specific topics, best possible quantum of data already gathered, and extensive links with all relevant domestic and international stakeholders.

Therefore, in cases of both researches this will be mutually useful relation - while we will be able to learn on methodologies and methods from the researchers, including how to practically apply it in different specific conditions, researcher will be able to learn much on the topics - gain great knowledge, excellent quantum of data to work with as well as extensive contact with all relevant stakeholders. Moreover, researcher will be able to acquire significant knowledge and experience in advocacy, having in mind MANS was proven to be one of the best and most effective advocacy organizations in the entire Balkans area.

**POLICY PRODUCTS** you would expect a candidate to work on and finalize during the program period (list and shortly describe possible policy products that would be useful for your organization):

In both cases, we will need the researcher to develop policy briefs, as well as various audio-visual materials which will follow policy briefs, and which will be used to more easily target different groups of stakeholders with key information from the policy briefs.

Both briefs should include:

1. Analysis of the relevant domestic and foreign legal framework;

2. Analysis of policy products recommendations already developed by other stakeholders;
3. Analysis of the practice – data already gathered data by MANS and acquisition of new data;
4. Development of concrete recommendations for improvement.
5. Audio-visual materials which will be used to support and follow up findings from the policy briefs (graphs, info-graphics, materials for social media, etc.) and to target various different stakeholders.

Both briefs and supporting audio-visual materials should be based on at least the following:

- a. Desk research;
- b. Interviews;
- c. Focus groups;
- d. Regression analysis;

However, priority will be given to candidates able to provide us with even more broader spectrum of methods which are able to independently implement.



## 21. Median Research Centre, Bucharest, Romania

Website: [www.openpolitics.ro](http://www.openpolitics.ro) & [www.medianresearch.ro](http://www.medianresearch.ro)

Short description of the organization: MRC – Median Research Centre is an independent think-tank aiming to improve the quality of democracy and governance in Romania. MRC’s mission is to promote better-informed and more substantive public debates on democratic processes and policy making by drawing on state-of-the-art research in social sciences. With its strong social science and methodology background as well as a systematic but user-friendly approach, the MRC has a distinctive place among Romanian civil society organizations in promoting higher standards of rigorous analysis, democratic principles and public debate, which are crucial for the success of this type of project. The strategy focuses on the quality of democratic processes and aims to find ways to make the stock of knowledge in social and political science accessible, engaging and comprehensible for non-specialist audiences, including citizens, journalists, policy makers and civil society organizations. Integrated with our analyses as well as related to our interactive informative tool “testvot”, we are currently developing an MP tracker and pledge tracker.

Mentor’s name and contact information:

Marina Popescu, [marina.popescu.1@gmail.com](mailto:marina.popescu.1@gmail.com)

THREE POSSIBLE POLICY RESEARCH AREAS that your organization would like a recent graduate to work on (a short description). In case you would be happy to mentor a young professional in any area of your work, and would be open to negotiate it with the candidates who turn to you, please indicate that you have a general interest in working with young researchers irrespective of the three policy areas to be listed below.

1. Position Title: Researcher on Democratic Institutions

Description of the work task: Development of discussion papers specifically allowing us on the one hand to extend the comparative perspective and on the other hand to go in depth and place in context our current analyses on institutional design and institutional performance. It is of significance that the politics of institutional reform in Romania are highly distorted by populist rhetoric and lack of accurate factual arguments as our recent analyses have shown (see “Design institutional” / *Institutional design*, December 2012,

<http://www.openpolitics.ro/categorie/analize/design-institutional-analize> and “Calitatea nu sta in numar: de ce reducerea la 300 de membri nu rezolva magic problemele parlamentului” *Quality is not in the numbers: Why the reduction to 300 of MPs does not magically solve the problems of the Romanian Parliament*, July 2013, <http://www.openpolitics.ro/noutati/homepage/calitatea-nu-sta-in-numar-de-ce-reducerea-la-300-de-membri-nu-rezolva-magic-problemele-parlamentului.html>).

Our analyses focus on both an evaluation of institutions and their functioning and on the quality of the process of institutional reform, therefore we need contributions to both aspects. This entails looking at distinct layers of factors ranging from internal party politics to efforts to open up policy processes to citizens in order to improve the performance of democratic institutions.

Three types of analyses would be complementary to the current ongoing work at MRC

- a) Cross-national mapping of processes of institutional reforms on the specific topics currently on the agenda or relevant for the quality of democracy in Romania with a focus on both substantive issues and process quality.
- b) Analyses of Romanian party organizations in terms of recruitment, internal democracy and specialized policy units within the parties since the quality of politicians and politically appointed personnel in terms of professionalism, clientelism and corruption is considered a major problem as is the low quality of policy proposals devised by the parties.
- c) Analyses of transparency and citizen participation in government, disentangling in specific case studies the extent to which there is real consultation, data openness/availability and real use of well-designed participatory/deliberative tools for democracy or rather just lip-service is paid to the principles. At the same time we are interested in identifying the causes for the lack of openness or for the use of badly designed tools (possible case studies are the

consultation processes in Bucharest and Cluj)

## 2. Position Title: Researcher on Social Policy

Description of the work task: Development of analyses on social spending, specific social policies and their implementation in Romania. The topics, style and type of analyses we are interested can be seen in the recently posted reaction to a public consultation on social policy by Dr Borbala Kovacs and the OP team entitled "Strategia politicilor sociale 2013-2020: o analiza a schitei propuse de ICCV" (Social policy strategy 2013-2020: an analysis of the proposals launched by ICCV)

<http://www.openpolitics.ro/noutati/homepage/reactie-la-invitatia-iccv-spre-dezbatere-pe-marginea-schitei-strategiei-politicilor-sociale-2013-2020.html>

Thus two types of analyses would be complementary to the current ongoing work at MRC

- a) Analyses of social statistics over time and across regions, including textual and visual explorations and explanations that review the relevance and meaning of the numbers and a comparative perspective
- b) Analyses of some of the social policy issues (e.g. labour policies, minimum wage, childcare benefits, specific policies for the Roma) raised in the above mentioned OpenPolitics analysis following the style of argumentation and empirical evidence it explains and recommends

## 3. Position Title: Researcher on Media and Democracy

Description of the work task: Analyses of how and why the Romanian mass media fails to meet basic standards of democratic information provision, understanding the causes and consequences of the current state of affairs, i.e. the lack of a viable business model and the instrumentalization of the media by political interests.

Three types of analyses would be complementary to the current ongoing work at MRC in order to be better able to provide some understanding of basic factors that limit the capacity of mass media and (quality) professional journalism to act as watchdogs and to fulfill their democratic role in fighting populism and state capture.

- a) Specific case studies based on content analyses of coverage of selected key political and policy issues. Choice of topics limited to those on which expertise and data are available to the young professional since benchmarks on information quality (accuracy and argument quality) require hard data. Use of coding schemes specifically designed to document information quality and partisanship, to reveal populism, misinformation, and partisan hijacking.
- b) Analyses of journalistic professionalism standards and employment situation versus the economic situation of media outlets and the political instrumentalization of the local and national media (use of existing data, aggregate statistics as well as interviews, online surveys and any appropriate methods)
- c) Romanian mass media audiences' political polarization and intolerance towards different opinions as revealed through any rigorous means of analysis available, including but not limited to methods such as network analysis of online users to content analyses of comments content online and of existing survey data on media audiences.

### NOTE:

The young professional is meant to contribute to a richer output in the fields covered by our ongoing work within the TTF funded project *Open the political process: Building citizen driven policy accountability*, which fits within the topic limitations requested by the current application.

The output would be additional to our policy and public opinion papers, briefs and debates resulting from the OSI funded project as well as the other projects in which we are partners (such as the debate/deliberative events organized with ARDOR - the Romanian Association for Rhetoric and Debates) but it can make use of some of the research data that have been collected in all these projects and in our scholarly/academic projects. Our work in general and specifically on openpolitics.ro disentangles the functioning of political and policy processes in order to allow citizens to see for themselves the populist nature of political stances and policies and how state capture and bad governance may result without proper scrutiny, i.e. informed and driven by the

fundamental principles of democracy and good governance.

NECESSARY REQUIREMENTS for the offered positions (specific requirements that the candidates need to possess, including a field of education, thematic interests or language skills; for example proficiency in English and Russian, specific methodological or computer skills) :

- A demonstrable active interest in thinking about policy relevant questions in an open-minded way, i.e. sensitive to value premises, norms, and systematically collected and assessed evidence.
- Degree in social sciences or humanities, knowledge of Romanian and English
- Critical thinking, capacity to search and engage with multiple types of data and be involved in various components of projects
- Interest in rigorous research design and methods and willingness to learn to improve data analysis skills.

*Desirable competences would be:*

- Basic knowledge of quantitative data analysis, surveys, social statistics, comparative aggregate data, and an interest in improving skills related to these methodologies.
- An interest to develop high quality data visualizations, as well as to contribute to the institutionalization at MRC of state-of-the-art data analysis techniques.

POLICY PRODUCTS you would expect a candidate to work on and finalize during the program period (list and shortly describe possible policy products that would be useful for your organization):

- Two discussion papers prepared on his/her own, falling within the relevant topics and suitable - in terms of relevance for controversial issues of public interest, analytical rigor, transparency of argumentation - for posting on the openpolitics.ro website as such or adapted in terms of accessibility of writing style to a lay public.
- Engagement with and responses to readers' public comments on these papers and the possible debate triggers derived from them and used on the debate section of openpolitics.ro.

It is essential that the young professional's work should also add content to our online platform openpolitics.ro, which in itself is designed as an information tool that can fight populism and state capture through making accessible to citizens facts, evidence, arguments and state-of-the-art analyses that provide a distinct - *ie* analytical and critical - manner of looking at politics. Therefore, for all three positions, the output must include papers written in a non-technical jargon (derived or versions of the more technical and research intensive analyses/discussion papers mentioned above) and be no longer than a few pages so that they remain suitable for publication at the openpolitics.ro website and prompting lay readers debate the arguments and the issues raised. The papers need to concisely and fairly summarize existing reforms proposals by significant political actors as well as the available data on public opinion; review the way they supposedly promote public goods; confront the arguments with the best evidence available from relevant high-quality studies in Romania and other contexts with the purpose of igniting public debate about the merits and demerits of different proposals.

The junior researcher will be encouraged to take an active part in the development of the monthly newsletter of openpolitics (currently self-funded), adding as a new component to it reviews of the state-of-the-art research from their own fields and short translations/adaptation of interesting pieces that are related to the core work s/he does at MRC and of interest to a general audience.

## 22. Romanian Center for European Policies, Romania

Website: <a href="http://www.crpe.ro">http://www.crpe.ro</a>
Short description of the organization: The Romanian Center for European Policies (CRPE) was established in 2009 by a group of experts bound by the shared objective of supporting Romania's role in Europe, promoting it as an influential leader in the development of EU agendas and policies. Since then, it became one of the leading Romanian think tanks specialized in EU affairs. The programs implemented by CRPE focus on 6 major objectives:
<ol style="list-style-type: none"> <li>(1) initiating projects meant to encourage debates on European and Romanian public policies;</li> <li>(2) publishing studies, research papers and informative materials regarding EU public policies;</li> <li>(3) strengthening citizen participation in the EU decision-making process by initiating debates.</li> <li>(4) providing innovative solutions for modernizing the Romanian public administration;</li> <li>(5) initiating advocacy campaigns for good governance at the EU level;</li> <li>(6) initiating training courses on European issues;</li> </ol>
Mentor's name and contact information: Cristian Ghinea, <a href="mailto:cristian.ghinea@crpe.ro">cristian.ghinea@crpe.ro</a>
Alternative name and contact information for receiving graduate's inquiries: Alexandra Toderita, <a href="mailto:alexandra.toderita@crpe.ro">alexandra.toderita@crpe.ro</a>
THREE POSSIBLE POLICY RESEARCH AREAS that your organization would like a recent graduate to work on (a short description). In case you would be happy to mentor a young professional in any area of your work, and would be open to negotiate it with the candidates who turn to you, please indicate that you have a general interest in working with young researchers irrespective of the three policy areas to be listed below.
1. Position Title: Party financing in Romania
Description of the work task: CRPE has been ever since its establishment extremely active in the fight against corruption in Romania, having implemented various projects in this field. Of significant importance would be performing an organizational analysis of the parliamentary political parties in Romania, the existing public financial data, and putting this analysis in the context of relevant European cases, with a view to determining to what degree policy changes in the regulation of parties functioning (primaries, public-private financing ratios, etc.) would alter their behavior and implicitly the quality of governance and democracy in Romania.
2. Position Title: State capture by interest groups and the impact of regionalization in Romania
Description of the work task: Romania's government is aiming to have administration reforms of and the setting up of new regional authorities completed by December 2013. The "regionalization" plan seeks to bring local government in line with European norms and make each of the country's regions a functioning administrative unit. In this context, will the widespread "state capture by interest groups" in Romania diminish? CRPE envisages the fellow conducting research on last years' cases of local barons prosecuted for mishandling public resources and determine how regionalization could affect local clientelism in Romania.
3. Position Title: Anti-migration public discourse in Western EU countries vis-à-vis Romanian workers
Given the recent growing negative sentiment against Romanian workers ahead of the lifting of labour market restrictions in January 2014, a study on the anti-immigrant public discourse fueled by extremist parties in countries such as the UK, Germany, Belgium, the Netherlands would be most welcome, with the aim of dismantling the populist rhetoric through fact and providing the best tools for Romanian officials to best handle this situation on the diplomatic level.

NECESSARY REQUIREMENTS for the offered positions (specific requirements that the candidates need to possess, including a field of education, thematic interests or language skills; for example proficiency in English and Russian, specific methodological or computer skills) :

- graduate studies (MA or PhD);
- proficiency in English, knowledge of another foreign language, preferably German or Slavonic;
- proficiency in MS Office;
- previous experience in volunteering, research or advocacy is an advantage;
- capacity to work independently;
- leadership and initiative.

POLICY PRODUCTS you would expect a candidate to work on and finalize during the program period (list and shortly describe possible policy products that would be useful for your organization):

- policy briefs (short research papers of maximum 10 pages);
- policy memos (longer research papers of up to 30 pages);
- background papers for specific policy events;
- concept papers for different research projects.

## 23. Belgrade Centre for Security Policy, Serbia

Website: <a href="http://www.bezbednost.org">www.bezbednost.org</a>
Short description of the organization: The BCSP is an independent think-tank set up in 1997 and dedicated to advancing human and national security on the basis of principles of democracy and human rights. It is committed to supporting the consolidation of security sector reform and security integration of Western Balkans into Euro-Atlantic community by means of creating an inclusive and knowledge-based security policy environment. By conducting research, advocacy and education, and creating networking opportunities for different stakeholders BCSP has become a point of reference for Serbia's nascent security community. Also, with a number of regional projects (concerning, for instance, mapping and monitoring of SSR, gender and security, anti-corruption policies) BCSP became prominent as a training resource for the regional think-tanks from the Western Balkans. Throughout 15 year of work BCSP has developed a sound theoretical and academic basis from which to conduct analysis.
Mentor's name and contact information: Predrag Petrovic, <a href="mailto:predrag.petrovic@bezbednost.org">predrag.petrovic@bezbednost.org</a>
Alternative name and contact information for receiving graduate's inquiries: <a href="mailto:office@bezbednost.org">office@bezbednost.org</a>
THREE POSSIBLE POLICY RESEARCH AREAS that your organization would like a recent graduate to work on (a short description). In case you would be happy to mentor a young professional in any area of your work, and would be open to negotiate it with the candidates who turn to you, please indicate that you have a general interest in working with young researchers irrespective of the three policy areas to be listed below.
1. Position Title: Accountability and integrity in security sector - focus on corruption risks
Description of the work task: It is expected that intern take part in the project entitled Partnership for Integrity in Security Sector of Serbia dedicated to monitoring of implementation of anticorruption policies in the key security institutions: military, police and intelligence. Those security institutions are to design integrity plans and to implement the newly adopted procurement law which all together should in the future diminish corruption risk in security sector. Intern will shadow the work of researchers in all aspects of their project engagement. However, focus of intern's work will be put on integrity plans, where is expected from him/her to make a comparative research on how integrity plans in security institutions are designed in selected countries from the Western Balkans countries (esp. Slovenia), as well as in consolidated democracies, and to make a policy recommendations on this issue. It is also expected from intern to present its findings at round table that will be organized with the key stakeholders involved in anti-corruption policies. Through engagement in project activities young professional will acquire in-depth knowledge on a specific issue of integrity and anti-corruption in security sector. Finally, young professional will undergo internship training-course that is organized for BCSP's regular internship which will start in January 2014. Importance of the whole internship package is twofold. Firstly, young professional will get set of skills for conducting policy research innate to think-tanks. Secondly, through engagement in project activities intern will acquire in-depth knowledge on a specific issue of integrity and anti-corruption in security sector. This is very important since this topic is under researched, especially in the Western Balkans countries.
2. Position Title: Diversity (gender, minorities, Roma) in security sector and respect
Description of the work task: One of BCSP's core areas of work is gender mainstreaming into security sector policies. It is expected that young professional actively contributes to conducting research, advocacy and education activities related to gender equality in security sector, particularly employment of women, their equal status and promotion in security institutions. Besides, BCSP pays special attention to the manner in which security institutions are addressing problems of other vulnerable



groups (ethnic and sexual minorities). In this respect, young professional could conduct research and write a research paper on the implementation of anti-discrimination policies in security sector in regards to diversity groups.

3. Position Title: EU Liberty, Security and Justice policies (data protection, organized crime, corruption, police cooperation)

Description of the work task:

The European Programme in the BCSP covers extensive range of international security issues, where internal security of the EU is one part of them. Since the Maastricht Treaty, justice and home affairs of the EU has been a burgeoning subject sharing topics such as security and human rights, for example fight against organized crime and data protection. Young professional in the BCSP will traces the development of the EU as an internal security actor. It will explore obstacles and motivations to the development of the justice and home affairs area, including differing national approaches and legal systems and the nature of police and judicial cooperation between member states. Moreover, one of the research topics will be review of the legislative measures, internal security governance system and strategic framework within the EU which has been developing in response to security threats, mainly organized crime and irregular migration.

NECESSARY REQUIREMENTS for the offered positions (specific requirements that the candidates need to possess, including a field of education, thematic interests or language skills; for example proficiency in English and Russian, specific methodological or computer skills):

The candidate needs to demonstrate:

- a strong interest in security studies, international relations or gender issues;
- basic research skills and readiness to carry out policy-oriented research;
- excellent knowledge of English language and computer literacy.

POLICY PRODUCTS you would expect a candidate to work on and finalize during the program period (list and shortly describe possible policy products that would be useful for your organization):

Type of the policy products that BCSP would expect include policy briefs and analysis, as well as short backgrounders and policy memos each of them tailored to suit to specific audience. Following topics will be covered: Backgrounder on integrity plans, Comparative research on integrity plans in security institutions in the Western Balkans countries; Monitoring of NAP on implementation of UNSCR 1325; Implementation of anti-discrimination policies in security sector; EU aquis and policies related to Chapters 23 and 24, etc.

## 24. European Policy Centre, Serbia

Website: [www.europeanpolicy.org](http://www.europeanpolicy.org) , [www.cep.org.rs](http://www.cep.org.rs)

Short description of the organization: European Policy Centre is a non-governmental organization predominantly active as a policy research centre (think tank), founded in 2011 by a group of professionals in the area of EU law, EU affairs, economics and public administration reform, with a shared vision of changing the policy making environment in Serbia for the better – by rendering it more evidence based, more open and inclusive and more substantially EU accession driven.

CEP's mission is:

1. to stimulate research and analysis as a basis for decision making, and
2. to provide high-quality alternative policy options aimed at advancing Serbia's EU accession process and positioning Serbia as an equal partner to the EU member states in terms of:
  - openness and accountability of democratic governance structures,
  - market regulation and performance, and
  - capacity to not only fulfil the obligations arising from EU membership but also make the most of the resulting rights and opportunities once EU membership is achieved.

Mentor's name and contact information:

Neboša Lazarević, [Nebojsa.lazarevic@cep.org.rs](mailto:Nebojsa.lazarevic@cep.org.rs)

Alternative name and contact information for receiving graduate's inquiries:

Amanda Orza, [Amanda.orza@cep.org.rs](mailto:Amanda.orza@cep.org.rs)

THREE POSSIBLE POLICY RESEARCH AREAS that your organization would like a recent graduate to work on (a short description). In case you would be happy to mentor a young professional in any area of your work, and would be open to negotiate it with the candidates who turn to you, please indicate that you have a general interest in working with young researchers irrespective of the three policy areas to be listed below.

1. Position Title: Research Fellow for the legal harmonization of domestic legislation with the *acquis communautaire* (horizontal and methodological aspects)

Following the signing of the Stabilisation and Association Agreement (SAA) in 2008, it became a legal obligation for Serbia to harmonize its existing and future legislation with the EU *acquis communautaire* as well as to enforce and implement it. However, numerous multifaceted difficulties have been noted from that date onwards. In 2013 the National Programme for Integration (NPI) from 2008 was succeeded by the National Programme for the Adoption of the Acquis (NPAA) which represents a harmonization plan for the period 2013 -2016 structured according to the Copenhagen criteria and so-called Madrid criteria. Thus, Serbia needs to prove its ability to take on all the obligations arising from EU membership, including the ability of public administration to adopt and implement *acquis*. It is a very complex and arduous challenge if one keeps in mind the growing volume and extent of the *acquis* which is divided into 33 negotiation chapters (Chapter 34 covers institutions, while Chapter 35 comprises of other issues, at the moment, relations with Kosovo).

CEP in its work throughout its research areas addresses the problems which arise from this process in terms of concrete policies as well as on horizontal issues. During ten years of professional experience acquired primarily in the public administration, the proposed CEP mentor dedicated himself to the harmonization of Serbian legislation with the EU law. In this sense, the Research Fellow will assist the mentor in monitoring and evaluating the implementation of the NPAA.

2. Position Title: Research Fellow for policy-making and regulatory techniques and approaches

CEP purports the understanding that public policies should be determined on the basis of choosing the best policy options offered (based on criteria such as effectiveness and efficiency, effects on the economy, environment etc.) which is predated by deep analyses and problem studies and possible solutions (evidence-based policy making). However, in Serbia ministries lack interdepartmental coordination based on a culture of consensus which results in incoherent policies and haphazard governing. Consequently, there is a high regulatory risk, legal uncertainty and damage to the economy etc. Finally, this state of affairs will negatively affect Serbia's accession negotiations in the EU (as well



as later on, membership once Serbia becomes Member State). Currently, partially as a consequence of legal harmonization, an overarching reform of the legislative and overall institutional system in Serbia is taking place. However, the lack of a coherent policy making system results in a hyper production of legislation, while the Regulatory Impact Assessment i.e. method of evaluating probable effects of a new regulation or regulatory change(s) still needs strengthening.

The Research Fellow would be involved in CEP's project under the Good Governance programme area, which aims to identify the problems and gaps in the policy making process in Serbia and provide recommendations on how to ensure better coordinated and more evidence-based policy making in Serbia, in light of growing legislative demands.

3. Position Title: Research Fellow for free movement of goods, competition and consumer protection, particularly from the perspective of EU law transposition

The proposed CEP mentor has a vast experience in the three proposed areas, while one of CEP's programme areas is Internal Market and Competitiveness under which it engages in projects tackling issues pertaining to Serbia's integration into the EU internal market and competitiveness related requirements. In terms of the EU negotiations chapters it includes among other the four freedoms (movement of goods, workers, services and establishment, capital), competition policy and consumer protection. Moreover, within the study "Towards a More Effective Consumer Policy in Serbia: Improvement of the Legal and Institutional Framework for Effective Consumer Protection," CEP examined the institutional gap between legislation aligned with EU law and actual effects in practice, so as to generate policy recommendations focused on the need to improve effective consumer protection. As a result of successful cooperation with consumers' organisations in this project, CEP established the Vulnerable Consumer Partnership with the major consumer association in Serbia (NOPS) and YUCOM – an NGO focusing on human rights and vulnerable groups.

In this view, CEP demonstrates a continuous effort concerning the three proposed areas. Currently, CEP is developing projects which will begin in the fall of 2013, which are revolving around the three policy areas which are deemed specifically problematic in the light of EU accession. It is relevant to monitor the development in Serbia in regards to free movement of goods, competition and consumer protection as key pieces of legislation will be amended during the course of this and the following year, which will be the task of the Research Fellow under the guidance of the mentor.

Description of the work tasks for the Research Fellow for all three policy research areas:

- Conduct desk research
  - In agreement with the mentor assist in conceiving the methodology for the study
  - Assist in designing data collection questionnaires, survey and interview methodologies
  - Web and literary research for the purpose of literature review
- Conduct field research
  - Support to qualitative and quantitative analysis of data (collect, organize and analyse primary data)
  - Set up and undertake face-to-face and telephone interviews
- Assist the senior researchers in developing policy reports and analysis by providing them with reviews of the collected material
- Assist in the writing of the policy study and policy brief
- Assist in the preparation of the policy study for publication
- Network and communicate with external associates when possible and deemed necessary
- Attend regular research team meetings and participate in the required presentation of work
- Respond to internal and external requests for information on the research topic
- Participate in the dissemination of the research

NECESSARY REQUIREMENTS for the offered positions (specific requirements that the candidates need to possess, including a field of education, thematic interests or language skills; for example proficiency in English and Russian, specific methodological or computer skills):

- A minimum of a Master's degree acquired by the beginning of the program in a field relevant to any of the three identified policy research areas (e.g. Law, Political Science, European Studies)
- Familiarity with one of the three identified policy research areas
- Excellent written and verbal communication skills in Serbian and English
- Previous experience with qualitative academic research and basic methodology
- Strong analytical and critical skills
- Working and editing at ease in Microsoft Office Word, plus solid familiarity with MS Office Power Point and Excel
- Ability to work well in a team and independently
- Excellent organizational and time management skills
- Exceptional interpersonal and communication skills, so as to communicate effectively to relevant academic and non-academic audiences using a range of media

POLICY PRODUCTS you would expect a candidate to work on and finalize during the program period (list and shortly describe possible policy products that would be useful for your organization):

1. Policy study on the topics of the respective policy research areas

- Literature review

As the literature review will encompass theoretical approaches to the topic from various perspective as well as the findings in regards to the trends, developments and challenges on the ground and provide a critical review of the available material, it will represent an extensive, exhaustive and systematic illustration of the topic at hand. Moreover, having conducted the literature review at the onset of the research project and consequently having realized the extent, limitations and weaknesses encountered by other researchers, gives the project additional clarity and focus and allow the researchers to improve the designed method and thus, position the study as accurately as possible methodologically and contextually.

- Analysis of the state of affairs in Serbia

A wide-ranging stakeholder analysis will be conducted at the onset so as to pinpoint the entire spectrum of institutions, be they formal or informal, and organizations, which have an interest in the identified topics. This step is relevant since the identified actors need to be involved in the realization of the research in order to provide a multifaceted perspective to the examined topic.

- In-depth and methodologically comprehensive comparative case study analysis of best practices examples

Good practice examples will be documented so as to be able to focus on the most successful examples and consider the practices, which would be applicable to the domestic context and whether they could be transposed and with what kind of modifications. This step is essential so as to be able to provide adequate policy options as solutions to the encountered challenges.

- Recommendations for improvements

A set of recommendations will be pinpointed as part of the conclusions of the Study so as to provide the relevant stakeholders with directly applicable policy options and their assessments. In this vein, as readymade solutions must be avoided, this phase of the research will bring to the foreground and to the attention of the decision and policy makers, context specific practical policy options.

2. Policy Brief with the purpose of providing a concise presentation of the Policy study

In order to allow for a wider dissemination having in mind financial constraints as well as the importance of using a less technical language for greater comprehension, the format of the Policy Brief will be very efficient. Namely, this stage is particularly important so as to bridge the gap between policy research and the audience be it the public, or in the narrower approach – the decision makers as it gives forth collated data easy to grasp.

## 25. Institute for Territorial Economic Development - InTER, Serbia

<p>Website: <a href="http://www.lokalnirazvoj.org">www.lokalnirazvoj.org</a></p>
<p>Short description of the organization: InTER – the Institute for Territorial Economic Development – was established in 2006 as an independent non-governmental think tank with the mission of promoting and advancing sustainable socio-economic territorial development in the Western Balkans. InTER is registered with the Business Registry Agency of the Republic of Serbia and the Ministry of Public Services of the Government of Kosovo. This twofold registration gives InTER the requisite legal status to provide its services in all Western Balkan countries.</p> <p>InTER’s basic field of expertise is support and assistance in the assessment and design of territorial development policy, as well as support in capacity building for the public sector (principally public administration organisations and local governments), private enterprises and civil society organisations. InTER has been primarily involved in conducting research, assessments, evaluations and analyses, support to development of organisational and management capacity, assisting in identifying funding opportunities, as well as support in preparing project proposals and implementing projects. InTER also places great importance on environmental protection and sustainable development projects.</p> <p>The main areas of InTER's activities are:</p> <ul style="list-style-type: none"> <li>• Regional and municipal sustainable socio-economic development;</li> <li>• Decentralisation and governance;</li> <li>• Competitiveness and economic development;</li> <li>• EU IPA and ODA Effectiveness;</li> </ul>
<p>Mentor's name and contact information:            Dragisa Mijacic, <a href="mailto:dmijacic@lokalnirazvoj.org">dmijacic@lokalnirazvoj.org</a></p>
<p>Alternative name and contact information for receiving graduate’s inquiries:            Tatjana Potezica, <a href="mailto:tpotezica@lokalnirazvoj.org">tpotezica@lokalnirazvoj.org</a></p>
<p>THREE POSSIBLE POLICY RESEARCH AREAS that your organization would like a recent graduate to work on (a short description). In case you would be happy to mentor a young professional in any area of your work, and would be open to negotiate it with the candidates who turn to you, please indicate that you have a general interest in working with young researchers irrespective of the three policy areas to be listed below.</p>
<p>1. Position Title: Policy Researcher for measuring impact of territorial development interventions in Serbia</p> <p>Description of the work task: Territorial (local/regional) development has drawn significant attention of donor community that is present in Serbia. Recently InTER has published a policy brief “A decade of local economic development in Serbia: lessons for the future” that identifies all major area-based interventions since 2000. One of the key recommendations of that paper is to conduct a comprehensive impact assessment of territorial (local and regional) development interventions. Namely, there are areas in Serbia that have been significantly covered with donor attention (such as Southern, Southwest, and to some extent Eastern Serbia). These areas will be used as treated group. On the other hand there are many areas that were not targeted with territorial development interventions, and they will be used as a control group. The prospective candidate will work together with InTER researchers in carrying out this policy result and present the results to key stakeholders and beneficiaries.</p>
<p>2. Position Title: Policy Researcher on Competitiveness Policies</p> <p>Description of the work task: Purpose of this research is to provide independent evaluation of the enterprise development policies provided by the Government of the Republic of Serbia and assess their impact on job creation, competitiveness, private sector growth and economic development in general. The research will focus on policies that provide subventions for attracting foreign direct investments and ones that aim to support competitiveness and innovations. The expected results are two policy papers, one for each group of policies. Both researches will be carried in close</p>

cooperation with the Ministry of Finance and Economy and the National Agency for Regional Development.
<b>3. Position Title: Policy Researcher on Decentralisation</b>
Description of the work task: Republic of Serbia is in a process of designing a national decentralisation strategy. In that regard InTER has been asked to carry out several analyses that will contribute to the strategic planning process. Those analyses include assessments of fiscal decentralization policies, identification of competencies of sub-national administrative units, comparative analysis between cities and municipalities in service provision, models of decentralisation and a comparative analysis of EU policies on decentralisation. The final research topic will be selected in cooperation with the Ministry of Regional Development and Local Self-government and with the working group for designing decentralization strategy.
<b>NECESSARY REQUIREMENTS</b> for the offered positions (specific requirements that the candidates need to possess, including a field of education, thematic interests or language skills; for example proficiency in English and Russian, specific methodological or computer skills):
Prospective candidate should have <ul style="list-style-type: none"> <li>▪ MA/MSc or PhD in the field of Regional Science, Development Economics, Economy, Political Science, Public Policy and Policy Analysis, Development Sciences, or similar fields;</li> <li>▪ Good knowledge in the field of territorial development, regional policy, decentralisation, economic development;</li> <li>▪ Good knowledge in quantitative methods: econometrics; advance knowledge of Stata/SPSS;</li> <li>▪ Excellent writing skills; desirable experience in writing policy analysis;</li> <li>▪ Advance level of English Language; desirable knowledge of Bosnian/Croatian/Montenegrin/Serbian</li> <li>▪ Excellent computer skills;</li> </ul>
<b>POLICY PRODUCTS</b> you would expect a candidate to work on and finalize during the program period (list and shortly describe possible policy products that would be useful for your organization):
We are expecting that candidate will produce a sound policy paper with policy recommendations. InTER will organise a roundtable discussion where the policy paper will be presented and discussed with key stakeholders in the sector. Dissemination strategy will also include a press conference, individual meetings with policy makers and experts in the field. InTER will also disseminate the results through its network of more than 2,000 professionals and academics across the Balkans. The policy paper will be prepared in Serbian and English language.

## 26. Center for the Research of Ethnicity and Culture - CVEK, Slovakia

Website: <a href="http://www.cvek.sk">www.cvek.sk</a>
<p>Short description of the organization: Center for the Research of Ethnicity and Culture (CVEK) is an independent research and educational institute that has been created in 2005 and is focused on research and analytical activities in the sphere of broadly understood culture and ethnicity. CVEK is contributing to expert activities and fostering of an expert dialogue in the sphere of minority issues, social exclusion, strengthening of a social cohesion, social construction of ethnic and cultural identity, race and ethnicity issues, and development of cultural activities and media space in Central European context. Range of topics includes inclusive education, issues of intolerance and racism, poverty and social policy or public policy on minority issues.</p> <p>Activities of the CVEK are both academic and practical policy analysis in all spheres of interest. The institute in its activities fosters publication activities, organizes seminars, conferences, and workshops, works on expert standpoints and public-policy materials, and is devoted to consultancy activities.</p>
<p>Mentor's name and contact information:            Jarmila Lajčáková, LLM, SJD, <a href="mailto:jlajcakova@cvek.sk">jlajcakova@cvek.sk</a></p>
<p>Alternative name and contact information for receiving graduate's inquiries:            Mgr. Elena Gallová Kriglerova, <a href="mailto:chudzikova@cvek.sk">chudzikova@cvek.sk</a></p>
<p>THREE POSSIBLE POLICY RESEARCH AREAS that your organization would like a recent graduate to work on (a short description). In case you would be happy to mentor a young professional in any area of your work, and would be open to negotiate it with the candidates who turn to you, please indicate that you have a general interest in working with young researchers irrespective of the three policy areas to be listed below.</p>
<p>CVEK has a general interest in working with young researchers and is open to negotiate the topics with the young graduates directly. The policy areas include, but not limited to positions indicated below.</p>
<p>1. Position Title: Research Fellow in Project: Discrimination of Romani Children in Foster Care Institutions</p>
<p>Description of the work task:            The researcher will provide a study on the process of placing Romani children in institutions, attitudes of employees towards the Romani children and youth and other factors that undermine the equal treatment and best interest of the children. At the same time, the researcher will help to develop the policies that would focus on reducing the barriers to integration of the young adults into society after leaving the institutions, including intolerance and racism towards Romani youth. At the same time the researcher will focus on de-institutionalization and policies that would provide possibilities of foster care promoting inclusion in the society.</p>
<p>2. Position Title: Research Fellow in Project: Creating Equal Opportunities for Roma Generally and Romani Women Specifically through Affirmative Action</p>
<p>Description of the work task:            The researcher will work on the CVEK's project that utilizes in the Slovak context groundbreaking legislation allowing for affirmative action. Our project will help to develop and implement pilot affirmative action schemes for University of Economy in Bratislava and the Trnava Higher Regional Unit. Under the leadership of main researcher, the fellow will undertake interviews in relevant institutions and target groups and undertake other activities to prepare background materials for developing strategic plans for affirmative action measures. Moreover, we expect the researcher to actively take part in round tables and seminars on the implementation of affirmative action measures.</p>

NECESSARY REQUIREMENTS for the offered positions (specific requirements that the candidates need to possess, including a field of education, thematic interests or language skills; for example proficiency in English and Russian, specific methodological or computer skills) :

Interested young professionals should be master- level graduates in social sciences, with interest and experience in dealing with minority issues and anti-discrimination. The candidates have to be fluent in Slovak and in English, able to produce high-quality policy papers in both languages and knowledgeable of basic computer skills. Young professional should be committed to work in area of minority rights, citizenship and migration later in their professional careers.

POLICY PRODUCTS you would expect a candidate to work on and finalize during the program period (list and shortly describe possible policy products that would be useful for your organization):

The researchers will be supporting CVEK in their ongoing projects and fully participate both individually and in team in desk and field research. We expect researcher to prepare high quality working memos, policy papers and recommendations.

## 27. Transparency International Slovakia, Slovakia

Website: <a href="http://www.transparency.sk">http://www.transparency.sk</a>
Short description of the organization: Anti-corruption watchdog, most-cited non-economic think-tank in Slovakia. National chapter of 90-country strong global movement against corruption.
Mentor's name and contact information : Gabriel Sipos, <a href="mailto:sipos@transparency.sk">sipos@transparency.sk</a>
Alternative name and contact information for receiving graduate's inquiries: Zuzana Dancikova, <a href="mailto:dancikova@transparency.sk">dancikova@transparency.sk</a>
THREE POSSIBLE POLICY RESEARCH AREAS that your organization would like a recent graduate to work on (a short description). In case you would be happy to mentor a young professional in any area of your work, and would be open to negotiate it with the candidates who turn to you, please indicate that you have a general interest in working with young researchers irrespective of the three policy areas to be listed below.
<b>1. Position Title: Judicial Transparency Analyst</b>
Description of the work task: Courts rank as Slovakia's most distrusted public institution. According to the recent <a href="#">Global Corruption Barometer</a> 69% of Slovaks believe the judiciary is corrupt or extremely corrupt. 8% of respondents have reported paying a bribe in the judiciary. Such high distrust in one of the pillars of a democratic state undermines the society's trust in a functioning democracy and creates space for disillusion and apathy. That is why TI Slovakia has launched a new " <a href="#">Open Courts</a> " portal designed to bring more and better information on courts, judges and their decisions into the public discourse. The intern will carry out unique research on the efficiency and accountability of Slovak judiciary based on the "Open Courts" web portal, including research design, publication of results and advocacy in media. By analyzing aggregate data on courts and judges as well as by producing case studies and publicizing the results, the intern will significantly contribute to the quality of the public discourse. The intern's research will allow to point to particular problems in the judiciary which are more likely to be solvable, as opposed to broad statements on the general poor state of the institution, which lead to apathy. Thus the intern will contribute to creating better conditions for a well functioning judiciary, a crucial condition of a functioning democracy.
<b>2. Position Title: Public Procurement Analyst</b>
Description of the work task: Almost €4 billion are spent annually in Slovak public procurement. However, businesses believe 13% of these funds are lost to corruption. Populist politicians fuel often inefficient use of funds by allowing the procurement of overpriced or unnecessary goods and services (overprices highways before elections, unnecessary medical equipment). Procurement scandals are frequent. Public officials and civil servants, who have the crucial say in public procurement, are believed corrupt by 66% of Slovaks. This lack of trust in the efficient use of taxpayer money contributes to the citizens' feeling of disengagement and weakens the civil society in Slovakia. In 2012 new legislation was passed in order to achieve cleaner and more efficient procurement. The intern will help remedy the situation by carrying out research in public procurement. The intern will analyze new trends in public procurement and identify problematic aspects of the new legislation. At the same time the intern will prepare procurement case studies, with a particular focus on populist spending. By communicating the findings to the public and creating pressure on the government, the intern will help curb inefficient spending, significantly contribute to the strengthening of civil oversight of the state's activities and thus to a stronger civil society as such.
<b>3. Position Title: Political Party Financing Analyst</b>
Description of the work task: Political parties are the third least trusted institution in Slovakia, with 64% Slovaks convinced they are corrupt. In the winter of 2012, the "Gorilla case," involving alleged corrupt party financing, brought thousands of protesters into the streets, the largest protests in more than a decade. The belief in the functioning of democracy in Slovakia was shaken, replaced in the

eyes of many by the belief the state had been captured. Consequently, all political parties in parliament pledged publically they would reform political party financing in line with recommendations formulated by TIS and partner organizations. In the next months legislation on the financing of politics is to be amended.

The intern will analyze the new legislation, identify its weaknesses and formulate recommendations. He/ she will also analyze the application of the legislation in the 2014 presidential campaign. Thus the intern will make use of the momentum created by last year's protests and help shape the way new legislation is implemented. At the same time he/ she will also strengthen the civil oversight of the financing of politics.

TIS is interested in working with young researchers on other topics as well.

NECESSARY REQUIREMENTS for the offered positions (specific requirements that the candidates need to possess, including a field of education, thematic interests or language skills; for example proficiency in English and Russian, specific methodological or computer skills) :

Degree in Economics, Law or Public Policy preferred, proficiency in English and Slovak, good understanding of local political situation, strong skills in Microsoft Excel

POLICY PRODUCTS you would expect a candidate to work on and finalize during the program period (list and shortly describe possible policy products that would be useful for your organization):

1. Analysis of judges' efficiency and accountability including recommendations for a more open judiciary, 2 blog articles attracting attention to solutions, 10+ mentions in the media, workshop with judiciary experts, independent handling of small scale research questions and media enquiries within topic
2. Analysis of public procurement trends including recommendations, two public procurement case studies, 2 blog articles, 10+ mentions in the media, independent handling of small scale research questions and media enquiries within topic
3. Analysis of political party financing legislation, analysis of presidential campaign spending, two blog articles, 10+ mentions in the media, independent handling of small scale research questions and media enquiries within topic



## 28. Tajikistan Analytical Center, Tajikistan

<b>Website:</b> <a href="http://research.tj">http://research.tj</a>
<b>Short description of the organization (not longer than 150 words):</b> The Tajikistan Analytical Center operates under the Eurasia Foundation of Central Asia in Tajikistan (EFCA-Tajikistan), a local, non-profit organization that aims to strengthen local communities and improve the civic and economic wellbeing of Tajik people. The Tajikistan Analytical Center aims to create a network of young researchers (local and international) working in the field of security, building on EFCA-Tajikistan's past emphasis on youth issues and radicalization. The Center seeks to develop a strong basis for supporting specific research on related issues by scholars and analysts. The Tajikistan Analytical Center wishes to cooperate with national and international media, as well as other research and analytical centers and think tanks. EFCA-Tajikistan has unparalleled experience from past projects and demonstrated past success in this field and an excellent local and international network of connections base. EFCA-Tajikistan has consistently been involved in relevant security-focused projects. For example, previous projects include the Ferghana Valley Youth Counterterrorism Initiative and the Reducing Youth Radicalization Project.
<b>Mentor's name and contact information (e-mail, telephone number):</b> Dr. Christian Bleuer, <a href="mailto:christian.bleuer@gmail.com">christian.bleuer@gmail.com</a>
<b>Alternative name and contact information for receiving graduate's inquiries (if different from the mentor's name):</b> Audrey Jannin, <a href="mailto:audrey@ef-ca.org">audrey@ef-ca.org</a>
<b>THREE POSSIBLE POLICY RESEARCH AREAS</b> that your organization would like a recent graduate to work on (a short description). In case you would be happy to mentor a young professional in any area of your work, and would be open to negotiate it with the candidates who turn to you, please indicate that you have a general interest in working with young researchers irrespective of the three policy areas to be listed below.
<b>1. Position Title:</b> junior researcher Description of the work task: <i>International Relations in the Central Asian context</i> Challenges that Central Asian states face in relation to development of the economy and the state are inevitably bound up with relations with outside powers. The junior researcher will look at the economic and political involvement of neighboring countries (Russia, China, Iran) in Central Asia and the perceptions of Central Asian states. Russia has seen its influence in Central Asia decline since the 1990s but still has considerable leverage in parts of the region stemming from the links created during the Soviet period. China has become an important player in the region, as a major trade partner, investor and creditor. Iran has been a player in the region since the 1990s, involved primarily in the economic sphere (energy, infrastructure), but its influence has been limited by domestic instability as well as by distrust of the Central Asian regimes. The relationships are determined in part by elite attitudes towards these countries and the regime's attempts to capitalize on its geostrategic location. The junior researcher is responsible for exploring perceptions of these powers among elites in Tajikistan and identifying factors that contribute to these views.
<b>2. Position Title:</b> junior researcher Description of the work task: <i>Extremism and Radicalization in Society</i> Over the last decade, Islam has played a greater role in social life in Tajikistan. Experts often focus on risks of religious radicalization among men and youth as well as the triggers of radicalization such as poverty and lack of employment opportunities. The junior researcher will be responsible for exploring other fields such as the risk of radicalization among women. In addition, he/she will develop a set of concrete and practical recommendations for engaging civil society in a larger counter-radicalization effort.

**3. Position Title:** junior researcher

Description of the work task: *Local and Regional Security issues*

The junior researcher will investigate potential external shocks that could trigger the emergence/re-emergence of local and regional conflicts such as increased instability in Afghanistan, Russia limiting work migration, etc. This research report aims to be practical and accessible for donors and international and local NGOs implementing programs on conflict prevention in order to increase their understanding of conflict drivers.

**NECESSARY REQUIREMENTS for the offered positions** (specific requirements that the candidates need to possess, including a field of education, thematic interests or language skills; for example proficiency in English and Russian, specific methodological or computer skills) :

Field of education: international relations, political science, law, economics, anthropology

Thematic interests: Security, international relations, violent conflict, social mobilization, politics

Language skills: full proficiency in English, Russian and Tajik

Methodological or computer skills: No strict requirements

**POLICY PRODUCTS** you would expect a candidate to work on and finalize during the program period (list and shortly describe possible policy products that would be useful for your organization):

One lengthy thematic report to be published online. Several shorter articles and blog posts. Candidate may also work on their own publication for a peer-reviewed journal or other publication.

## 29. Center for Social and Economic Research – CASE, Ukraine

Website: <a href="http://www.case-ukraine.kiev.ua">www.case-ukraine.kiev.ua</a>
Short description of the organization: CASE Ukraine is a non-government and non-profit research organization based in Kyiv, which specializes in economic and policy studies, macroeconomic analysis and forecasting. The mission of CASE Ukraine is to provide objective high-quality research and to assist the implementation of comprehensive economic reforms for sustainable development and welfare growth. CASE Ukraine experts took part in the formulation of economic reforms in the areas of fiscal and monetary policy, social assistance, international trade and European integration.
Mentor's name and contact information: Dmytro Boyarchuk, <a href="mailto:boyarchuk@case-ukraine.kiev.ua">boyarchuk@case-ukraine.kiev.ua</a>
Alternative name and contact information for receiving graduate's inquiries: Kateryna Ruskykh, <a href="mailto:Ruskykh@case-ukraine.kiev.ua">Ruskykh@case-ukraine.kiev.ua</a>
THREE POSSIBLE POLICY RESEARCH AREAS that your organization would like a recent graduate to work on (a short description). In case you would be happy to mentor a young professional in any area of your work, and would be open to negotiate it with the candidates who turn to you, please indicate that you have a general interest in working with young researchers irrespective of the three policy areas to be listed below.
1. Position Title: Public finance analyst
Description of the work task: CASE Ukraine identified huge interest of Ukrainians to simply presented information about public funds. After resonant release of an experimental report named « <i>How much the state costs or What I am paying taxes for?</i> » we see a need to continue this work covering in simple way different aspects of public funds use. One of the potential topics we target to cover is analysis of state bodies' budgets. So the task of an intern will be to help with developing a report on efficiency of funds use of some ministry (for instance, ministry of interior). What more, CASE Ukraine plans to create a user-friendly resource (web-site), which will be presenting in a simple and visualized manner key information about public funds. The main target of this work is to "translate" sophisticated data into language of common people and in this way make budgeting process transparent and simple for all interested parties. A demo version of a web-site has been already created ( <a href="http://costua.com">costua.com</a> ). However, further development of the web-site is needed. To assist in this work CASE Ukraine needs a good expert in public finances or someone who wants to learn more about public finances through practical exercises.
NECESSARY REQUIREMENTS for the offered positions (specific requirements that the candidates need to possess, including a field of education, thematic interests or language skills; for example proficiency in English and Russian, specific methodological or computer skills) :
MA in economics; Advanced skills in quantitative analysis: <ul style="list-style-type: none"> <li>• Excellent knowledge in econometrics/statistics and good mastery of data management</li> <li>• Good capacity in data analysis using software packages such as STATA and SPSS</li> </ul> Good knowledge of WORD, Excel, ACCESS and web publication software Capacity to work under tight schedule and meet the deadlines Proficiency in English and Ukrainian (good working knowledge of Russian is a plus);
POLICY PRODUCTS you would expect a candidate to work on and finalize during the program period (list and shortly describe possible policy products that would be useful for your organization):
- delivering substance data-set for "the Price of the State" web-site - case-study covering specific policy area (public finances);

## 30. Center for Society Research, Ukraine

Website: <a href="http://cedos.org.ua">cedos.org.ua</a>
<p>Short description of the organization: Center for Society Research (CSR) is a non-governmental, non-profit, and non-partisan organization. CSR was registered in June 2010 in order to combine the research and activist efforts of several lecturers and PhD students from the National University of Kyiv-Mohyla Academy. Experts of CSR have academic backgrounds in sociology, political science, history, and cultural studies and are experienced in the analysis of different social and political problems within activist organizations and groups of policy advocates. Most experts have degrees from foreign universities.</p> <p>CSR is a community of publicly engaged researchers that are involved in many grass-roots social movements as well as institutionalized civil society efforts. CSR strongly focuses on the issues that are under-researched and under-represented in the public discourse. Within our analysis we also put special emphasis on giving voice to the publics that are under-represented. CSR main areas of expertise are: (a) education policy; (b) social protest monitoring; (c) institutional discrimination, and (d) urban development.</p>
<p>Mentor's name and contact information: Inna Sovsun, <a href="mailto:inna@cedos.org.ua">inna@cedos.org.ua</a></p>
<p>Alternative name and contact information for receiving graduate's inquiries: Taras Doroniuk, <a href="mailto:taras@cedos.org.ua">taras@cedos.org.ua</a></p>
<p>THREE POSSIBLE POLICY RESEARCH AREAS that your organization would like a recent graduate to work on (a short description). In case you would be happy to mentor a young professional in any area of your work, and would be open to negotiate it with the candidates who turn to you, please indicate that you have a general interest in working with young researchers irrespective of the three policy areas to be listed below.</p>
<p>1. Position Title: Junior Expert on Education Policy</p> <p>Description of the work task: CSR is recognized as one of the key think-tanks working on education policy. Joining the team will guarantee the opportunities for influencing the policy-making process and contribution to the public debate about education reforms. CSR promotes reforms that ensure high-quality education that is accessible regardless of social and economic background; promote anti-corruption agenda and relies on critical understanding of the international experience. The candidate is expected to perform the following duties:</p> <ul style="list-style-type: none"> <li>- Analyzing various public policy initiatives regarding education policy;</li> <li>- Research of the international experience on the issues of special interest (education funding mechanisms, regulations concerning the teaching profession, civic education, university autonomy);</li> <li>- Preparing written reports, analyses, press-releases;</li> <li>- Assistance in preparation of the events (press-conferences, roundtables, conferences);</li> <li>- Assistance in preparation of fund-raising proposals.</li> </ul>
<p>2. Position Title: Junior Expert on Institutional Discrimination</p> <p>Description of the work task: Analysis of institutional discrimination is a growing area of CSR expertise. Organization focuses mainly on 'invisible' discrimination of women and migrants based on economic and social factors.</p> <ul style="list-style-type: none"> <li>- Analyzing various public policy initiatives regarding discrimination;</li> <li>- Development of research projects;</li> <li>- Field research among the target groups (women; migrants) using qualitative research methods;</li> <li>- Research of the international experience of tackling discrimination;</li> <li>- Assistance in preparation of the events (press-conferences, roundtables, conferences);</li> <li>- Assistance in preparation of fund-raising proposals.</li> </ul>

NECESSARY REQUIREMENTS for the offered positions (specific requirements that the candidates need to possess, including a field of education, thematic interests or language skills; for example proficiency in English and Russian, specific methodological or computer skills) :

Junior Expert on Education Policy

- Degree in Education, Sociology, Political Science, Public Policy;
- General understanding of Ukrainian education system;
- Desire to work in education policy analysis and promote progressive reforms;
- Contacts with international and foreign organizations working with education policy would be preferable;
- Fluency in Ukrainian and English.

Junior Expert on Institutional Discrimination

- Degree in Sociology, Political Science, Social Anthropology, Public Policy, Human Rights;
- General understanding of the problems of discrimination in Ukraine;
- Work (internship) experience with discrimination issues (at least 3 months);
- Contacts with international and foreign organizations working with issues of discrimination would be preferable;
- Fluency in Ukrainian and English.

POLICY PRODUCTS you would expect a candidate to work on and finalize during the program period (list and shortly describe possible policy products that would be useful for your organization):

Junior Expert on Education Policy

- co-authoring one baseline study (most likely concerning education funding mechanisms);
- co-authoring two policy papers (20 pages each; written by the group of experts; topics will be decided based on the current research plan of the organization);
- two articles for the mass media presenting results of the research conducted in the organization;
- co-authoring two fund-raising proposals.

Junior Expert on Institutional Discrimination

- co-authoring one baseline study (most likely concerning economic discrimination of women);
- co-authoring two policy papers (20 pages each; written by the group of experts; topics will be decided based on the current research plan of the organization);
- two articles for the mass media presenting results of the research conducted in the organization;
- co-authoring two fund-raising proposals.

## 31. Institute of World Policy, Ukraine

Website: <a href="http://www.iwp.org.ua">www.iwp.org.ua</a>
<p>Short description of the organization: The mission of the Institute of World Policy (IWP) which was established in November 2009 is to inform and educate policy makers, experts, journalists, and the general public about events and trends in international relations as it concerns Ukraine and Ukraine's foreign policy. The mission is based on the need to interpret and explain facts and behavior of Ukrainian political elites to foreign public, as well as to explain and interpret the global political, economic, military, and security contexts and institutions to Ukrainian spectators IWP aims at facilitating a tighter integration of the Ukrainian expert communities with international relations experts in other democratic states. IWP strives to deliver materials without political bias and ideological filter. We rely on verifiable facts and address issues from multiple theoretical approaches rather than duplicated popular opinions. IWP's products include policy analysis, recommendations to policy makers regarding Ukraine's policies, discussion platforms with the media for a comprehensive public discourse on major policy challenges, and the infrastructure for a regular dialogue with global scholars, thinkers and experts in international relations.</p> <p>IWP is independent of Ukrainian political movements, election cycles, and intellectual fashions, however, IWP expert network strives to represent and clarify positions of Ukrainian politicians, candidates, and policy makers on strategic and tactical issues of importance.</p>
<p>Mentor's name and contact information: Sergiy Solodkyy, first deputy director, <a href="mailto:solodkyy@iwp.org.ua">solodkyy@iwp.org.ua</a></p>
<p>THREE POSSIBLE POLICY RESEARCH AREAS that your organization would like a recent graduate to work on (a short description). In case you would be happy to mentor a young professional in any area of your work, and would be open to negotiate it with the candidates who turn to you, please indicate that you have a general interest in working with young researchers irrespective of the three policy areas to be listed below.</p>
<p>1. Position Title: Researcher to conduct a policy research on EU-Ukrainian integration (for public promotion of the Association Agreement between Ukraine and the EU project)</p>
<p>Description of the work task: The task of a young researcher will be to conduct a background policy research on EU-Ukraine integration and its developments, with Association Agreement (AA) and Deep and Comprehensive Free Trade Agreement (DCFTA) between Ukraine and the EU as a most important part of the analytical analysis. The researcher will also be involved in studying the opinions of the most active stakeholders including EU embassies, experts, public officials responsible for European integration and journalists about the level of awareness among the general public on the AA and the DCFTA (expert interviews). Those interviews should also be a part of the final policy paper. The outcome of the research will be an analysis (policy paper) on integration of Ukraine into the EU and its possible future developments. The research will include analysis of public opinion polls, analysis of Ukrainian media coverage and analysis of publications on AA and DCFTA. The research might also include information on general business climate in Ukraine. This research should be used as a base for public promotion of the Association Agreement between Ukraine and the EU.</p>
<p>NECESSARY REQUIREMENTS for the offered positions (specific requirements that the candidates need to possess, including a field of education, thematic interests or language skills; for example proficiency in English and Russian, specific methodological or computer skills) :</p>
<p>Perfect candidates for both positions should be graduates of MA/PHD programmes in the sphere of EU integration, economics or public policy and have a good knowledge of EU policies, including European Neighborhood Policy and EU-Ukrainian relations.</p> <p>As for language skills, candidates should be fluent in English and Russian. Knowledge of Ukrainian language will be an asset.</p> <p>Candidates should be competent in conducting background policy research and possess necessary</p>

project management skills. Their previous professional experience should include: drafting reports, team working, working to tight schedule and collaborating with people in a multi-cultural environment.

POLICY PRODUCTS you would expect a candidate to work on and finalize during the program period (list and shortly describe possible policy products that would be useful for your organization):

The policy product should be the following: an analysis (policy paper) on integration of Ukraine into the EU and its possible future developments, with the EU-Ukraine Association Agreement and DCFTA as a most important part of the analysis.