Vacancy announcement:

The University of Freiburg, the Chair of Forest and Environmental Policy is **looking to hire
3 PhD researchers and 1 PostDoc researcher in forest and environmental policy**

The Chair of Forest and Environmental Policy, University of Freiburg, Germany (https://www.forstpolitik-umweltpolitik.uni-freiburg.de/), announces **3 PhD researchers and 1 postdoc researcher.** Those interested in joining our vibrant team and working with us and our partners on collaborative EU research projects are invited to apply for the following positions. Starting date is as soon as possible but not later than July 1st 2022:

1) **Position 1**: one **PhD researcher** (m/f/n), duration of employment of **3 years, 65% equivalent** of a full time equivalent according to E13 TV-L payment level E13 TV-L (German collective labour agreement). The position is embedded in the EU innovation and research action collaborative project **SUPERB – "Systemic solutions for upscaling of urgent ecosystem restoration for forest-related biodiversity and ecosystem services"** funded by the EU Horizon 2020 Green Deal Calls. Research and activities are mainly placed within WP 5 "Governance and Society" in close collaboration with the team in Freiburg and other involved project partners based in Switzerland, Finland, Belgium and other participating countries in Europe. The successful candidate will map and analyse international, EU, national and subnational policies governing forest biodiversity restoration. He/she will also assess cross-sectoral and multi-level policy coherence, perform discourse social network analysis and validate policy coherence, trade-offs and synergies in real life settings. In collaboration with other partners, stakeholder perceptions of the policy framework and behavioral changes of the regulatory targets on the regional and local level will be assessed. Case studies will include Germany, the UK and a range of Eastern, Northern and Southern European countries. The main methods comprise content analysis of documents, interviews, online stakeholder surveys, and participatory workshops.

2) **Position 2:** one **PhD researcher** (m/f/n), duration of employment of **3 years, 65%** equivalent of a full time equivalent according to E13 TV-L payment level (German collective labour agreement). The position is embedded in the EU collaborative research project **BIOCONSENT** – "**Decision-making Support for Forest Biodiversity Conservation and Restoration Policy and Management in Europe: Trade-offs and Synergies at the Forest-Biodiversity-Climate-Water Nexus**" funded by the 2020 Biodiversa and Water JPI Joint Era-Net Call ("BiodivRestore")**.** Research and activities are mainly placed within WP 1 "Policy Analysis" and WP 2 "Scenario development and behavioural responses" in close collaboration with the team in Freiburg and the other involved project partners based in Austria, Bulgaria, Sweden, Finland and Spain. The successful candidate will study actor-based factors (e.g., decision-makers in policy and practice, their beliefs/values and interests, resources, networks) and their interplay with structural factors (e.g., political, socio-economic, demographic and technological developments) influence the conservation, restoration and sustainable use of forest and water ecosystems. He/she will also explore in participatory research future developments of key societal drivers and future scenarios and the behavioral responses of forest owners and forest managers, and identify recommendations for a coherent application of policy instruments for effective forest biodiversity restoration and conservation. The main methods comprise content analysis of documents, interviews, online and on-site behavioral experiments with stakeholders and participatory workshops. Preliminary case studies for this PhD research are forest landscapes in Baden-Württemberg (Black Forest, Schwarzwald, close to Freiburg) and North-Rhine Westfalia (Kottenforst close to Bonn) Germany.

3) **Position 3:** one **PhD researcher** (m/f/n), duration of employment of **3 years, 65% equivalent** of a full time equivalent according to E13 TV-L payment level E13 TV-L (German collective labour agreement), subject to final funding approval. The position is embedded in the EU collaborative research project **LEARNFORCLI-MATE** – "**Learning to realize multiple forest policy objectives under climate related stress and disturbance**" funded by the 2021 **ForestValue Era-Net Joint Call.** Research and activities are mainly placed within WP 5 "Collaborative social learning among key actors" as well as WP 1 "National level policy learning and goal achievement" and WP3 "Forest owners' and managers' perceptions, responses and learning". The PhD research will work together in close collaboration with the team in Freiburg and the other involved project partners based in Germany, Poland, Slovenia, and Sweden. Preliminary case studies for this PhD research are climate change damaged forest landscapes in Baden-Württemberg and North-Rhine Westfalia in Germany. The successful candidate will develop and use an online collaborative social learning platform and stakeholder workshops to conduct surveys and interviews as well as entertainment-educational cognitive communication and choice experiments under different scenarios with relevant actors. She/he will assess actors' knowledge and values/beliefs of decision-makers, forest owners and forest managers that are relevant to address forest policy and management problems like biodiversity loss and timber production decline driven by climate change-induced forest damages. The candidate will also synthesise and disseminate communication outputs and co-organise a final conference to inform decision-makers in policy and practice about best governance approaches, policy instruments and decision support tools. The main methods comprise content analysis of documents, interviews, online stakeholder surveys, and participatory workshops.

4) **Position 4:** one Postdoctoral researcher (m/f/n), duration of the employment of **2 years, 80%** equivalent of a full time equivalent according to E13 TV-L payment level E13 TV-L (German collective labour agreement), with possibility of extension by one or more years, subject to successful raising of research funds. Main task is to coordinate and implement Work Package 4 "Synthesis and knowledge transfer" in the EU collaborative research project **BIOCONSENT – "Decision-making Support for Forest Biodiversity Conservation and Restoration Policy and Management in Europe: Trade-offs and Synergies at the Forest-Biodiversity-Climate-Water Nexus"** funded by the 2020 Biodiversa and Water JPI Joint Era-Net Call ("BiodivRestore"). In particular, the candidate will be in charge of (1.) comparison, synthesis and generalisation of research results on trade-offs and synergies at the interface between biodiversity, forestry, water and climate policy, (2.) transforming research findings into relevant and useful decision-making tools for policy and management practice; and (3.) Knowledge transfer and dissemination of project results to key target groups. In addition, the postdoctoral researcher will support Work Package 5 "Project Management" in terms of administrative project management and scientific coordination.

Your background:

- Completed M.Sc. university degree or equivalent (Positions 1, 2 and 3, PhD researchers) and Ph.D. or equivalent (position 4, PostDoc researcher) in relevant academic studies, including but not restricted to forest sciences, environmental sciences, geography, environmental governance, forest and environmental policy, political sciences, public administration, law studies, and economics.
- Very good German and English language skills, good command of other European languages is an asset.
- Very good communication and writing skills (ideally experience with online communication networks and platforms).
- Interest in and ideally experience with forest and/or environmental policy analysis/governance studies.
- Interest in and ideally experience with empirical social research methods (e.g., content analysis of documents, interviews, surveys, participant observation).
- Work experience in scientific research and/or project management and/or public administration is asset.
- Comfortable with working in a fast-paced, results-oriented environment with strict deadlines.

Your responsibilities:

- Collection and analysis of empirical social research data through content analysis of policy documents, literature review, key expert interviews, surveys, stakeholder workshops, policy analysis and stakeholder mapping.
- (Co-)Writing chapters and project deliverables, incl. preliminary and final study reports; policy briefs.
- (Co-)Organisation and documentation of stakeholder workshops, online and onsite learning events, policy-science-interface management.

- Publication of the main results (e.g., scientific publications, mass media articles)
- Writing a doctoral thesis basing on the publications.

We are looking forward to your application!

Please apply by sending in electronic documents including **a motivation letter, a short CV and copy of supporting documents** (e.g., diplomas, transcript of records, past employment documents, recommendation letters, writing samples, references, etc.).

Please send your full application documents online (via email) **as soon as possible**, but **not later than May 20th, 2022** to:

Daniela.kleinschmit@ifp.uni-freiburg.de, Prof. Daniela Kleinschmit, Head of the Chair and Professor of Forest and Environmental Policy, University of Freiburg.

metodi.sotirov@ifp.uni-freiburg.de; Dr. Metodi Sotirov, Senior Researcher and Project Leader, Chair of Forest and Environmental Policy, University of Freiburg.

We will acknowledge the receipt of all applications, but we will contact only short-listed candidates for job interviews.

Additional information about the projects and/or the positions can be obtained from Prof. Dr. Daniela Kleinschmit and Dr. Metodi Sotirov.

To learn more about the Chair of Forest and Environmental Policy, University of Freiburg, Germany, please visit our website at https://www.forstpolitik-umweltpolitik.uni-freiburg.de/mitarbeiter3-en/Team-en?set_language=en.