



Funded by the European Union

15 PhD Positions for Marie Skłodowska-Curie ITN Early Stage Researcher (ESR) at the 'Network for Training on Hate' (NETHATE) to be funded by the Horizon 2020 Programme.

Applications are invited from suitably qualified candidates for full-time, three-year (or four year depending on position) fixed term positions as Early Stage Researchers (ESR) with members of the NETHATE Consortium. NETHATE is an international research and training project, that is funded by the Horizon 2020 research and innovation programme of the European Commission. The ESR positions are PhD positions that will be available from 1st March 2021 to contract end date.

Scope of the NETHATE programme

The vision for NETHATE is to examine the dynamics of the spread of hatred in society, including online fora, as well as mitigation and reconciliation strategies, and the impact on victims and bystanders.

The research and training programme will deliver doctoral training of Europe's next generation of researchers, teachers and practitioners in understanding the roots and impacts of hate, as well as mitigation strategies, which will support the development of a sustainable democratic culture across the EU. The participation of 10 universities and 1 NGO as the network Beneficiaries and 14 Partner organisations (2 Ministries, 2 companies and 10 NGO's) all deeply involved in this area will ensure that the ESRs acquire a broad and deep multi-disciplinary and inter-sectoral training and experience that will make them highly marketable and sought after graduates.

The overall mission of the NETHATE programme is to investigate the impact of hate in our societies by furthering our understanding about the (a) the nature of hate, (b) the dynamics of its spread in both offline and online fora, (c) the impact on victims, and (d) mitigation and reconciliation strategies. As a cross-cutting element, the issues of gender (and sex) will be addressed across the range of questions in NETHATE. Each PhD project within NETHATE will provide a piece in this jigsaw.

Members of consortium



A Unique Opportunity

NETHATE provides a unique opportunity to pursue a fully funded PhD project within a structured supervised programme, which promotes theoretical, methodological and practical experience. Most exciting about the programme is that while each PhD project has its own identity, the programme provides frequent opportunities to exchange with fellow PhDs within the programme. The benefits from being thus embedded within a multidisciplinary context will be that international networking will develop during PhD study, and future connections will be created for publication and future research. With all PhDs running simultaneously a sense of shared enthusiasm will benefit each person.

All ESRs will spend time not only at the hosting institution but also in one of the other partner universities/research centres/regulatory agencies/companies involved in NETHATE.

The ESRs will be registered in either a three-year or four-year PhD programme, dependent upon the University in which he/she will be registered. Each ESR position description includes the length of time to complete the PhD programme. The ITN programme is three years long and in the case of four year PhD programmes, funding for the fourth year is provided by local funding (please speak with supervisor of PhD).

Employment Conditions

The selected candidates are employed with a full time contract. The salary follows the Marie Curie-Skłodowska ITN funding scheme. Each researcher is hired under an employment contract and benefits from a monthly living allowance, social security cover, plus a mobility and family allowance (must meet eligibility requirements). A **very general** estimate would be living allowance circa €35.000/year, mobility allowance €600/month and family allowance (if applicable) of €500/month. The taxes, deductions and other charges in line with national law will be applied.

A career development plan will be prepared for each fellow in accordance with his/her supervisor and will include training, planned secondments and outreach activities in partner laboratories of the network. The ESR fellows are supposed to complete their PhD thesis by the end of their employment.

Candidates will be required to meet the Marie Skłodowska-Curie Early Stage Researcher eligibility criteria (see below) and the entry requirements for the PhD programme at the host institution where the ESR is based. Researchers may be of any nationality.

Candidates must have had less than four years full-time equivalent research experience and must not have already obtained a PhD.

Please note that there are residency requirements for each ESR position, you must not have resided in the country where the ESR position is located more than 12 months in the 36 months immediately before the appointment. The researcher must undertake transnational mobility.

In regards researchers with refugee status, time spent as part of a procedure for obtaining refugee status (under the 1951 Geneva Convention and the 1967 Protocol) are not taken into account (for mobility rules). It should be noted, however, that any time spent in the country of the beneficiary after refugee status has been obtained is then counted when determining eligibility.

Researchers at risk are especially encouraged to apply. ‘Researchers at risk’, under the current MSCA work programme refers to “researchers who are either at risk in their origin countries (due to discrimination, persecution, suffering and/or violence), or are seeking refuge out of these reasons or have recently found refuge in Europe”.

Application Deadline

22 November 2020 at 23:00 CET (Brussels time)

Start date

Position is available from 1st March 2021. Start dates may vary according to the respective university’s academic schedule.

Type of Contract

Temporary – full time, 36 or 48 months (length dependent on ESR post)

ESRs Key Responsibilities

- To manage and carry out the research projects within 36 months.
- To write a PhD dissertation.
- To participate in research and training activities within the NETHATE network.
- Develop a Personal Career Development Plan outlining training and support needs, and update this regularly based on training completed.
- To write peer-reviewed articles for specialized journals.
- To participate in meetings of different NETHATE consortium bodies.
- To disseminate the research in the academic/university/research community (national and international conferences) and non-academic/university community, by outreach and public engagement.
- To liaise with the other research staff and students working in broad areas of relevance to the research project and partner institutions.
- To write progress reports and prepare results for publication and dissemination via journals, presentations, web and social media.
- To attend progress and management meetings as required and network with the other research groups.

ESRs Benefits

- Prestigious EU fellowship.
- Highly competitive and attractive salary and working conditions.
- Excellent training programme.
- Develop multidisciplinary research skills.
- Be part of a team of leading researchers and teachers in different fields of academia.
- Establish a professional network in industry and academia.

- Visits and secondments to other project partners within industry and academia for up to 6 months of your appointment period.

How to Apply

Deadline for application is 22 November 2020 at 23:00 CET (Brussels time).

We reserve the right to re-advertise or extend the closing date for the positions (or a sub-set of the posts).

All posts are recruited in line with open, transparent, merit (OTM) and competency based recruitment.

To Apply:

Applications should include the following documents:

- A one-page letter motivating a) why you want to be part of NETHATE; b) which ESR position you are applying to, c) why are you applying for this specific position; d) why do you consider yourself a suitable candidate for this position;
- A list of three achievements in your life that you are proud of;
- A detailed CV listing education, work experience, publications, and relevant other activities;
- Names and contact information (address, email, phone) of between two to four referees;
- An academic transcript of B.Sc. and M.Sc. education;
- A copy of academic works such as papers or M.Sc. thesis (if available);
- Demonstrated English proficiency

The documents should be sent, via e-mail (PDF or Word document), to the email address listed in the description for each position. In some cases, the applicant will apply through the Human Resources department at the university where the position is available – if this is the case, this information is detailed in the description for the relevant ESR position.

You may apply to more than one ESR position; please submit an application for each ESR posts separately to the respective email address. Indicate in your letter which other ESR posts(s) you have also submitted an application to, and what would be your preference (rank them) among the posts you are interested in.

Please put reference **ESR application** in subject line of your e-mail application.



Trinity College Dublin
Coláiste na Tríonóide, Baile Átha Cliath
The University of Dublin

ESR 1

Project Title: The neurological basis of hate and impact on bystanders

Host: Trinity College Dublin, Dublin, IRELAND

Supervisor: Prof A Bokde

Enrolment in Doctoral Degree: Trinity College Dublin, Dublin, IRELAND (Doctoral Programme in Psychiatry)

Time to complete Doctoral Degree: 3 years

Description: Theories on hate generally posit that it has three components: negation of intimacy (disgust, repulsion), passion (anger, fear), and devaluation through contempt. The objective will be to study the neurological basis of hate and impact it has on bystanders & victims. The project will consist of (a) development of database for experimental studies on hate, (b) survey of what people understand hate to be, and (c) measure neurological basis of hate and impact on bystanders & victims.

Planned Secondment(s): 1 month each at (a) survey development with Prof J Kivivuori (Univ of Helsinki), (b) understanding peace building initiatives at Glencree, and (c) database development with Dr S Karunakaran (Google Ireland).

Essential Requirements & Skills:

- Academic degree(s) in psychology, neuroscience or related cognate field.
- Must not have resided in the (host country) Ireland for more than 12 months in the three years immediately before the appointment.
- Is in the first four years (full-time equivalent research experience) of research career and has not been awarded a doctoral degree.
- Must fulfil the entrance requirements for the PhD programme at TCD. To be eligible for admission to the PhD programme, a candidate must normally have a high honours standard in a relevant academic discipline at primary degree level or equivalent
- Excellent communications skills in English both written and verbal.
- Evidence of ability to work independently and collaboratively within an internationally diverse team.
- Evidence of conducting qualitative and/or quantitative research in real world settings.
- Evidence of excellent organisation skills and ability to meet deadlines.
- Ability to work under pressure and meet competing priorities
- Highly motivated, with excellent organisation skills and with strong attention to detail and quality.
- Are willing to travel to attend secondments, training and academic events.

Desirable Requirements & Skills:

- Experience with cognitive, psychological and behavioural testing
- Familiar with functional neuroimaging methods.
- Computer programming skills

Further information:

Informal queries may be made in regards to this ESR post – contact Prof Arun Bokde at bokdea@tcd.ie

Application:

Please submit application materials to bokdea@tcd.ie – deadline is 23 November 12:00 (Dublin time)



Trinity College Dublin
Coláiste na Tríonóide, Baile Átha Cliath
The University of Dublin

ESR 2

Project Title: Hate and how we can stop hating: the role of betrayal and atonement

Host: Trinity College Dublin, Dublin, IRELAND.

Supervisor: Prof Jan de Vries

Enrolment in Doctoral Degree: Trinity College Dublin, Dublin, IRELAND

Time to complete Doctoral Degree: 3 years

Description: The mechanism whereby hatred emerges includes betrayal of trust, perceived willful efforts to do damage to others, and stereotypical representations of both factors. The project will consist of (a) gathering of narratives of hate, betrayal and atonement for empirical studies on hate; (b) identification of strategies whereby hate can be prevented and mitigated; (c) measuring neurological basis of the experience of hatred, betrayal and atonement.

Planned Secondment(s): 2 months (a) gathering of narratives of hate, betrayal, atonement, prevention and mitigation, and involvement in peace building and reconciliation practice at the Glenree Centre for Reconciliation in Ireland, and (b) 1 month study of prevention strategies in Finland with Prof Janne Kivivuori (UH)

Essential Requirements & Skills:

- Academic degree(s) in psychology, neuroscience or related cognate field.
- Must not have resided in the (host country) Ireland for more than 12 months in the three years immediately before the appointment.
- Is in the first four years (full-time equivalent research experience) of research career and has not been awarded a doctoral degree.
- Must fulfil the entrance requirements for the PhD programme at TCD. To be eligible for admission to the PhD programme, a candidate must normally have a high honours standard in a relevant academic discipline at primary degree level or equivalent
- Excellent communications skills in English both written and verbal.
- Evidence of ability to work independently and collaboratively within an internationally diverse team.
- Evidence of conducting qualitative or quantitative research in real world settings.
- Evidence of excellent organisational skills and ability to meet deadlines.
- Ability to work under pressure and meet competing priorities
- Highly motivated, with excellent organisational skills and with strong attention to detail and quality.
- Willingness to travel to attend secondments, training and academic events.

Desirable Requirements & Skills:

- Experience with cognitive, psychological and behavioural testing
- Familiar with functional neuroimaging methods.
- Drivers license to visit secondment sites

Further information:

Informal queries may be made in regards to this ESR post – contact Prof Jan de Vries at DEVRIEJ@tcd.ie

Application:

Please submit application materials to DEVRIEJ@tcd.ie - deadline is 23 November 12:00 (Dublin time)



ESR 3

Project Title: Evolving forms of hate in the consumer society

Host: University of Turku, Turku, FINLAND. The ESR position is located at the Department of Social Research, Faculty of Social Sciences.

Supervisor: Prof Pekka Räsänen

Enrolment in Doctoral Degree: University of Turku (Doctoral Programme in Social and Behavioural Sciences: Economic Sociology)

Time to complete Doctoral Degree: 4 years

Description: Social media is playing increasing importance in commerce by mediating the interaction between people and companies, facilitating marketing, selling, buying and sharing products and services. The project focuses on being a target of online hate messages, be it businesses, customers, or a bystander, and how the messages will impact the vitality and growth of this area and affect all participants in the social commerce arena. The study will consist of (a) social surveys and (b) interviews with customers and companies about the impact of hate in social commerce, and the impact on businesses' decisions. To better understand the dynamics of growth of hate in social commerce, will use (c) various social media data to investigate the statistics of hate content in communications between companies and consumers.

Planned Secondment(s): one month at the National Institute of Health and Welfare (Finland) to understand social policy implications of online hate, and two months at the Institute of Democracy and Civil Society (IDZ, Germany), learning of web based research methodologies.

Essential Requirements & Skills:

- Academic degree(s) in economic sociology, sociology or a related field of social science.
- Must not have resided in the (host country) Finland for more than 12 months in the three years immediately before the appointment.
- Must fulfil the entrance requirements for the Doctoral Programme in Social and Behavioural Sciences at University of Turku, Finland. A general prerequisite for the right to pursue postgraduate studies is an applicable higher academic degree, or a relevant degree from abroad which in the country in question provides eligibility for corresponding postgraduate studies.

- The applicants are required to have knowledge in Finnish or English language to be able to participate in the teaching and communicate with the university staff. In practice, knowledge in the English language is required always when working in an international science community. Those applying for a right to study must prove their knowledge of English or Finnish.
- For more information on the Doctoral Programme, see:

<https://www.utu.fi/en/research/utugs/doctoral-programme-of-social-and-behavioural-sciences/admission>

- Evidence of ability to work independently and collaboratively within an internationally diverse team.
- Evidence of conducting quantitative research; mastery of basic quantitative and qualitative research methods in social sciences; demonstrated capability to use statistical analysis software such as SPSS, Stata or R.
- Evidence of excellent organisation skills and ability to meet deadlines.
- Ability to work under pressure and meet competing priorities.
- Highly motivated, with excellent organisation skills and with strong attention to detail and quality.
- Are willing to travel to attend secondments, training and academic events.

Desirable Requirements & Skills:

- Familiarity with quantitative and/or qualitative research methods.
- Mastery of Finnish language will be considered an asset.

Further information:

Informal queries may be made in regards to this ESR post – contact Prof Pekka Räsänen at pekras@utu.fi

Application:

Please submit application materials to recruit.nethate@gmail.com



ESR 4

Project Title: Intersectionality in victims' experiences of hate incidents

Host: University of Limerick, IRELAND. The ESR position is hosted by the European Centre for the Study of Hate, and jointly supervised through the Departments of Sociology and Law.

Supervisor: Dr Jennifer Schweppe and Dr Amanda Haynes.

Enrolment in Doctoral Degree: University of Limerick

Time to complete Doctoral Degree: 3 years

Description of the ESR position

The University of Limerick is recruiting an Early Stage Researcher to complete an MCSA ITN funded PhD on the topic "Intersectionality in victims' experiences of hate incidents". The objectives of the research are to (1) Gain insight into victims' experiences of hate incidents that manifest prejudice against two or more identity groups (2) Gain insight into the diversity of experience within a single identity group, based on variation in manifestations of hate according to the membership's other personal characteristics (3) Examine the impact of intersectionality on victims' experiences of support services and organisations. The successful candidate will be expected to meet milestones, and provide interim deliverables in a timely fashion. Key deliverables include the completed thesis, to be delivered in month 36, and the development of a bespoke and victim oriented training package for support services and organisations interacting with victims of intersectional hate incidents.

The contract is for a period of 36 months, and maternity leave is unpaid.

Required characteristics

- A 2.1 honours primary degree or 2.1 masters (or equivalent) in sociology, law, social psychology, criminology, criminal justice, or a highly cognate discipline.
- Must not have been awarded a doctoral degree.
- Must satisfy the entrance requirements for the doctoral programme at the University of Limerick.

- Must not have resided in Ireland for more than 12 months in the three years immediately before the appointment unless the candidate is seeking, or has sought, international protection.

Desirable characteristics

- Excellent academic writing skills.
- Familiarity with scholarly literature on hate crime and incidents.
- Familiarity with intersectional theory.
- Familiarity with literature and regulations on research ethics.
- Training in / experience of qualitative data collection and analysis.
- Experience of using computer aided qualitative data analysis software.
- Experience of working/volunteering with minority communities.

University of Limerick

The University of Limerick (UL) with over 15,000 students and 1,400 staff is an energetic and enterprising institution with a proud record of innovation and excellence in education, research and scholarship. The dynamic, entrepreneurial and pioneering values which drive UL's mission and strategy ensures that we capitalise on local, national and international engagement and connectivity. We are renowned for providing an outstanding student experience and employability and conducting leading edge research. Our commitment is to make a difference by shaping the future through educating and empowering our undergraduate and postgraduate students. UL is situated on a superb riverside campus of over 130 hectares with the River Shannon as a unifying focal point. Outstanding recreational, cultural and sporting facilities further enhance this exceptional learning and research environment. The University of Limerick has endorsed the European Charter and Code for Researchers and has been recognised as an excellent environment for MSCA fellows by the European Commission.

The successful candidate will be supervised by the co-directors of the University of Limerick European Centre for the Study of Hate. The ECSH, which incorporates the Hate and Hostility Research Group, is an interdisciplinary research unit. Dr Jennifer Schweppe (Senior Lecturer in Law) and Dr Amanda Haynes (Senior Lecturer in Sociology) will be co-supervisors. Their publications include *Critical Perspectives on Hate Crime: Contributions from the Island of Ireland* (with Taylor); the EU funded report *Lifecycle of a Hate Crime: Comparative Report* (with Walters) and the ICCL funded *Out of the Shadows: Legislating for Hate Crime in Ireland* (with Carr, Carmody and Enright). The co-directors have presented their research to international bodies such as the EU High Level Group on Combating Racism, Xenophobia and Other Forms of Intolerance, the European Commission on Racial Intolerance, the OSCE ODIHR, and are members of the expert group advising on the Northern Ireland review of hate crime legislation. Dr Haynes has expertise in qualitative

research and is the EU Fundamental Rights Agency Social Expert on Fieldwork Research for Ireland. Dr Schweppe is a founder and co-director of the International Network for Hate Studies. She has expertise in legal research and in 2017, accepted the *Eva Lassman Take Action Against Hate Award* from the Gonzaga Institute of Hate Studies on behalf of the International Network for Hate Studies, of which she is a co-Director.

Secondment/NGO

The successful candidate will spend a period of 3 months seconded to the project's NGO partner, Doras. This period will particularly serve to inform fieldwork for the project. Established in 2000, Doras is an independent non-profit organisation, working to promote and uphold the human rights and well-being of migrants through personal advocacy, integration development and collaborative advocacy campaigns at the local and national level. With a staff of full-time and part-time employees, supported by a team of volunteers, the organisation is headquartered in Limerick, with branches in Portlaoise and Wexford.

Doras provides a free and confidential advice and legal information service on immigration-related issues including asylum applications; Direct Provision; Family Reunification; employment rights and reporting racism. Doras campaigns at local, national and international level for change in policy and legislation relating to Protection & Direct Provision, Anti-Trafficking and Anti-Racism. Doras is a member of the Coalition Against Hate Crime (Ireland). Doras is registered as a company and has charitable status.

Further information:

Informal queries may be made in regards to this ESR post – contact either Dr Jennifer Schweppe at Jennifer.Schweppe@ul.ie or Dr Amanda Haynes at Amanda.Haynes@ul.ie

Application:

Please submit application materials to recruit.nethate@gmail.com and to Jennifer.Schweppe@ul.ie . A CV and sample of academic writing should be included with applications.



Trinity College Dublin
Coláiste na Tríonóide, Baile Átha Cliath
The University of Dublin

ESR 5

Project Title: The experience and effects of hatred of paedophiles

Host: Trinity College Dublin, Dublin, IRELAND.

Supervisor: Prof. Simon McCarthy-Jones

Enrolment in Doctoral Degree: Trinity College Dublin, Dublin, IRELAND. (Doctoral Programme in Psychiatry)

Time to complete Doctoral Degree: 3 years

Description: Paedophiles are one of the primary targets of hate in contemporary society. Such hate is often socially sanctioned. Yet, little is known about how such individuals experience such hate and the (potentially counterproductive) impact this has on their behaviours, including help-seeking and recidivism. It is also unclear what the key cultural sources of this hatred are. The objective of this project will be to better understand how paedophiles experience hatred against them (including identifying what the key cultural sources of such hatred are) and to explore how such hatred influences their behaviour. Both qualitative and quantitative methodologies will be employed to this end. The results of this project will offer new insights into the perceptions and behaviours of paedophiles, which will inform both their treatment and the prevention of sexual crimes.

Planned Secondment(s): 3 months at One in Four, a Dublin-based Irish charity supporting adult survivors of childhood sexual abuse, with Maeve Lewis (Executive Director). Here the student will gain an understanding of the One in Four's Phoenix Program. This is a core child protection strategy, in which One in Four work with sex offenders, their families and the statutory services to help offenders confront the harm that they have caused and to support them in living lives that are free from sexually harmful behaviour.

Essential Requirements & Skills:

- Academic degree(s) in psychology, or related cognate field.
- Must not have resided in the (host country) Ireland for more than 12 months in the three years immediately before the appointment.
- Is in the first four years (full-time equivalent research experience) of research career and has not been awarded a doctoral degree.
- Must fulfil the entrance requirements for the PhD programme at TCD. To be eligible for admission to the PhD programme, a candidate must normally have a high honours standard in a relevant academic discipline at primary degree level or equivalent
- Excellent communications skills in English both written and verbal.

- Evidence of ability to work independently and collaboratively within an internationally diverse team.
- Evidence of conducting qualitative and/ or quantitative research in real world settings.
- Evidence of excellent organisation skills and ability to meet deadlines.
- Ability to work under pressure and meet competing priorities
- Highly motivated, with excellent organisation skills and with strong attention to detail and quality.
- Are willing to travel to attend secondments, training and academic events.

Desirable Requirements & Skills:

- Previous experience working in the area of sexual violence.
- Interest in how cultural productions shape meaning-making.
- Interest in hate crime legislation.

Further information:

Informal queries may be made in regards to this ESR post – contact Prof Simon McCarthy-Jones at mccartsi@tcd.ie

Application:

Please submit application materials to mccartsi@tcd.ie - deadline is 23 November 12:00 (Dublin time)



ESR 6

Project Title: Countering online hate-speech through technological interventions

Host: University of Antwerp, Belgium. See <https://www.uantwerpen.be/en/>

Supervisors: Prof. Heidi Vandebosch, Prof. Karolien Poels, Prof. Sara Pabian

Enrolment in Doctoral Degree: University of Antwerp, Antwerp, Belgium (Doctoral Programme in Social Sciences: Communication Studies)

Time to complete Doctoral Degree: 4 years

Description:

Development and testing of prototypes of technological interventions to prevent or counter online hate speech based on current and newly acquired knowledge on motivations and contexts of online hate speech.

Development of insights on user acceptance, user experience and efficacy of the (prototype) technological tools to prevent or counter online hate by means of a range of lab and field studies. Human Rights Analysis of the (prototype) technological tools.

Planned Secondment(s): 1. Google (Dublin, Ireland), 1 month, exploration of existing and (potential) future technological tools to prevent or counter hateful web content; 2. Textgain (Antwerp, Belgium), 1 month, exploration of existing and (potential) future technological tools to prevent or counter user-generated hate speech on Social Media by using automatic text detection 3. Leiden University (The Netherlands), 1 month, Human Rights Analysis of selected technological tools.

Essential Requirements & Skills:

- Academic Master in Social Sciences (i.e. Communication Sciences, Sociology), Psychology, Design Sciences, or a related discipline (that focuses on technology and human behavior).
- Knowledge of, and affinity with quantitative and qualitative behavioral science methods (e.g. experiments, surveys, focus groups, ...)
- Must not have resided in Belgium for more than 12 months in the three years immediately before the appointment.
- Is in the first four years (full-time equivalent research experience) of research career and has not been awarded a doctoral degree.

- Excellent communications skills in English both written and verbal. Knowledge of Dutch is considered an advantage.
- Evidence of ability to work independently and collaboratively within an internationally diverse team.
- Evidence of conducting academic legal research and very good academic writing skills.
- Evidence of excellent organisation skills and ability to meet deadlines.
- Ability to work highly efficiently and meet competing priorities
- Highly motivated, with excellent organisation skills and with strong attention to detail and quality.
- Willing to travel to attend secondments, training and academic events.
- Willing to work interdisciplinary, and eager to apply insights from other fields (e.g. computational linguistics, law, ...)

Desirable Requirements & Skills:

- Evidence of affinity with and knowledge of digital technologies and human technology interaction (in particular: interface design, technological “affordances”, ...and how these affect human behavior)
- At least one academic publication (besides the master thesis), preferably in the area human behavior and digital technologies.

Further information:

Informal queries may be made in regards to this ESR post – contact either Prof Heidi Vandebosch at heidi.vandebosch@uantwerpen.be, or Prof Karolien Poels at karolien.poels@uantwerpen.be, or Prof Sara Pabian at sara.pabian@uantwerpen.be

Application:

Please submit application materials to recruit.nethate@gmail.com



Universiteit
Leiden
The Netherlands



ESR 7

Project Title: Countering hate speech—how to adequately protect fundamental rights?

Host: Center for Law And Digital Technologies (eLaw), Leiden Law School, Leiden University, The Netherlands.

Supervisor: Prof Simone van der Hof

Enrolment in Doctoral Degree: Graduate School of Legal Studies, Leiden Law School, Leiden University, The Netherlands.

Time to complete Doctoral Degree: 4 years

Description: *Countering hate speech—How to adequately protect fundamental rights?* The ESR will carry out a fundamental rights analysis of how online platforms fulfil their (moral or legal) responsibilities in countering illegal or harmful expression through the use of advanced digital technologies. The research will include a conceptualisation of what is illegal or harmful speech, the development of an analytical framework for fundamental rights and case studies on social media platforms. A 3-month secondment is planned to TNO, the Netherlands, to explore existing and (potential) future technological tools to prevent or counter hate web content. The project at Leiden University is working closely together with another ESR, who will conduct research at the University of Antwerp on how to combat online hate speech by means of technological interventions.

Planned Secondment(s): TNO, The Netherlands, 3 month, exploration of existing and (potential) future technological tools to prevent or counter hateful web content

Selection criteria:

- (Advanced) LL.M. degree(s) in law, preferably law and technology, human rights law.;
- An explicit interest in (human rights) law and digital technologies;
- Evidence of ability to work independently and collaboratively within an internationally diverse team.
- Evidence of conducting academic legal research and very good academic writing skills.
- Having at least one academic publication (besides the LL.M. thesis), preferably in the area of law and digital technologies or human rights law, will be considered an advantage.
- Evidence of excellent organisation skills and ability to meet deadlines.
- Ability to work highly efficiently and meet competing priorities.

- Highly motivated, with excellent organisation skills and with strong attention to detail and quality.
- Willingness to travel to attend secondments, training and academic events.
- Excellent communications skills in English both written and verbal. Knowledge of or willingness to learn Dutch is considered an advantage.

Further information:

Enquiries can be made to Professor Simone van der Hof, s.van.der.hof@law.leidenuniv.nl.

If you have any enquiries about the procedure, please contact Regina Noort (e-mail: r.a.g.noort@law.leidenuniv.nl).

For information about Leiden University: www.universiteitleiden.nl.

For information about the Center for Law and Digital technologies (eLaw): <https://www.universiteitleiden.nl/en/law/institute-for-the-interdisciplinary-study-of-the-law/elaw>.

Information on the advanced research qualification and research programmes of the Graduate School of Legal Studies can be found on: <https://www.universiteitleiden.nl/en/law/research>.

Application:

Please check the **official publication** of this ESR position for more information (including terms & conditions) as well the procedure for submitting your application to Leiden University (see links below). The reference number for the ESR position is 7805.

<https://www.universiteitleiden.nl/vacatures/2020/q4/20-441-7805-phd-position-for-marie-sklodowska-curie-itn-early-stage-researchers-esr>

<https://www.academictransfer.com/en/294880/phd-candidate-for-marie-sklodowska-curie-itn-early-stage-researchers-esr/>

Project Title: Helping victims of online sexual harassment through online reporting and supporting systems

Host: University of Antwerp, Belgium. See <https://www.uantwerpen.be/en/>

Supervisors: Prof. Karolien Poels, Prof. Heidi Vandebosch, Prof. Sara Pabian

Enrolment in Doctoral Degree: University of Antwerp, Antwerp, Belgium (Doctoral Programme in Social Sciences: Communication Sciences)

Time to complete Doctoral Degree: 4 years

Description:

To investigate how reports about online sexual harassment can be dealt with by Social Networking Sites in an efficient, desirable and effective way. This will also include investigating whether and how interface design features can be used to support victims, for instance, by exposing them to narratives (i.e. stories) of fellow victims who coped successfully with the distressing events related to online sexual harassment.

Planned Secondment(s): 1. Textgain (Antwerp, Belgium), 2 months, exploration of existing and (potential) future technological tools to prevent or counter user-generated hate speech on Social Media by using automatic text detection, 2. Leiden University (The Netherlands), 1 month, Human Rights Analysis of selected technological tools.

Essential Requirements & Skills:

- Academic Master in Social Sciences (i.e. Communication Sciences, Sociology,...), Psychology, Design Sciences, or a related discipline (that focuses on technology and human behavior).
- Knowledge of, and affinity with quantitative and qualitative behavioral science methods (e.g. experiments, surveys, focus groups, ...)
- Must not have resided in Belgium for more than 12 months in the three years immediately before the appointment.
- Is in the first four years (full-time equivalent research experience) of research career and has not been awarded a doctoral degree.
- Excellent communications skills in English both written and verbal. Knowledge of Dutch is considered an advantage.

- Evidence of ability to work independently and collaboratively within an internationally diverse team.
- Evidence of conducting academic legal research and very good academic writing skills.
- Evidence of excellent organisation skills and ability to meet deadlines.
- Ability to work highly efficiently and meet competing priorities
- Highly motivated, with excellent organisation skills and with strong attention to detail and quality.
- Willing to travel to attend secondments, training and academic events.
- Willing to work interdisciplinary, and eager to apply insights from other fields (e.g. computational linguistics, law, ...)

Desirable Requirements & Skills:

- Evidence of affinity with and knowledge of digital technologies and human technology interaction (in particular: interface design, technological “affordances”, ...and how these affect human behavior)
- At least one academic publication (besides the master thesis), preferably in the area human behavior and digital technologies.

Further information:

Informal queries may be made in regards to this ESR post – contact either Prof. Karolien Poels at karolien.poels@uantwerpen.be; Prof Heidi Vandebosch at heidi.vandebosch@uantwerpen.be, or Prof Sara Pabian at sara.pabian@uantwerpen.be

Application:

Please submit application materials to recruit.nethate@gmail.com



UNIVERSITY OF GOTHENBURG

ESR 9

Project Title: Social Media Misogyny: Online Hate Against Women

Host: University of Gothenburg, Sweden

Supervisor(s): Lisa Åkervall, Mia Liinason

Enrolment in Doctoral Degree: Film and Media Studies, Department of Cultural Sciences, University of Gothenburg, Sweden

Time to complete Doctoral Degree: 4 years

Description: Hate against women online, as in the #Gamergate scandal, the reinforcement of sexism in media cultures (for instance in video game cultures), and more general expressions of hatred and trolling against feminism and feminists have emerged as areas of widespread popular and social scientific interest. Yet there is a dearth of research from critical, culturalist, media theoretical, media aesthetic and gender studies perspectives. This project will critically analyze social media misogyny from a film and media studies perspective taking into account insights from gender studies and communication studies. The project puts particular emphasis on the role of media aesthetics and media ecology in the growth of misogyny and hate speech online targeting women, with attention to how social media-related misogyny entangles with the discourse of other media platforms, such as cinema and television.

Planned Secondments: 3 months communication studies analysis of selected case studies with Prof H Vandebosch (University of Antwerp); 3 months analysis of the conditions of gender research concerning gender-based threats and harassment online with Kajsa Widegren (Swedish Secretariat of Gender Research, Gothenburg)

Essential Requirements & Skills:

- Familiarity with and interest in emerging media theoretical debates, including media aesthetics, media ecology, and contemporary debates in gender studies
- Academic degree(s) (M.A. or comparable) in film and media studies or related field
- Must not have resided in the (host country) Sweden for more than 12 months in the three years immediately before the appointment
- Must fulfill the entrance requirements for the PhD program at GU
- Excellent communications skills in English both written and verbal
- Evidence of ability to work independently and collaboratively within an internationally disciplinary diverse team
- Evidence of excellent organization skills and ability to meet deadlines
- Evidence of excellent analytical skills

- Ability to work highly efficiently and meet competing priorities
- Highly motivated, with excellent organization skills and with strong attention to detail and quality
- Willing to travel to attend secondments, training and academic events
- Willing to work interdisciplinary, and eager to apply insights from other fields (i.e. ability in analysis to draw insights from media studies, communication studies, gender studies, political economy)

Desirable Requirements & Skills:

- Familiarity with and knowledge of digital technologies, social media platforms, and the related discourses

Further information:

Informal queries may be made in regards to this ESR post – contact Prof Lisa Åkervall at lisa.akervall@gu.se

Application:

Please submit application materials through the University of Gothenburg's website, under *Vacancies*: <https://www.gu.se/en/about-the-university/work-at-the-university-of-göteborg/vacancies> under the professional area Doctoral student. The reference number is PAR 2020/1101.



Project Title: Online hate speech: contents, networks and effects on hate crime

Host: Institute for Democracy and Civil Society (IDCS) Jena [Institut für Demokratie und Zivilgesellschaft (IDZ) Jena], GERMANY / Amadeu Antonio Stiftung (AAS). The ESR position is located at IDCS Jena.

Supervisor: Prof. Tobias Rothmund, Prof. Wolfgang Frindte, Dr. Daniel Geschke

Enrolment in Doctoral Degree: Because IDCS and AAS are NGOs the ESR will additionally be enrolled in the doctoral program in communication science at Friedrich-Schiller-University of Jena, Jena, Germany.

Time to complete Doctoral Degree: 3 years

Description: This project aims at connecting the realms of hate speech in virtual online worlds and actual hate crime in the real world in specific German regions. It investigates content and dynamics of the viral spreading of hate messages in the Web 2.0 and their relations with real-life hate crimes, as well as local resilience against such hate and possible countermeasures.

Planned Secondment(s): 1.) one month with Prof J. Schweppe (University of Leiden, NL) for theoretical and empirical knowledge exchange; 2.) two months at NGO MOBIT (Germany, <https://mobit.org/>) to learn about hate crimes and hate groups in Thuringia, Germany.

Essential Requirements & Skills:

- Academic degree(s) (M.A. or comparable) in psychology, or communication science.
- Excellent communications skills in English and German both written and verbal.
- Must not have resided in the (host country) Germany for more than 12 months in the three years immediately before the appointment.
- Profound knowledge of social scientific, qualitative and/ or quantitative research methods for empirically studying both hate crime and online content (hate speech), and in statistical data analyses.
- Evidence of ability to work independently and collaboratively within an internationally diverse team.
- Ability to work under pressure and meet competing priorities.

- Highly motivated, with excellent organisation skills, ability to meet deadlines.
- Are willing to travel to attend secondments, training and academic events.
- Are willing to live in Jena, Germany for 3 years.

Desirable Requirements & Skills:

- Knowledge about prejudice, discrimination, minorities, hate crime and/or hate speech.
- Experience with web content analyses, and/ or network analyses.

Further information:

Informal queries may be made in regards to this ESR post – contact Dr Daniel Geschke at daniel.geschke@idz-jena.de and bewerbung@idz-jena.de

Application:

Please submit application materials to recruit.nethate@gmail.com and bewerbung@idz-jena.de

ESR 11

Project Title: Preaching Hate: A Contextual Discourse Analysis of Charismatic Socio-Religious Speech

Host: Trinity College Dublin, Dublin, Ireland. The ESR position is located at the Department of Near and Middle Eastern Studies, School of Languages, Literatures and Cultural Studies,

Supervisor: Dr. Roja Fazaeli

Enrolment in Doctoral Degree: Trinity College Dublin, Dublin, IRELAND. (Doctoral Programme in Near and Middle Eastern Studies)

Time to complete Doctoral Degree: 3 years

Description:

This project investigates the relationship between the emotions undergirding the practice of hate and the construction and influence of formal and informal types of authority in the European context. Increasingly “hateful ideologies” are propagated by right-wing propagandists, religious fanatics, and extreme left groups. This project seeks to study the role and origins of charismatic leaders in propagating hate. Through texts, including religious sermons, political speeches, social media communication, and music this project will chart the topography of the personality politics driving discourses of hate and alterity in a European context. This project will employ an interdisciplinary methodology composed of discourse analysis, cultural studies, socio-legal studies, and Islamic studies. The project will also be filtered through a strong gender lens in order to address the intimate relationship between gender and systems of authority.

Planned Secondment(s):

1. AMADEU ANTONIO STIFTUNG (IDCS/AAS), Dr D Geschke, month 18, 1 month, learning of web based research methodologies
2. The Immigrant Council of Ireland (ICI), Dr T Buczkowska, month 8, 5 months, analysis of racist incidents & policy development

Essential Requirements & Skills:

- Academic degree(s) in Law, Islamic studies, Middle Eastern Studies or a related cognate field.
- Must not have resided in the (host country) Ireland for more than 12 months in the three years immediately before the appointment.

- Must fulfil the entrance requirements for the PhD programme at TCD. To be eligible for admission to the PhD programme, a candidate must normally have a high honours standard in a relevant academic discipline at primary degree level or equivalent
- Excellent communications skills in English both written and verbal.
- Evidence of ability to work independently and collaboratively within an internationally diverse team.
- Evidence of conducting qualitative and/ or quantitative research in real world settings.
- Evidence of excellent organisation skills and ability to meet deadlines.
- Ability to work under pressure and meet competing priorities
- Highly motivated, with excellent organisation skills and with strong attention to detail and quality.
- Are willing to travel to attend secondments, training and academic events.

Desirable Requirements & Skills:

- Excellent command of at least Arabic, Persian or Turkish.
- Command of a European language.
- Good computer skills, in particular working with social media.

Further information:

Informal queries may be made in regards to this ESR post – contact Prof Roja Fazaeli at fazaelr@tcd.ie

Application:

Please submit application materials to fazaelr@tcd.ie - deadline is 23 November 12:00 (Dublin time)



ESR 12

Project Title: Religion and Hate Victimization among Youth: Contexts, Consequences and Adaptive Strategies

Host: University of Helsinki, Helsinki, FINLAND. The ESR position is located at the Institute of Criminology and Legal Policy, Faculty of Social Sciences.

Supervisor: Prof Janne Kivivuori

Enrolment in Doctoral Degree: University of Helsinki, Helsinki, Finland (Doctoral Programme in Social Sciences, Discipline: Criminology).

Time to complete Doctoral Degree: 4 years

Description: Prior research indicates that religion can be a risk factor for youth hate crime victimization, and possibly a more general risk factor of crime victimization. The objective is to study the prevalence, correlates, mechanisms and consequences of hate crime targeted at persons because of their religion or other world-view. Consequences can include adaptive strategies, as well as revenge and radical ideation. The project will consist of (a) qualitative interviews with young adults, (b) development of a survey module measuring religion-based hate crime, and (c) use of quantitative survey data to analyse religion-targeted hate crime. The disciplinary setting of the project is social science criminology.

Planned Secondment(s): 2 months at the Finnish Ministry of Justice (Helsinki) to participate in policy planning of hate crime prevention, and 1 month at the Institute of Democracy and Civil Society (Jena), learning of web based research methodologies.

Essential Requirements & Skills:

- Academic degree(s) in criminology or related social science field with focus on criminal offending and/or victimization.
- Must not have resided in the (host country) Finland for more than 12 months in the three years immediately before the appointment.
- Must fulfil the entrance requirements for the Doctoral Programme in Social Sciences at University of Helsinki. To be eligible for admission to the PhD programme, a candidate must have completed a Master's degree with a high honours standard in a relevant disciplinary field. For more information on the Programme, see:

<https://www.helsinki.fi/en/research/doctoral-education/doctoral-schools-and-programmes/doctoral-school-in-humanities-and-social-sciences/doctoral-programme-in-social-sciences>

- Excellent communications skills in English both written and verbal.
- Evidence of ability to work independently and collaboratively within an internationally diverse team.
- Evidence of conducting quantitative research; mastery of basic quantitative methods of social or behavioural sciences; demonstrated capability to use statistical analysis software such as SPSS, Stata or R.
- Evidence of excellent organisation skills and ability to meet deadlines.
- Ability to work under pressure and meet competing priorities
- Highly motivated, with excellent organisation skills and with strong attention to detail and quality.
- Are willing to travel to attend secondments, training and academic events.

Desirable Requirements & Skills:

- Familiarity with qualitative research methods.
- Mastery of Finnish language is considered an asset.

Further information:

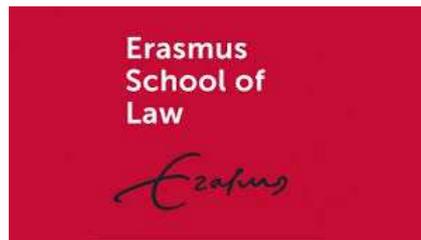
Informal queries may be made in regards to this ESR post – contact Prof Janne Kivivuori at janne.kivivuori@helsinki.fi

Application:

Please submit your application through the University of Helsinki Recruitment System, further info at: <https://www.helsinki.fi/en/open-positions/doctoral-student-in-criminology-marie-sklodowska-curie-itn-early-stage-researcher-in-the-network-for-training-on-hate-nethate>

Applicants who are employees of the University of Helsinki are requested to submit their application via the SAP HR portal.

The deadline for the applications is 23 November 2020 (23:00 CET).



ESR 13

Project Title: Religiously-motivated speech targeting LGBTs: An International Human Rights Analysis

Host: Erasmus University Rotterdam, The Netherlands. The ESR position is located Erasmus School of Law.

Supervisor: Prof. Jeroen Temperman

Enrolment in Doctoral Degree: Erasmus (Graduate) School of Law, Erasmus University Rotterdam, The Netherlands

Time to complete Doctoral Degree: 3 years

Description: To investigate whether states may or indeed should, in the light of international human rights standards, have legislation in place prohibiting anti-LGBT hate speech and if so, what this legislation should look like and what type of hateful speech acts should come within this legislation's ambit; particularly how to ensure that free religious speech, also guaranteed by international law, is not disproportionately restricted by such measures combating hate speech.

Planned Secondment(s): 3 months each at two Netherlands-based LGBT civil society organizations, viz. GALE and IHLIA LGBT Heritage specialized in education and documentation on LGBT issues respectively, with a view towards investigating practical (didactical) usages of the research findings.

Essential Requirements & Skills:

- LL.M. degree(s) in law, preferably international (human rights) law.
- Must not have resided in the (host country) The Netherlands for more than 12 months in the three years immediately before the appointment.
- Must fulfil the entrance requirements for the PhD programme at Erasmus (Graduate) School of Law.
- Excellent communications skills (certified) in English both written and verbal.
- Evidence of conducting academic legal research and very good academic writing skills.
- Evidence of excellent organisational skills and ability to meet deadlines.
- Ability to work highly efficiently and meet competing priorities.
- Highly motivated, with excellent organisational skills and with strong attention to detail and quality.
- Willing to travel to attend secondments, training and academic events.

Desirable Requirements & Skills:

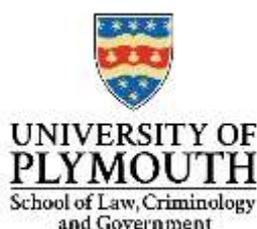
- Evidence of affinity with human rights law and particularly with LGBT rights and religious freedom, as evidenced e.g. through internship, thesis research, publications
- At least one academic publication (besides the LL.M. thesis), preferably in the area of international human rights law

Further information:

Informal queries may be made in regards to this ESR post – contact Prof Jeroen Temperman at temperman@law.eur.nl

Application:

Please submit application materials to [**application@law.eur.nl**](mailto:application@law.eur.nl)



ESR 14

Project Title: A Critical Analysis of Hate Perpetration Against Roma

Host: University of Plymouth, Plymouth, UK. The ESR is located in the School of Law, Criminology and Government, at the University of Plymouth, Plymouth, UK.

Supervisor: Dr Zoë James

Enrolment in Doctoral Degree: PhD programme, University of Plymouth, UK. Discipline: Criminology

Start Date: 1 April 2021

Time to Complete Doctoral Degree: 3 years

Description: Evidence of hate against Roma is ubiquitous, manifesting as hate crimes, incidents and prejudice. This research project will endeavour to consider how the breadth of hate harms can be understood through a critical analysis of social, cultural, political and economic contexts. Specifically the project will consider the impact of contemporary manifestations of neoliberalism, such as individualism, responsabilisation and hyper-competitiveness, on hate harms against Roma. The research project will provide a coherent evidence base for better understanding of hate committed against Roma communities and it will explain hate perpetration within the context of neoliberal global capitalism.

Planned Secondment: 1) 2 months secondment to the University of Limerick European Centre for the Study of Hate to learn about analysis of hate crimes. 2) 4 months secondment to Friends, Families and Travellers, a civil society organisation that specialises in supporting and advocating for Roma. This secondment will facilitate completion of research fieldwork.

Essential Requirement and Skills:

- Masters degree (or equivalent) in social science, preferably criminology/sociology.
- Must not have resided in the UK for more than 12 months in the three years immediately before the appointment.
- Must fulfil the entrance requirements for the PhD programme at the University of Plymouth.
- Evidenced commitment to social inclusion and civil rights.
- Excellent communications skills (certified) in English both written and verbal.
- Evidence of conducting academic social science research and very good academic writing skills.

- Evidence of excellent organisational skills and ability to meet deadlines.
- Ability to work highly efficiently and meet competing priorities.
- Highly motivated, with excellent organisational skills and with strong attention to detail and quality.
- Willing to travel to attend secondments, training and academic events.

Desirable Requirement and Skills:

- Evidence of affinity with and knowledge of Roma communities and culture

Further information:

Informal queries may be made in regards to this ESR post – contact Prof Zoë James at z.james@plymouth.ac.uk

Application:

Please submit application materials through the Plymouth University Human Resources. https://hrservices.plymouth.ac.uk/tlive_webrecruitment/wrd/run/ETREC107GF.open?VACANCY_ID=971811Hz7A&WVID=1602750fTZ&LANG=USA



ESR 15

Project Title: Hate speech in polarized political controversies – communicative dynamics and prospects of prevention

Host: Friedrich-Schiller University of Jena, Jena, GERMANY. The ESR position is located at the Institute of Communication Science (IfKW) which is part of the Faculty of Behavioral and Social Science.

Supervisor: Prof. Dr. Tobias Rothmund

Enrolment in Doctoral Degree: Friedrich-Schiller University of Jena, Jena, GERMANY. (Doctoral Programme in Psychology or Communication Science)

Time to complete Doctoral Degree: 3 years

Description: Hate speech in online fora is often the result of a dynamic and reciprocal process of communication. The mechanism whereby hatred emerges include cognitive and affective reactions to opposing ideological positions. Our project investigates the psychological underpinnings of these reactions and focuses on (a) the impact of boundary conditions (e.g., public attention), (b) affective and motivational features, and (c) the temporal dynamics of these reactions.

Planned Secondment(s): 2 months working with H Gleiß at “Das NETTZ” (<https://www.das-nettz.de/das-nettz-networking-initiative-against-hate-speech>) developing an understanding of how hate speech is dealt with in Germany; 2 months studying with Prof H Vandebosch how evidence-based interventions are developed.

Essential Requirements & Skills:

- Academic degree(s) (M.A. or comparable) in psychology or communication science
- Must not have resided in the (host country) Germany for more than 12 months in the three years immediately before the appointment.
- Is in the first four years (full-time equivalent research experience) of research career and has not been awarded a doctoral degree.
- Excellent communications skills in English both written and verbal
- Excellent skills in experimental research methods and in statistical data analyses (preferably in R or Python)
- Excellent organisational skills and ability to meet deadlines.
- Ability to work under pressure and meet competing priorities
- High motivation with strong attention to detail and quality.
- Willingness to travel to attend secondments, training and academic events.

Desirable Requirements & Skills:

- Communications skills in German in written

- Experience in the programming of websites or complex surveys

Further information:

Informal queries may be made in regards to this ESR post – contact Prof. Dr. Tobias Rothmund at tobias.rothmund@uni-jena.de

Application:

Please submit application materials to Carolin Junold (carolin.junold@uni-jena.de) – reference number is **200/2020**.