

# 2 postdoctoral researchers *and* 1 PhD researcher

Fully funded positions  
at the Forest and Nature Conservation Policy Group  
Wageningen University

[Vacancy 1: Postdoc - Inclusive Urban Green Governance](#)

[Vacancy 2: Postdoc - Conflicts Around Rewilding in Europe](#)

[Vacancy 3: PhD - Nature Inclusive Forest Management](#)

## Vacancy 1: Postdoc – Inclusive Urban Green Governance

### **Your Job**

***Are you an ambitious postdoctoral scholar in the field of social sciences and/or inter-disciplinary environmental sciences? Do you have an interest in urban green governance and environmental justice? Are you enthusiastic about developing effective approaches for governments to strengthen inclusive urban green planning through collaboration with citizens and civil society? Do you like to work in an interdisciplinary and international team? Then this could be the ideal career option for you!***

As postdoctoral researcher in the European NATURO-project, you will be responsible for reviewing and innovating approaches from different European cities to strengthen inclusive urban green governance within municipalities and between municipalities, civil society and local residents. You will implement and evaluate governance approaches in one urban Living Lab in the Netherlands, with specific focus on the inclusion of marginalized groups, related to age, ethnicity or physical or mental challenges. You will evaluate the impact on and perception of environmental justice for the Living Labs in all three European project-cities. While the project is a scientific endeavor to advance our understanding of cross-scale collaborations in an urban context, it also includes a hand-on activity to co-create successful inclusion approaches with stakeholders and citizens within municipalities.

Your duties and responsibilities include:

- Analyze and innovate inclusive planning and co-management in different European contexts
- Drive the co-creation of one urban Living Lab
- Develop collaborations with the international team and with city officials
- Evaluate the environment justice impact of implemented governance approaches
- Publish scientific papers on the approaches and evaluations

**The preferred starting date is January 1<sup>st</sup> 2024**

### **Your Qualities**

You have strong interpersonal and communicative skills both with practitioners as with scientific peers, you like to drive innovative developments and to have a positive impact

relating to societal challenges. You are a team player, and you have good writing skills and enjoy publishing in peer-reviewed journals.

You also possess:

- A PhD in social or environmental sciences
- A good scientific track record, including peer-reviewed publications
- An interest in transdisciplinary research
- Proficiency in English (C1 level)
- Understanding of the Dutch language is not required but could be beneficial to this position

### **You will work here**

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### **We offer you**

Wageningen University & Research offers excellent terms of employment. A few highlights from our Collective Labour Agreement include:

- sabbatical leave, study leave, and partially paid parental leave;
- working hours that can be discussed and arranged so that they allow for the best possible work-life balance;
- the option to accrue additional compensation / holiday hours by working more, per week;
- there is a strong focus on vitality and you can make use of the sports facilities available on campus for a small fee;
- a fixed December bonus of 8.3%;
- excellent pension scheme.

In addition to these first-rate employee benefits, you will of course receive a good salary. Depending on your experience, we offer a competitive gross salary of between € 3,226,- and € 5,090,- for a full-time working week of 38 hours, in accordance with the Collective Labour Agreements for Dutch Universities (CAO-NU) (scale 10). This position is offered as 0.8 FTE position. The total length of this project is 30 months.

Wageningen University & Research encourages internal advancement opportunities and mobility with an internal recruitment policy. There are plenty of options for personal initiative in a learning environment, and we provide excellent training opportunities. We are offering a unique position in an international environment with a pleasant and open working atmosphere.

You are going to work at the greenest and most innovative campus in the Netherlands, and at a university ranking very high in international comparisons in forestry and environmental sciences.

### **Coming from abroad**

Wageningen University & Research is the university and research centre for life sciences. The themes we deal with are relevant to everyone around the world and Wageningen, therefore, has a large international community and a lot to offer to international employees.

Our team of advisors on Dutch immigration procedures will help you with the visa application procedures for yourself and, if applicable, for your family.

Feeling welcome also has everything to do with being well informed. Wageningen University & Research's [International Community](#) page contains practical information about what we can do to support international employees and students coming to Wageningen. Furthermore, we can assist you with any additional advice and [information](#) about helping your partner to find a job, housing, schooling. For instance under the "30% rule", certain categories of international staff can receive tax exemption on approximately 30% of their gross salary.

### **Do you want more information?**

For more information about this position, please contact Arjen Buijs, senior researcher, by e-mail [arjen.buijs@wur.nl](mailto:arjen.buijs@wur.nl)

For more information about the procedure, please contact Edgar Tijhuis, corporate recruiter [edgar.tijhuis@wur.nl](mailto:edgar.tijhuis@wur.nl)

### **Do you want to apply?**

You can apply directly using the apply button on the vacancy page on our website which will allow us to process your personal information with your approval.

This vacancy will be listed up to and including November 27<sup>th</sup> 2023. We will schedule the first job interviews on December 12<sup>th</sup> and 13<sup>th</sup> 2023.

### **Equal opportunities**

Wageningen University & Research (WUR) employs a large number of people with very different backgrounds and qualities, who inspire and motivate each other. We want every talent to feel at home in our organisation and be offered the same career opportunities. We therefore especially welcome applications from people who are underrepresented at WUR. A good example of how WUR deals with inclusiveness can be read on the page [working at WUR with a functional impairment](#).

### **WE ARE**

#### **Wageningen University & Research**

The mission of Wageningen University & Research is "To explore the potential of nature to improve the quality of life". Under the banner Wageningen University & Research, Wageningen University and the specialised research institutes of the Wageningen Research Foundation have joined forces in contributing to finding solutions to important questions in the domain of healthy food and living environment. With its roughly 30 branches, 7,600 employees (6,700 fte) and 13,100 students and over 150,000 participants to WUR's Life Long Learning, Wageningen University & Research is one of the leading organisations in its domain. The unique Wageningen approach lies in its integrated approach to issues and the collaboration between different disciplines.

Read the [5 reasons](#) why your future colleagues enjoy working at WUR and watch this video to get an idea of our green campus!

*We will recruit for the vacancy ourselves, so no employment agencies please. However, sharing in your network is appreciated.*

## Vacancy 2: Postdoc – Conflicts around rewilding in Europe

### **Your job:**

***The Forest and Nature Conservation Policy Group at Wageningen University is seeking an engaged postdoc researcher who is passionate about social science research on human-nature relationships, especially different understanding and framings of nature/forest management and conservation strategies. Furthermore, you show interest in the concept of rewilding.***

We are looking for a postdoctoral researcher interested in qualitative, social science research on different approaches to, and different understanding of nature (forest) management and conservation in Europe, including and related conflicts. The work will contribute to a bigger research project on the “green frontiers” in Europe and as they relate to conservation ideas, policies and discourses.

The position is a part of Horizont [project wildE](#) researching climate-smart rewilding as a solution to the twin threats of climate change and biodiversity loss. As a part of this position, the researcher will analyze rewilding conflicts and their management within the wildE Rewilding Cases in chosen European countries. The goal is to investigate social, cultural, historical, political and economic dynamics that shape rewilding cases, their perceptions, applications and conflicts around them (including the diversity of images of nature, perceptions of wilderness and wildness, values and norms).

The tasks will involve conducting in-depth interviews with the stakeholders, performing group activities during stakeholders workshops, analysing the data, preparation project reports and scientific publications.

The researcher will work in a small team with a PhD student and supervisor (Agata Konczal) and will be embedded in a bigger wildE project team. The planned starting date is January 1<sup>st</sup> 2024.

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### **Your qualities:**

The ideal candidate must have the following qualities:

- PhD in fields such as social anthropology, sociology or similar
- Good knowledge of qualitative social science methods (including interviews)
- Experience with qualitative data collection and analysis
- Excellence English language proficiency (C1 level)
- Creative and innovative mindset
- Ability to work in international and collaborative environments

In addition, the following qualities will be perceived as assets:

- Knowledge of Spanish or Portuguese or German or Swedish language
- Experience in working in international and interdisciplinary projects

### **We offer:**

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- study leave, and partially paid parental leave;
- working hours that can be discussed and arranged so that they allow for the best possible work-life balance;
- the option to accrue additional compensation/holiday hours by working more, up to 40 hours per week;
- there is a strong focus on vitality and you can make use of the sports facilities available on campus for a small fee;
- a fixed December bonus of 8.3%;
- excellent pension scheme.

In addition to these first-rate employee benefits, you will of course receive a good salary. Depending on your experience, we offer a competitive gross salary of between € 3.226,- and € 5.090,- for a full-time working week of 38 hours, in accordance with the Collective Labour Agreements for Dutch Universities (CAO-NU) (scale 10). This is a 15 months (full-time) or 18 months (80 percent of full time) position.

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### **Do you want more information?**

For more information about this position, please contact Agata A. Konczal email: [agata.konczal@wur.nl](mailto:agata.konczal@wur.nl)

For more information about the procedure, Edgar Tijhuis, Corporate Recruiter, by email: [edgar.tijhuis@wur.nl](mailto:edgar.tijhuis@wur.nl)

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**We are**

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## Vacancy 3: PhD – Nature Inclusive Forest Management

### **Your job**

***Are you passionate about social science and interdisciplinary collaboration, and do you have an interest in forests, forest management and nature conservation strategies? Do you have an MSc in forest and nature conservation/management, social anthropology, rural sociology or a similar field? Then this could be the ideal opportunity for you!***

Specifically, we are looking for a PhD candidate who is interested in understanding how European forests are managed and conserved today with a focus on close to nature management approaches, with qualitative social science methods. You will need to be open and interested in interdisciplinary research, specifically with the natural sciences. Your work will contribute to a bigger research program on “green frontiers” in Europe as they relate to conservation ideas, policies and discourses.

The position is a part of a large European research project that investigates the potential of “land sharing” approaches for forests in Europe, with a focus on close to nature forestry. As part of this European research project, you will conduct social science field research in different European forest landscapes, and engage in collaboration with researchers from all across Europe. You will conduct in-depth interviews with nature and forest managers as well as stakeholders, analysing social science data work on scientific publications as well as policy related reports. You will also support communication and stakeholder engagement activities. As a PhD researcher, you be part of the vibrant international team of PhD researchers at the Forest and Nature Conservation Policy Group and the Department of Environmental Sciences, as well as the Wageningen Cluster for Sustainability Governance and the Wageningen Graduate School for Social Sciences.

The starting date of this position is January 1<sup>st</sup> 2024.

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### **Your qualities:**

The ideal candidate must have the following qualities:

- MSc in fields such as forest and nature conservation/management, social anthropology, rural sociology, or similar
- Knowledge of, and ideally experience with, qualitative social science methods (including interviews)
- Excellent English language proficiency (C1 level)
- Creative and innovative mindset
- Ability to work in international collaborative environments

In addition, the following qualities will be perceived as assets:

- Knowledge of German, Spanish, French or Finish language
- Experience in working in international and interdisciplinary projects

### **We offer you**

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- Partially paid parental leave;
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- there is a strong focus on vitality and you can make use of the sports facilities available on campus for a small fee;
- a fixed December bonus of 8.3%;
- excellent pension scheme.

In addition to these first-rate employee benefits, you will receive a fully funded PhD position and you will be offered a course program tailored to your needs and the research team.

The gross salary for the first year is € 2.770 - per month rising to € 3.539,- in the fourth year in according to the [Collective Labour Agreements for Dutch Universities \(CAO-NU\)](#) (scale P). This is based on a full-time working week of 38 hours. We offer a temporary contract for 18 months which will be extended for the duration of the project if you perform well.

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