

## Postdoctoral Research Associate

### Project Title: Territorial Planning for Peace and Statebuilding in the Alto Cauca region of Colombia

Job Ref: REQ180446

**As part of the University's ongoing commitment to redeployment, please note that this vacancy may be withdrawn at any stage of the recruitment process if a suitable redeployee is identified.**

#### Project Description

Following the signing of the 2016 peace agreement and the demobilization of the FARC-EP, the Colombian state is trying to re-establish its authority in conflict-affected areas through developing new instruments for territorial planning and decentralization. This process entails a reconfiguration of the governance structures built during the conflict and the construction of a new 'social pact' between citizens and the state. This project will explore the formulation and implementation of territorial planning in three rural municipalities in the Alto Cauca region, one of the areas identified by the Colombian government as particularly affected by the armed conflict. Through engaging the active participation of long marginalized actors, including landless peasants, Afro-descendants and indigenous peoples, this project will bring the voices of these communities into the territorial peacebuilding process in an attempt to ensure that it is truly participatory and long lasting.

The project will primarily use ethnographic and participatory approaches to map the socio-economic actors, production systems, rural transformations and territorial power relations in the three study areas and explore the instruments, institutions, and government strategies being used to build peace. An important element of the project is to strengthen the communities' capacities for negotiating with the state and contribute to the (re)construction of the bonds of trust between communities and local government institutions. This will be achieved through an innovative participatory strategy including a series of community exchange workshops and a capacity building training programme. In addition, producing participatory videos with community members will allow for the articulation of alternative, non-academic and non-written narratives of experiences of territorial planning in relation to the peace process.

The project is ESRC/Colciencias funded through the Newton RCUK-Colciencias Research Partnerships Call. It is a multidisciplinary collaboration between human geographers, political scientists, education and design specialists based both in the UK and Colombia. The successful candidate will work together with all project members to support the various aspects of the project under the guidance of the PI Professor Katherine Gough, Department of Geography, Loughborough University.

## Job Description

**Job Grade:** Specialist and Supporting Academic Grade 6

### Job Purpose

To participate in a multidisciplinary project on the process of territorial peacebuilding in Colombia, and through engaging in qualitative research contribute to generating new knowledge on how territorial rights and access, social relationships, and state power interact in the transition from war to peace. The post will be based at Loughborough University but will entail spending time in Colombia including engaging in primary data collection.

### Job Duties

- Take shared responsibility for qualitative research on territorial planning for peace and statebuilding in Columbia.
- Contribute to formulating detailed plans for the project - including data collection, community exchange workshops, and capacity building training programmes - together with the project team.
- Undertake literature reviews on the key themes.
- Organise project meetings and make presentations both to the project partners and external stakeholders in Colombia and UK (in Spanish and English).
- Write up progress/meeting reports and feedback to all project team members.
- Participate in the collection of qualitative data in Colombia including interviewing in the study communities, interviewing key stakeholders, and participatory videoing.
- Independently organise and analyse the qualitative data collected.
- Author research papers suitable for publication in high quality academic journals.
- Attend and present papers at conferences.
- Take responsibility for the day to day running of the project.
- Support the project team by enhancing communication between the UK and Colombian collaborators.
- Manage and develop online materials, blogs and social media as appropriate.
- Maintain an up-to-date awareness of current and emerging research relevant to the project.
- Maintain confidentiality at all times and ensure that intellectual property (IPR) agreements are not violated.
- Contribute to the preparation of subsequent applications for external funding.
- Engage in training programmes in the University (or elsewhere) that are consistent with the needs and aspirations of the project and those of the Department.
- Undertake other duties as may be reasonably requested and that are commensurate with the nature and grade of the post.

### Points To Note

The purpose of this job description is to indicate the general level of duties and responsibility of the post. The detailed duties may vary from time to time without changing the general character or level of responsibility entailed.

### Special Conditions

All staff have a statutory responsibility to take reasonable care of themselves, others and the environment and to prevent harm by their acts or omissions. All staff are, therefore, required to adhere to the University's Health, Safety and Environmental Policy & Procedures.

All staff should hold a duty and commitment to observing the University's Equality & Diversity policy and procedures at all times. Duties must be carried out in accordance with relevant Equality & Diversity legislation and University policies/procedures.

Successful completion of probation will be dependent on attendance at the University's mandatory courses, which include Respecting Diversity and, where appropriate, Recruitment and Selection.

### Organisational Responsibility

Reports to the PI, Professor Katherine Gough, Department of Geography, Loughborough University.

## Person Specification

Your application will be reviewed with respect to meeting the essential and desirable criteria listed below. Applicants are strongly advised to explicitly state and evidence how they meet each of the essential (and desirable) criteria in their application. Stages of assessment are as follows:

- 1 – Application
- 3 – Interview

### Essential Criteria

Area	Criteria	Stage
Experience	Using qualitative research methods.	1, 3
	Analysing qualitative data.	1, 3
	Authoring original work for academic journal papers, conference papers or reports.	1, 3
	Conducting fieldwork in challenging settings with marginalised groups.	1, 3
Skills and abilities	Excellent oral communication skills in English and Spanish.	1, 3
	Excellent written communication skills in English.	1, 3
	Excellent time management and ability to complete agreed work commitments on time.	1, 3
	Ability to work independently and as part of a team.	1, 3
	Ability to publish in academic journals and present at academic conferences	1, 3
	Competence in IT skills, Internet usage and digital media	1, 3
Training	Demonstrate a willingness to undertake further training as appropriate and to adopt new procedures as and when required.	1, 3
Qualifications	PhD in Geography, Political Sciences, Development Studies, Anthropology or another social sciences or humanities discipline of relevance to the project (awarded by the start date).	1, 3
Other	A degree of flexibility and commitment to meet deadlines as appropriate.	1, 3

### Desirable Criteria

Area	Criteria	Stage
Experience	Experience of conducting qualitative research in Colombia.	1, 3
	Experience of researching in a post-conflict setting.	1, 3
Skills and abilities	Proven ability to publish in academic journals.	1, 3
	Good written communication skills in Spanish	1, 3
	Working knowledge of software packages to analyse qualitative data.	1, 3
	Good understanding of the complex issues raised by the project, and ability to conduct research with, and work with, people holding different, including passionately contrasting views.	1, 3
Other	Willingness to relocate to Loughborough or surrounding area.	1, 3

## Conditions of Service

The position is full time and fixed term for 22 months starting 1 September 2018. Salary will be on Specialist and Supporting Academic Grade 6, £29,799 to £34,520 per annum, at a starting salary to be confirmed on offer of appointment.

The appointment will be subject to the University's normal Terms and Conditions of Employment for Grades 6 and Above, details of which can be found [here](#).

The University is committed to enabling staff to maintain a healthy work-home balance and has a number of family-friendly policies which are available at <http://www.lboro.ac.uk/services/hr/a-z/family-leave-policy-and-procedure---page.html>.

We also offer an on-campus nursery with subsidised places, subsidised places at local holiday clubs and a childcare voucher scheme (further details are available at: <http://www.lboro.ac.uk/services/hr/a-z/childcare-information---page.html>)

In addition, the University is supportive, wherever possible, of flexible working arrangements. We also strive to create a culture that supports equality and celebrates diversity throughout the campus. The University holds a Bronze Athena SWAN award, which recognises the importance of support for women at all stages of their academic career. For further information on Athena SWAN see <http://www.lboro.ac.uk/services/hr/athena-swan/>

## Informal Enquiries

Informal enquiries should be made to Katherine Gough, Professor of Human Geography, by email at [k.v.gough@lboro.ac.uk](mailto:k.v.gough@lboro.ac.uk)

## Applications

The closing date for receipt of applications is **28 June 2018**. Interviews will be held on **9 July 2018**.