

At the University of Graz, researchers and students work across a broad disciplinary spectrum to enlarge our knowledge, and find strategies to deal with challenges our society is confronted with and to shape tomorrow's world. The University of Graz is a place which combines high quality academic research and teaching, where achievement is rewarded, careers are promoted, and social diversity is encouraged – all within a modern, award-winning working environment. Our motto: We work for tomorrow. Join us!

Within its Field of Excellence "Climate Change Graz" the University of Graz is looking for a

## **Transacademic Interface Manager**

### **(Employment as University assistant with doctorate)**

(40 hours a week; fixed-term employment for the period of 3 years; position to be filled as of April 1<sup>st</sup> 2021 )

The University of Graz Field of Excellence (FoE) "Climate Change Graz" offers a highly attractive research and teaching environment, with the involvement of world-leading faculty across relevant disciplines from its schools of social sciences and economics, natural sciences, environmental sciences, and the humanities alongside different interdisciplinary research groups. Research work of the Field of Excellence on sustainable societal solutions requires the involvement of experts and stakeholders from all areas of society. We seek a professional development of this interface.

#### **Your duties**

- Designing the interface between companies, public administration/politics, NGOs and the population (our stakeholders) on the one hand and research/science on the other
- Independent accompanying research on transdisciplinary stakeholder processes
- Initiation, establishment and maintenance of national and international stakeholder networks for cooperation in projects of different research groups in the Field of Excellence
- Establishment and coordination of transdisciplinary collaboration in research projects (from assessment of needs, development of research questions, co-design and co-production in research to dissemination of research results)
- Teaching on transdisciplinary stakeholder processes
- Design and moderation of stakeholder processes
- Active support in the preparation and processing of new transdisciplinary research cooperations

#### **Your profile**

- Doctorate/PhD in communication, social sciences, economics, humanities or natural sciences or non-university experience or qualification in the expected field of activity
- Understanding of and experience with research/university and stakeholders
- Experience in trans- and interdisciplinary work and research contexts, preferably on climate change (in any sub-area, such as climate impacts, adaptation, and/or emission reduction)
- Several years of experience in the design of dialog processes
- Knowledge of and practice in interactive methods in large group moderation in virtual and analog formats
- Excellent knowledge of German and English and, if applicable, experience in publishing (science to public and science to science)
- High personal motivation for transdisciplinary forms of work
- High readiness for constructive discussions in interdisciplinary teams
- Ability and pleasure in independently building and expanding research-relevant networks domestically and abroad
- Responsible working methods and problem-solving skills
- Experience or participation in the acquisition and processing of (national and international) third-party funded projects (desirable)

#### **Our offer**

#### **Classification**

Salary scheme of the Universitäten-KV (University Collective Agreement): B1

## **Minimum salary**

The minimum salary as stated in the collective agreement and according to the classification scheme is EUR 3889.50 gross/month. This minimum salary may be higher due to previous employment periods eligible for inclusion and other earnings and remunerations.

We offer you a job with a lot of responsibility and variety. You can expect an enjoyable work climate, flexible work hours and numerous possibilities for further education and personal development. Take advantage of the chance to enter into a challenging work environment full of team spirit and enthusiasm for your job.

Application Deadline: **February 3<sup>rd</sup> 2021**  
Reference Number: **MB/28/99 ex 2020/21**

The University of Graz strives to increase the proportion of women in particular in management and faculty positions and therefore encourages qualified women to apply.

Especially with regard to academic staff, we welcome applications from persons with disabilities who meet the requirements of the advertised position.

If you are interested, please submit your application documents including motivation letter, CV, overview of relevant previous experience, certificates, etc. before the stated deadline. Make sure to indicate the reference number on your application to:

[bewerbung@uni-graz.at](mailto:bewerbung@uni-graz.at)

For further information please contact Prof. Anke Strüver ([anke.struever@uni-graz.at](mailto:anke.struever@uni-graz.at); phone: +43 316/380-5138) or Prof. Karl Steininger ([karl.steininger@uni-graz.at](mailto:karl.steininger@uni-graz.at); phone: +43 316/380-8441).

Hearings will be on 1st of March 2021 and 3rd of March 2021 (in between 8 a.m. and 1 p.m.).

Additional information on the position: <https://climate-change.uni-graz.at/en/tim/>

The University of Graz, within its Field of Excellence "Climate Change Graz", is seeking to fill the position of a

## **Transacademic Interface Manager**

### **Additional information**

#### **(1) Perspective**

This is a position with a fully new type of activity to be established at Uni Graz. If successful also intended to be the role model for other fields of research. We start with a three-year contract. Option for permanent employment is intended after evaluation.

#### **(2) Payment scheme**

The Austrian salary system has some specifics. Beyond granting a rich service in social security, it foresees 14 monthly payments a year (with the 13<sup>th</sup> and 14<sup>th</sup> significantly low-tax preferred), such that the minimum salary as stated in the call and according to the collective agreement of EUR 3889.50 gross/month translates to an annual salary of EUR 54 453.-. This minimum salary may be higher due to previous employment periods eligible for inclusion and other earnings and remunerations.

## Profile of the Transacademic Interface Manager (TIM)

The University of Graz Field of Excellence "[Climate Change Graz](#)" offers a highly attractive research environment, with world leading faculty across the relevant disciplines involved from its schools of social sciences and economics, natural sciences, environmental sciences, and the humanities. The field's work on sustainable solutions requires dialogue with and integration of experts and stakeholders from all areas of society as part of the research process. We seek professional development of this interface.

"Working towards sustainable solutions requires involving professionals and stakeholders from all sectors of society into research and teaching. This often presents a challenge to scholars at universities, as they lack capacity and time needed for negotiating different agendas, languages, competencies, and cultures among faculty, students, and stakeholders. [...]" (Brundiers et al., 2013)

The transacademic interface manager (TIM) will support participatory sustainability and climate change research. Below, we outline the task portfolio of a TIM within the specific Uni Graz/Climate Change environment and specify the capabilities we think a TIM needs to possess in order to operate successfully.

### *The Transacademic Interface Manager at Uni Graz – Field of Excellence "Climate Change Graz"*

The research in the Field of Excellence (FoE) Climate Change Graz is not only of internationally recognized outstanding scientific quality, but also has a high societal relevance and is therefore linked to the transformation to a climate-robust and low-carbon society. The FoE engages not only in knowledge transfer by bringing research results to society, but also strives to develop and follow a clear strategy towards stakeholder engagement and improved science-society interactions. This includes the involvement of a so-called 'transacademic interface manager' (TIM).

As a '**boundary manager**' the TIM will strive to establish trustful long-term relationships, extending beyond the duration of single projects, with partners from the economic, political and cultural sector (professional level) in order to build a community of practice. She/he will be expected to actively promote such relationships and networks (initializing and maintaining a functional and continuous **process of collaboration**).

Part of this will also be the work as a '**facilitator**' organizing and moderating meetings and workshops with stakeholders. This will also extend to taking part in the **co-production of knowledge**, by supporting joint research projects, especially with companies, public institutions and social groups. As a '**project manager**' the TIM will support not only the development (preparing the project by identifying and recruiting participants as well as orienting and framing the research by generating an overall stakeholder engagement strategy) and implementation of transdisciplinary research projects (developing the research questions and methodological approaches as a common endeavor between science and society or companies, observe and learn about implementation, plan engagement events, translate research results into an inclusive vocabulary and help to valorize project results). She/he will also consistently follow up with stakeholders to evaluate outcomes and their actual use, and prepare the ground for future collaboration.

As an '**expert on transdisciplinary research**' the TIM could facilitate **discussions on this hot topic** in the Field of Excellence as well as provide lessons learned from the development and implantation of transdisciplinary projects. The engagement in transdisciplinary research is not only a growing demand in all areas of research funding, but also comes with certain challenges on the **methodological** and institutional level. Attention also needs to be drawn to the underlying institutional structures in which participatory sustainability research takes place, as well as in the assessment of research excellence. Based on first-hand experience, the TIM is foreseen to carry out both own research (up to a fifth of her/his time), and to act as an '**educator**' providing basic input for

the development of **teaching modules** on inter- and transdisciplinary research that are gaining more and more importance in the curricula at the University of Graz.

The core functions we desire imply that this position does not focus on 'communication to' (as is the focus of already existing positions at Uni Graz) but rather on '**communication with**'. The focus is on stakeholder network management, and the **tasks are twofold: external** (build up and maintain networks) **and internal** (prepare the FoE for these collaborations).

### **Skills**

The need for a TIM arises from the widely acknowledged challenges of collaborations across different communities of knowledge and values. Such collaborations demand bridging different worldviews, ways of knowing, motivations, interests, and power positions, which often are incommensurable or even conflicting. In addition, practical aspects strain the collaboration, including time constraints, mandates and rewards, as well as individual capacities and skill levels. TIM can be described as an individual with different task portfolios and capacities to cope with these challenges.

In order to engage with stakeholders, the TIM would be expected to be **familiar with both cultures** (within and across) as well as to have a sense of accountability to all parties. She/he will need to be able to navigate the different needs, expectations, and cultures between academic researchers and diverse stakeholders. In the role of the boundary manager, the TIM needs to manage collaborative problem solving across different communities of knowledge and to facilitate flexibility in ways of thinking, to unlock collaboration by shedding light on choices and activities (deconstruction), to support responsiveness among participants and fair voting rules (facilitation), and to ensure transparency and trust (mediation), which has shown to decrease controversies and increase effectiveness of the co-construction of knowledge in a collaborative way (hybridization). Enhanced moderation experience will support achieving these tasks. This should also help to create and maintain **mutual ownership and accountability** among project participants.

Furthermore, the TIM will have a strong focus not only on the research process but also on the research outputs in form of **actionable knowledge** and research **impact** on sustainability and societal transformation. In order to communicate research results the TIM will be expected to have sustainability literacy and a good overview of the **research landscape** and to be able to **integrate knowledge** and reinforce a solution-oriented perspective. The role as an expert and educator will further require experience in transdisciplinary research and a basic methodological knowledge of transdisciplinary processes, as well as basic teaching skills.

### *References:*

Brundiers, K, A. Wiek and B. Kay (2013), The Role of Transacademic Interface Managers in Transformational Sustainability Research and Education, *Sustainability* 2013, 5, 4614-4636; doi:10.3390/su5114614