

COMPETITION ANNOUNCEMENT

The project's Principal Investigator dr Sara Bojarczuk, with the consent of the Rector of the University of Warsaw and the Director of the Centre for Migration Research, announces a competition for a scholarship position in the NCN OPUS 29 research project entitled 'Discrimination in the Labour Market in the New Destination Country of Migration: A Study Using Mixed Methods (LabMad)'.

Information about the project:

Project title	'Discrimination in the Labour Market in the New Destination Country of Migration: A Study Using Mixed Methods (LabMad)'
Project type	Opus29
Financing Institution	National Science Centre
Duration of the project	36 months
Principal Investigator	Dr Sara Bojarczuk
Information about the project	The project aims to critically assess employers' preferences regarding employee characteristics in various industries in Poland and the mechanisms influencing recruitment choices. It enriches current knowledge with the perspective of intermediaries, whose role in Poland is crucial. The strategies used by migrants to cope with discriminatory practices will also be examined.

Information about the scholarship

Position	Scholarship holder
Department	Centre of Migration Research
Discipline	Sociology
Number of positions	1
Form of employment	Fixed-term Scholarship
Remuneration	A project scholarship of PLN 5,000 or a scholarship for a non-quota place at the Doctoral School
Other working conditions	<ul style="list-style-type: none"> Place of work: ul. Pasteura 7, 02-093 Warsaw Opportunity to conduct research on discrimination in the labour market in Poland Cooperation with the project manager in all aspects of the project, including the preparation of publications in journals devoted to migration and the labour market; Work in an enthusiastic and international team at OBM UW; participation in OBM UW scientific seminars Flexible working conditions allowing for study at the Doctoral School.
Core responsibilities	<ul style="list-style-type: none"> Collaborating with the project manager on developing the theoretical and conceptual framework of the project

	<ul style="list-style-type: none"> • Collecting data, including analysing reports and announcements, transcribing interviews • Analysing primary and secondary data (quantitative and qualitative) using software (e.g. STATA and Atlas.ti) • Support in preparing documents and presenting results at national and international conferences. • Co-authorship of scientific articles in highly ranked journals • The candidate will combine activities within the project with work on their doctoral thesis related to migration
Conditions for entering the competition	fulfilment of the conditions for NCN scholarship status, § 3(3) of the regulations
Requirements	<ul style="list-style-type: none"> • Fluent spoken and written English; • Interest in the subject matter of the project • Competence in quantitative analysis or willingness to undertake relevant training/courses • Competence in qualitative analysis or willingness to undertake relevant training/courses • Scientific publications • Fluency in spoken and written Polish will be an additional advantage

The competition rules

Reference number	OBM-S-OPUS29-1.1/2026
Key words	Migration, labour market, experimental research, qualitative research, discrimination
Application deadline	20/02/2026
How to apply	Please send your application by e-mail to: konkursy.obm@uw.edu.pl. Please include the reference number in the subject line. Documents should be combined into a single PDF file (in the order specified in this announcement).
Required documents	<ul style="list-style-type: none"> • CV in English containing information about (I) professional and (II) academic career, (III) list of publications, (IV) list of 5 most important conference presentations, (V) knowledge of foreign languages. Additional information may include: (VI) research grants, (VII) awards, (VIII) international mobility; • A cover letter in English describing your experience, suitability for the project and motivation (please include a brief description of your experience in conducting field research) • A sample of scientific text or an excerpt from your master's thesis; • Confirmation of your doctoral student status; • A scan of the signed consent to the processing of personal data, attached to this announcement; • Names and contact details of academic referees (minimum of two); <p>Please ensure that your application is complete and submit it by the deadline!</p>
Stages of competition	<p>The competition consists of the following stages:</p> <p>Stage I – formal evaluation of documents,</p>

	<p>Stage II – substantive evaluation based on the submitted documents,</p> <p>Stage III – interview with selected candidates,</p> <p>Stage IV – final assessment of competences, experience and academic achievements,</p> <p>Stage V – conclusion of the competition and announcement of results.</p> <p>The assessment rules are described in § 3(12) of the Regulations for awarding NCN research fellowships.</p>
Contact us if you have any questions regarding the competition	01/03/2026
Other information	If you have any questions regarding the competition, please contact Dr Sara Bojarczuk, s.bojarczuk@uw.edu.pl, quoting the reference number of the advertisement.

About the department/unit employing: <https://www.migracje.uw.edu.pl/>

The University of Warsaw has implemented the procedure for whistleblowers reporting cases of law violation and for undertaking follow-up actions. For **more information** please follow the [link](#)

The University of Warsaw is a winner of the HR Excellence in Research award granted by the European Commission to institutions adhering to the European Charter for Researchers.



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given and family name

Information on personal data processing

Controller

Controller of your personal data processed in connection with the recruitment process is the University of Warsaw, ul. Krakowskie Przedmieście 26/28, 00-927 Warszawa, as the Employer.

Contact with the controller:

- by traditional mail at: University of Warsaw, ul. Krakowskie Przedmieście 26/28, 00-927 Warszawa (name the organizational unit to which your letter is addressed);
- by phone: 22 55 20 355.

Data Protection Officer (DPO)

Controller has designated Data Protection Officer whom you may contact via email at iod@adm.uw.edu.pl. You may contact the DPO in all matters relating to your personal data processing by the University of Warsaw and the exercise of rights in relation to the processing of personal data.

The DPO, however, does not proceed other matters, like handling recruitment procedures, collecting recruitment documents, providing information on current recruitment process.

Purpose and legal grounds of data processing

Personal data of candidates for employment shall be processed for recruitment purposes only.

Your personal data shall be processed in the scope as indicated by employment law¹ (*given name (names) and family name, date of birth, contact information as provided, education, professional qualifications, previous employment*) for the purposes of this recruitment process², whereas other data³ shall be processed based on your consent which may take the following wording:

I agree to the processing of personal data provided in

- ☐ CV,
- ☐ cover letter
- ☐ other submitted documents

by the University of Warsaw for realising my recruitment process.

If your documents include data as mentioned in Art. 9 section 1 of the GDPR (special categories of personal data), processing shall be possible upon your consent to processing such data⁴ which may take the following wording:

I agree to the processing by the University of Warsaw for realising my recruitment process of special categories of personal data, as mentioned in Art. 9 section 1 of the GDPR, provided in

- ☐ CV
- ☐ cover letter
- ☐ other submitted documents).

¹ Art. 22¹ of the law of June 26, 1974 Labour Code (i.e. Journal of Laws 2019 item 1040 with subsequent changes);

² Art. 6 section 1 letter b of the Regulation of the European Parliament and the Council (EU) 2016/679 of April 27, 2016 on protection of individual persons with regard to the personal data processing and on the free flow of such data, and also repealing Directive 95/46/EC (general regulation on data protection) (Official Journal EU L 119 of 04.05.2016, page 1, with subsequent changes) (hereinafter as the GDPR);

³ Art. 6 section 1 letter a of the GDPR;

⁴ Art. 9 section 2 letter a GDPR;

The University of Warsaw shall be also processing your personal data in future recruitment processes upon your consent⁵ which may take the following wording:

☐ *I consent to processing of my personal data for the purposes of any future recruitment processes at the University of Warsaw for the period of the next nine months.*

You may revoke all such consents at any time by, for example, sending an email at konkursy.obm@uw.edu.pl (email address due for the recruitment process).

Be advised that the revocation of your consent does not affect legal compliance of processing which had been completed upon consent before its revocation.⁶

Data retention period

Your personal data collected in this recruitment process shall be stored over the period of three months from the date the recruitment process is completed.

In case you agree to process your data in future recruitments, your data shall be used over the period of nine months.

Data recipients

Officers authorized by the Controller shall have access to your personal data, the processing of which is in the scope of their duties.

Data transfer outside the European Economic Area (EEA)

Your personal data shall be disclosed to subjects authorized by law. Your personal data may be also processed by our provider of G-Suit for education by Google Company in their data processing centres.⁷ Your data shall be protected under the standards of the Privacy Shield, accepted by the European Commission.⁸ This shall guarantee an adequate level of data security.

Rights of the data subject

Under the GDPR data subjects have the following rights:

- to access data and to receive copies of the actual data;
- to correct (rectify) your personal data;
- to restrict processing of personal data;
- to erase personal data, subject to provisions of Art. 17 section 3 of the GDPR;
- to file a claim with the President of the Personal Data Protection Office, if you believe data processing violates law.

Information on the requirement to provide data

Providing your personal data in the scope resulting from law is necessary to participate in the recruitment process. Providing other personal data is voluntary.

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place and date

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applicant's signature

⁵ Art. 6 section 1 letter a GDPR;

⁶ Art. 7 section 3 GDPR;

⁷ <https://www.google.com/about/datacenters/inside/locations/index.html>

⁸ <https://www.privacyshield.gov>