

## GENERAL PROFILE

The contemporary increase in inequalities requires studying the organisational fabric of classification, hierarchies, and subordination. The recruitment of an assistant professor specialising in organisational approaches to inequalities is intended to strengthen the CSO's capacity to address these issues, which lie at the crossroads of economic, organisational, public action, social movement, labour, legal and expert sociology.

## RESPONSIBILITIES

### Research

The new recruit will conduct in-depth empirical research based on the production of original data.

- Candidates may specialise in a particular social relationship (class, gender, race, sexuality, age, disability), while addressing its interdependence with other social relationships.
- They may work on different dimensions of inequality (economic, symbolic, cultural, etc.), and in different fields. Candidates working in one of the following fields are particularly welcome: health; higher education; environment; social movements; digital; law and courts.
- Their work could focus on the distribution of power within work organisations (public or private), on the contribution of organisations to inequalities concerning their recipients (clientele, patients, beneficiaries, users, etc.), or on inequalities between organisations (pertaining to the division of labour between administrations and/or associations, pertaining to systems of subcontracting between companies, etc.).
- They may also examine the processes of legitimacy and controversy surrounding inequalities, in the light of the knowledge and expertise that they give rise to.
- They could study the role of norms and public action in the institutionalisation and transformation of inequality dynamics, with particular reference to gender equality, the fight against discrimination, the promotion of 'diversity' and changes in social, fiscal and penal policies.
- Lastly, they may propose a historical analysis of the processes studied, or a comparison between several national contexts, so as not to overestimate the specificity of what is being observed here and now.

The new recruit's work will be able to contribute to the various collective initiatives at Sciences Po, in particular:

- LIEPP (Laboratory for interdisciplinary evaluation of public policies), in particular its Discrimination and Categorical Policies division,
- Sciences Po's Gender studies programme (The Programme de Recherche et d'Enseignement des Savoirs sur le Genre - PRESAGE).

A sustained commitment to the collective life of the laboratory is also expected.

## Research at Sciences Po

Sciences Po is an institution of higher education and research in the social sciences. Its permanent scientific community – 268 professors and researchers – is structured in 12 entities recognized at the international level, amongst which 6 research units co-governed with the National Center for Scientific Research (CNRS) and 3 research centers accredited for Phd Education, and 5 departments (sociology, political science, history, economics, and law).

## The Unit

A research unit funded by Sciences Po and the CNRS, the Center for the Sociology of Organizations was founded by Michel Crozier in 1964. The CSO works at the crossroads of the sociology of organizations, economic sociology, and the sociology of public policy, in order to rethink the combined transformations of states, markets, and organizations.

Today, the CSO brings together 80 members, including 29 tenured researchers and professors coming from different disciplines of the social and human sciences.

Its research is structured along five axes:

- Law, norms and regulation;
- Work, employment and professions;
- Governance and economic organizations;
- Knowledge, science and expertise;
- Public policy and state reconfigurations.

## Evaluation of Applications

The selection committee will examine applications in September 2024 and establish a short list of candidates who will be interviewed.

#### Teaching

The teaching service is 128 hours per year, i.e. 3 lectures of 24 hours and 56 hours of complementary pedagogical services, at both levels of teaching offered by Sciences Po: college and schools (including the PhD track). The service is reduced to 88 hours/year during the first three years of the tenure track (2 courses of 24 hours and 48 hours of complementary pedagogical service).

The future recruit is expected to teach college courses at one of the seven Sciences Po campuses, as well as master courses in one or several of the Sciences Po schools. Candidates are expected to teach general sociology as well as organizational approaches to inequalities.

Candidates' ability to teach in both English and French, and to teach in areas and on topics that go beyond the strict limits of their research interests, will be particularly appreciated.

#### PROFILE

Candidates should hold a PhD in sociology and have an excellent knowledge of one or more of the fields in which the CSO's research is conducted.

Their research should be characterized by a strong empirical foundation, using a combination of: qualitative methods (interviews, observation, documentary analysis); quantitative methods (general statistical methods, longitudinal analysis, dynamic network analysis or textual analysis); and digital methods.

The research must also demonstrate their ability to take part in more general debates in the sociology of capitalism, the state, markets, social movements, public policy, science and technology, or regulation.

Candidates must demonstrate a strong level of internationalization through their publications and their insertion in international scientific networks.

An excellent level in English is required, a good level in French is expected.

Sciences Po is an equal opportunity employer, and is committed to balanced gender, geographical, and minority representation. We particularly welcome applications from women.

#### PROCEDURE DE RECRUTEMENT

Candidates must have defended their PhD by the time they apply. They should submit their application in electronic form to [recruitment.cso@sciencespo.fr](mailto:recruitment.cso@sciencespo.fr), before **September 2<sup>nd</sup>, 2024** with:

- a cover letter, which includes future research projects;
- CV and a list of publications;
- 3 major writing samples;
- a syllabus of a course for college or masters' level, and if available, evaluations of past courses.

#### Interviews

Interviews will be held in Paris in October 2024. They will be organized in two stages. The first part, open to the public, will include a presentation of the work of the candidate, followed by an open discussion with the audience. The second part will consist of an interview with the selection committee.

#### Decision and start date

The final decision will be made by November 2024 at the latest.

Expected starting date of employment at Sciences Po: September 1st 2025.

#### Contacts

Emilie Biland-Curinier, president of the selection committee.

[recruitment.cso@sciencespo.fr](mailto:recruitment.cso@sciencespo.fr)

#### Useful link

**CSO:** [www.sciencespo.fr/cso](http://www.sciencespo.fr/cso)