

**THE UNIVERSITY OF MANCHESTER**

**PARTICULARS OF APPOINTMENT**

**FACULTY OF HUMANITIES**

**SCHOOL OF SOCIAL SCIENCES**

**DEPARTMENT OF LAW**

**RESEARCH ASSOCIATE – CLASSIFYING AND UNDERSTANDING REMEDIES IN  
COMPARATIVE LABOUR LAW – CURE - POLAND**

**VACANCY REF: HUM-026056**

<b>Salary:</b>	Grade 6 £36,024 to £44,263 per annum, depending on relevant experience
<b>Hours:</b>	Full time
<b>Duration:</b>	Fixed term from 1 November 2024 for 30 months
<b>Location:</b>	Oxford Road, Manchester

---

**Enquiries about the vacancy, shortlisting and interviews:**

Name: Professor Aristeia Koukiadaki

Email: [aristeia.koukiadaki@manchester.ac.uk](mailto:aristeia.koukiadaki@manchester.ac.uk)

---

**CURE's overall objectives**

Classifying and Understanding Remedies in Comparative Labour Law (CURE) is a 5-year comparative project, originally funded by the ERC and guaranteed by UKRI,<sup>1</sup> based at the Department of Law, University of Manchester and led by Professor Aristeia Koukiadaki. The project sets a new intellectual agenda and direction in comparative labour law by examining the concept and function of remedial rules and institutions. Reframing remedies as an intermediary link between different systems crucial in the production of our imaginaries of justice, CURE aims to provide a new reading of labour law systems on the basis of how they respond to violations, wrongs and injustices. The 5-year project adopts a multi-dimensional, comparative and multi-method research design to evaluate how the juridical concept of remedies has evolved across different dimensions of the employment relationship in a set of different national systems (i.e. France, Greece, Poland, Sweden and the UK). Data collection and analysis will include legal doctrinal and empirical (i.e. legal computational and qualitative) methods that are specifically

---

<sup>1</sup> UKRI EP/Y036875/1. Originally funded under the European Research Council Consolidator Grant 2022 competition (101087739\_CURE).

designed to capture and interpret internal (i.e. legal) and external (i.e. political and economic) perspectives on the regulation of the remedial framework in comparative labour law.

### **Become part of an international research team**

We seek to establish an international team that will work in close collaboration to deliver highly original research in the areas of the project. A Research Associate is required to lead on the case of Greece for CURE, reporting to Professor Aristeia Koukiadaki. The primary tasks of the Research Associate will be to lead the Greek case study, including identifying, collecting and analysing relevant legal and empirical data on the concept and function of remedial rules and institutions in Greek labour law. The Research Associate will also contribute, through the Greek case study, to the development of a new basis for the comparison of labour law systems on the basis of how they respond to labour violations, wrongs and injustices.

The Research Associate will work in close collaboration with the project team at the University of Manchester, consisting of PI Aristeia Koukiadaki, four more postdoctoral scholars (three in Law and one in Computer Science/Data Analytics) and two PhD students (one in Law and one in Computer Science/Data Analytics), as well as with international, European and national stakeholders involved in the CURE project. The Research Associate will be expected to develop single-authored and team-authored papers drawing on the research in Greece. He/she will have opportunities to develop their research profile and contribute to related outputs and activities of the project. It is expected that the Research Associate will spend some time in Greece to conduct library-based and qualitative research.

The work for the project will start on the 1 November 2024 and the contract is for 30 months. The Research Associate will be based in the Department of Law, in the School of Social Sciences. The work shall be carried out in line with the grant application granted originally by the ERC (as a Consolidator Grant) and guaranteed by UKRI.

The duties of the post include:

#### **Project Management:**

- Lead the research on the Greek case study in line with the project description, funder guidelines and requirements and the grant bid.
- Drawing on the Greek case study, develop and contribute ideas in the project across the different work packages (i.e. WP1 on the legal regulation of remedies, WP2 on remedies in the political system, WP3 on remedies in the judicial system and WP4 on remedies in the socio-economic system).
- Contribute to the operationalisation and implementation of the research objectives of the project and the application of research outcomes in the case of Greece.
- Update own knowledge and understanding in the subject areas and methodologies developed in the CURE project, including on issues of access to justice, redress, enforcement and empirical legal methods.
- Liaise with and report to the project's Advisory Board.
- Meet all reporting requirements of the funder.

### **Data / evidence gathering:**

- Carry out a comprehensive analysis of existing relevant literature in the area of remedial rules and institutions in Greek labour law.
- Conduct original legal analysis in remedial rules and institutions in Greece, using legal doctrinal and legal computational methods, in collaboration with the project team members and especially the team members with expertise in computational analysis.
- Carry out qualitative fieldwork in Greece, consisting of a series of interviews with key stakeholders, including trade unions, employer associations/ individual employers and state officials.
- Compile, code, analyse and interpret research data, drawing conclusions on the outcomes using doctrinal legal methods, computational legal methods and qualitative research methods.

### **Methodology:**

- Consolidate and expand expertise in research methods, especially in legal empirical methods (i.e. computational and qualitative empirical methods).

### **Disseminating Findings:**

- Communicate effectively material of a specialist or highly technical nature.
- Author and produce independently and in collaboration with the CURE project team academic articles on original research to peer-reviewed journals of an international level.
- Present research at departmental seminars, external meetings and symposia at a national level and conferences.
- Contribute to a variety of knowledge transfer/stakeholder engagement activities including blog writing, evidence to Stakeholders/Advisory Board, Policy Briefings and Infographics.
- Promote the project through various social media platforms including the maintenance of a project website.
- Organise in collaboration with the project team workshops and seminars and a project conference.

### **Person specification**

#### **Essential**

- A doctoral degree in Law or in a related discipline with sufficient expertise in the legal regulation of the employment relationship in Greece.
- Demonstrable expertise in legal doctrinal and/or socio-legal research methods.
- Possess sufficient breadth or depth of specialist knowledge in the subject area to develop original conceptual/analytical contributions in the field.
- Excellent command of written and spoken English.
- Fluency in Greek.
- Initiative, motivation, ability to work in multi-disciplinary teams and to liaise with other team members and project stakeholders.
- Ability to organize own research activities, manage own time and quality standards, prioritizing workload and meeting project deadlines.

- A growing independent reputation in research developing new concepts and ideas to extend intellectual understanding at national level.
- Evidence of emerging track record in academic publications.

### **Desirable**

- Experience in empirical (quantitative and qualitative) legal methods.
- Experience of research on remedial rules and institutions, preferably in labour law.
- Experience of working in research teams.
- Evidence of working collaboratively across organisational boundaries and with other disciplines.
- Experience in knowledge transfer/stakeholder engagement.
- Experience of web-authoring skills, social media engagement, policy briefing, blog writing.
- Experience of organising academic workshops, conferences or similar events.
- Experience in research administration and management.
- Proven ability to author international standard peer reviewed journal articles.
- Evidence of impact in policy and practice.

### **Background**

#### **The University**

The **University of Manchester**, in its present form, was created in 2004 by bringing together The Victoria University of Manchester and UMIST. Twenty-five Nobel Prize winners have either studied or conducted some of their work here: Rutherford began his work on splitting the atom here and the world's first modern computer also came into being at The Victoria University of Manchester. Professors Andre Geim and Konstantin Novoselov were awarded the Nobel Prize for Physics in 2010.

The President and Vice-Chancellor of The University of Manchester, Professor Dame Nancy Rothwell, is leading a bold and exciting plan - the Manchester 2020 Agenda, which aims to make The University of Manchester one of the top 25 universities in the world. The plan identifies three goals: Research; Outstanding Learning and Student Experience and Social Responsibility.

The University of Manchester strives to make our community a welcoming, caring and enthusiastic one, fuelling ambition with opportunities and support to help us all achieve our personal and professional goals.

The University offers a range of support for new staff a great employment package that includes good terms & conditions and pension schemes, flexibility in approach, family friendly initiatives, development opportunities and services to support your health & wellbeing. In addition, there is a host of other staff benefits and excellent campus facilities. We care deeply about career and personal development, offering a structured induction programme for new staff, an annual performance and development review, staff training for all career stages and mentoring opportunities to support your career development.

As a global institution, situated at the heart of a lively, culturally diverse city, we welcome applicants of all nationalities. To help international job applicants plan for life in the UK, we have

put together some useful information on passports and visas, travel to the UK, accommodation and a number of other practical considerations.

### **Equality and Diversity**

We have a genuine commitment to equality of opportunity for our staff and students, and are proud to employ a workforce that reflects the diverse community we serve. One of our guiding principles and values, as set out in Manchester 2020: The University of Manchester's Strategic Plan, affirms our commitment to being: "an accessible organisation, committed to advancing equality and diversity". Championing equality and diversity in all our activities, including staff employment and advancement, also forms part of our commitment to our strategic Goal Three: social responsibility.

Amongst many awards, the University has held an Athena SWAN Bronze Award since 2008, and was one of the first UK universities to be awarded a Race Equality Charter Mark. The School of Social Sciences was awarded Athena SWAN Bronze status in 2017. We are listed in Stonewall's list of Top 100 Employers for 2016, and have been awarded the Two Ticks symbol by Jobcentre Plus.

The School of Social Sciences is working hard to enhance the diversity of both its staff and student communities. Recent initiatives include the piloting of a fund to subsidise caring costs for staff whose work requires them to be away overnight. We run annual pre-university courses in economics, philosophy, politics, sociology and social anthropology for local state school students who meet widening-participation criteria; we also participate in the University-wide Manchester Access Programme.

### **The School of Social Sciences**

The **School of Social Sciences (SoSS)**, within the Faculty of Humanities, is home to eight distinct departments: Criminology, Economics, Law, Politics, Philosophy, Social Anthropology, Social Statistics and Sociology. The School comprises one of the largest collections of social scientists in the UK. We have over 349 academic and research staff, each of whom is supported with an annual research allowance. This broad configuration of discipline strength, together with major research centres and institutes (including the ESRC Centre on Dynamics of Ethnicity, the British Election Study, the Sustainable Consumption Institute, the Cathie Marsh Institute for Social Research and the Manchester Institute for Collaborative Research on Ageing), provides an unparalleled range of degree programmes and delivers ground-breaking research, exploiting an extensive portfolio of quantitative and qualitative methods, applied to substantive socio-economic issues; including, but not limited to, macro-economic growth and development, global political economy, sustainability and consumption, social inequalities, diversity and cohesion, social and cultural change and moral and ethical behaviour.

The School's international and national reputations in its constituent departments are reflected in the substantial external research income that it generates, ESRC recognition for training PhD students and success in securing ESRC and AHRC studentships for research postgraduates. Individual and collaborative research is supported by the School's Research Office, whose staff provide assistance and expertise in applying for external funding and managing externally funded projects. The University Library is one of only five designated National Research Libraries (along with Oxford, Cambridge, LSE and SOAS) and we have an exceptionally generous library budget, allowing individual academic staff to order new library books for research and teaching purposes whenever they are required.

The **University of Manchester Law School** (part of the wider School of Social Sciences) is internationally recognised for contributing high quality research across diverse legal fields and providing excellent undergraduate and postgraduate teaching. According to the QS World University Ranking 2024, the University of Manchester ranked 32 in the world, 8 in Europe and 6 in the UK. The Research Associate will be a member of the University of Manchester Law School and actively participate in the development and delivery of research within Law and SoSS. In addition, he/she will benefit from participating in the Work and Equalities Institute, based in the Alliance Manchester Business School, which is committed to identifying and promoting the conditions for more inclusive and fair work and employment arrangements.