

# Time-limited researcher or analyst position on international sanctions at DIIS

DIIS is opening a time-limited researcher or analyst position focused on the role and impact of international sanctions and other geoeconomic measures in the context of Russia's illegal war against Ukraine. The research shall complement the analyses on political economy, governance, and the role of civil society in Ukraine conducted by researchers at the Danish Institute of International Studies (DIIS) as part of DIIS' agreement with the Ministry of Foreign Affairs. The position can be applied for as a researcher requiring a PhD degree or as an analyst requiring a master's degree.

Sanctions can serve as a governance instrument aimed at creating the conditions for positive interaction between security and development. The position will explore how sanctions and other economic measures against Russia influence the prospects for establishing the enabling conditions needed for peace, reconstruction, and long-term development of Ukraine. In addition, the research might complement macroeconomic analysis undertaken elsewhere to inform policy priorities in Ukraine's reconstruction, recovery, and economic resilience.

The researcher or analyst will work closely with DIIS colleagues working on political economy, state-business relations, governance, and democratization in Ukraine, contributing perspectives on sanctions as a tool of constraining, coercing and signaling diplomacy as well as economic statecraft, and their implications for Ukraine's development trajectory.

The researcher or analyst is also expected to work closely with Kyiv School of Economics ("Center for Geoeconomics and Resilience") and to serve as academic focal point for the KSE "Sanctions Hub of Excellence" at DIIS, ensuring mutual knowledge-exchange, potential joint academic engagements/products, as well as dissemination of relevant research to the public, international stakeholders and policymakers in the EU, Denmark and Ukraine.

## About the position

As a DIIS employee, you will be part of an inspiring and vibrant knowledge environment at an institution committed to excellence in multidisciplinary research, high-level policy analysis, and dissemination of international studies. Interdisciplinary collaboration is a cornerstone of DIIS's research culture, valuing diverse theoretical and empirical perspectives. Therefore, it is essential that you are open to engaging with colleagues from various disciplinary backgrounds and contributing to a collaborative knowledge environment.

Research at DIIS is structured into five research units, each with a specialised research focus. The researcher or analyst will be affiliated with the Sustainable Governance and Development unit.

As a researcher or analyst at DIIS, you will be expected to actively contribute to the thematic advancement of research and analysis, both within your unit and across the institute. With no teaching obligations, you will have ample time to focus on your research or analysis activities. In return, you are expected to produce high-quality international publications, engage in high quality policy work and analysis, and to contribute to creating an active academic environment at DIIS by being present and participating in day-to-day work-related and social activities. The role also involves engaging with policy stakeholders, producing policy outputs, and taking part in the public debate within one's area of expertise. You are also expected to carry out administrative tasks related to your work.

## Qualifications Researcher

- For the position as a researcher, you must have obtained a PhD in a relevant field before the start date of the position.
- As a researcher, a demonstrated ability to publish in peer-reviewed, high-impact journals or reputable publishing houses

## Qualifications Analyst

- For the position as an analyst, you must have obtained a master's degree within the relevant field.
- As an analyst, a demonstrated ability to publish international policy reports or the like.

**The ideal candidate – researcher or analyst will possess the following personal characteristics:**

- **Academic Background:** Expertise in international politics or political economy, with demonstrated work on sanctions or other coercive policy tools. Familiarity with the political economy of Ukraine, Russia, or Eastern Europe is highly desirable.
- **Language Proficiency:** Fluency in English; Proficiency in Danish and other languages is considered an advantage.
- **Policy experience:** Experience with publishing policy outputs and engaging with various policy stakeholders is an advantage.

- **Personal qualifications:** The ideal candidate shall be proactive, possess strong interpersonal and communication skills, and be eager to engage in a collaborative research environment.

#### **DIIS as a workplace**

We offer an attractive and inclusive workplace where all employees can develop their professional and personal skills. For us, knowledge sharing, dialogue and feedback are essential to create a dynamic workplace. You are therefore expected to proactively participate in the Institute's joint efforts. We prioritize a high degree of presence, but to support a healthy work-life balance, we offer flexible working hours and the option to work remotely two days a week. Our offices are conveniently located in central Copenhagen.

DIIS is a diverse workplace, and we therefore encourage all qualified applicants to apply for the position regardless of their personal background. We are aware of the environmental consequences of our activities, and we are constantly seeking to become a more sustainable workplace, both daily and in relation to how we carry out our travel activities.

Your application must contain all the following documents and documentation:

#### **For the position as researcher:**

- A short motivation letter (max. 500 words)
- Curriculum Vitae (max 2 pages; max. 6000 characters including spaces)
- Master's and PhD diplomas, including transcripts. If university transcripts are in language other than English or a Scandinavian language, the official explanation of the grading system should be attached.
- Documentation of academic qualifications, including a complete list of publications.
- A two-page statement (max. 6000 characters including spaces) on your research plans in relation to the position. The statement may include methodological, empirical as well as theoretical aspects.
- A maximum of 3 relevant research publications that you want included in the assessment. If any of the publications that you want included in the assessment are the result of a joint effort, the extent and the nature of your contribution to each individual work must then be clarified in a co-author statement.
- Researcher applications go through a shortlisting process before being sent for external assessment.

#### **For the position as analyst:**

- A short motivation letter (max. 500 words)
- Curriculum Vitae (max 2 pages; max. 6000 characters including spaces)
- Master's diploma, including transcripts. If university transcripts are in language other than English or a Scandinavian language, the official explanation of the grading system should be attached.
- Description of relevant policy work and experience, including a list of policy publications.
- A two-page statement (max. 6000 characters including spaces) on your policy analysis plans and planned policy work while at DIIS.
- A maximum of 2 relevant research or policy publications. If any of the publications are the result of a joint effort, the extent and the nature of your contribution to each individual work must then be clarified in a co-author statement.
- There is no external assessment process for the position as analyst.

The assessment process may take up to several months depending on the number of applications.

#### **Salary and terms of employment**

This is a full-time researcher or analyst position with a fixed term of 36 months. The expected starting date is **1st of June 2026**, or as soon as possible thereafter.

You will be employed according to the Collective agreement for academics in the state sector. Salary level will depend on individual experience and qualifications.

There is an opportunity to negotiate a personal qualification supplement depending on your experience and skills. Depending on specific tasks and projects, functional supplements may also be considered.

Non-residents of Denmark may be eligible to apply for taxation under the special researcher scheme, which offers a gross tax rate of 32.84% for up to seven years. For further details, please refer to the Danish Tax Authorities.

#### **The application**

The application **deadline is February 15, at 12.00 am CET.**

Please note that we only accept applications sent via DIIS's electronic recruitment system at the bottom of the job advertisement.

**Do you want to know more?**

Read more [here](#) if you want to know more about DIIS as a workplace. Questions about salary and employment conditions as well as the application process itself can be addressed to HR at [hr@diis.dk](mailto:hr@diis.dk). If you have further questions about the content of the position, you can contact senior researcher Izabela Surwillo at [izsu@diis.dk](mailto:izsu@diis.dk) or senior researcher Lars Engberg-Pedersen at [lep@diis.dk](mailto:lep@diis.dk).