The project "Making Diversity Work" funded by the Deutsche Forschungsgemeinschaft (DFG) at the Mannheim Centre for European Social Research (MZES), invites applications to join our project team, starting in September 2021 or later as a

PhD researcher (m/f/d).

The project takes place at the MZES—an interdisciplinary research institute of the University of Mannheim, dedicated to comparative European social research and the analysis of European integration processes. It is Germany's largest university-based social science research center.

The aim of the project is to explain how trust and cooperation can be sustained in multi-ethnic German neighbourhoods. In contrast to existing studies which predominately privilege comparisons between ethnically-homogenous and heterogeneous areas, a key contribution of this project is to focus explicitly on important unexamined differences between highly-diverse contexts in order to understand the conditions under which diversity may undermine or, conversely, promote cooperation.

This will be accomplished by using innovative field experimental methods to map variation in "prosocial" behaviour across diverse urban contexts. The data generated will be used to (i) systematically test novel theories about how different features of diverse neighborhoods contribute to local cooperation, (ii) disentangle the behavioral mechanisms – other-regarding preferences, social norms enforcement, and intergroup contact – underlying social cohesion in multi-ethnic settings, and (iii) develop a richer understanding of social relations that takes both natives' and minorities' experiences into account.

Further details about the Making Diversity Work project and a list of potential research topics may be found at https://nanzhangresearch.github.io/#mdw.

Payment will be 65% of a full TV-L E13 position (according to the collective agreement applicable to the University of Mannheim).

Candidates are expected to:

- Assist in collecting and analysing (field) experimental data
- Prepare and analyse secondary data
- Assist in presenting results of the project at scientific conferences
- Write and publish peer-reviewed journal articles
- Assist in organizing an academic workshop

Candidates should meet the following requirements:

- Excellent master's degree in sociology, political science or a related discipline
- Experience/expertise in research methods and quantitative analyses
- Experience with at least one statistical software, e.g., Stata, R or MPlus
- Excellent verbal and written communication skills in English and German
- Strong interest in the topic of the project
- Experience with GIS software would be advantageous, but is not required

In principle, the position can be shared. The University of Mannheim is an equal opportunity employer and particularly encourages applications from women and persons with disabilities.

Applications including a cover letter indicating your earliest availability, a CV, a short writing sample, and copies of degree certificates must be submitted by **15 April 2021**. Please send your application electronically as **one pdf file** to **Nan Zhang**: zhang@coll.mpg.de. Further questions about the position or the project may also be directed to the same email address. Please be aware that breach of confidentiality and unauthorized access by a third party cannot be excluded for a communication without encryption.

The submitted documents will be sent back only if a stamped addressed envelope is enclosed. Otherwise they will be deleted after completion of the application procedure according to the laws of data protection. Electronic applications will be deleted appropriately.

Information on the processing of personal data according to article 13 of the GDPR is provided on the Universities website, section "Employment Opportunities": https://www.uni-mann-heim.de/universitaet/stellenanzeigen/datenschutz-bei-bewerbungen/