



## VACANCY ANNOUNCEMENT

### **CALL FOR EXPRESSION OF INTEREST (EOI) FOR YOUTH RESEARCHERS (BACHELOR'S, MASTER'S, AND PHD STUDENTS)**

The Organization for Social Science Research in Eastern and Southern Africa (OSSREA), in partnership with the International Center for Research on Women (ICRW), is implementing a research project titled: *“Behind the Scenes: Young women and gender-based inequities in Africa’s Creative Sector.”* The project is being carried out in seven African countries with funding obtained from the MasterCard Foundation and is scheduled to run for three years. This initiative responds to the increasing demand for in-depth insights and robust evidence to inform effective strategies that address gender disparities and barriers in Africa's Creative Sector.

The specific objectives of the project are as follows:

- Generate and disseminate evidence on the nature, dynamics, and implications of gender-based inequities faced by young female creatives in the seven focus countries.
- Enhance the skills, knowledge, and expertise of young Africans to conduct, publish, and disseminate research on gender and the Creative Sector.
- Map the Creative Sector in the seven focus countries to gain an understanding of its organizational structure.
- Facilitate the formation of regional and national communities of stakeholders dedicated to promoting gender equality in Africa’s Creative Sector.
- Provide evidence-based recommendations and best practices to the Mastercard Foundation and other key stakeholders to support gender equity in Africa's creative industries and workplaces.

This project is seeking to recruit about *thirteen (13)* potential candidates who meet the following requirements:

**1. Educational background:** Applicants should be currently enrolled in a master's, bachelor's, or PhD program at Addis Ababa University or BA, MA and PhD graduates in relevant fields such as arts, culture, media, design, social sciences, humanities, behavioural sciences, or related disciplines.

**2. Interest and passion:** Applicants should demonstrate a genuine interest in Ethiopia's creative sectors and a passion for research in the field.

**3. Research skills:** Applicants should possess strong research skills, including data collection and analysis, literature reviews, and report writing.

**4. Communication skills:** Applicants should exhibit excellent written and verbal communication skills to effectively convey their research findings.

**5. Cultural awareness:** Applicants should show an understanding of Ethiopian/African cultures and creative industries.

**6. Age requirements:** Applicants should not be over *35 years old*.

**7. Gender Composition:** *Women researchers are encouraged to apply as* about 80% of the youth researchers in the project are required to be females

### **Responsibilities of Youth Researchers:**

1. Conduct research on gender disparities and inequalities within Ethiopia's creative sector, focusing on representation, access to resources, pay gaps, leadership roles, and career advancement.
2. Collect and analyse data on gender demographics, employment patterns, and experiences of discrimination or bias in the Ethiopian creative industries.
3. Engage with stakeholders in the Ethiopian creative sector, including artists, industry professionals, policymakers, and advocacy groups, to gather insights and perspectives on gender issues.
4. Identify best practices and successful initiatives that promote gender equality and empowerment in the Ethiopian creative sector.
5. Write research reports, articles, and policy briefs highlighting key findings, recommendations, and strategies for addressing gender inequalities in the sector.
6. Present research findings at conferences, seminars, workshops, and other events to raise awareness and stimulate dialogue on gender issues in the Ethiopian creative industries.
7. Collaborate with other researchers, organizations, and activists working on gender equality and social justice to amplify the impact of research findings and advocate for change.
8. Advance gender equality, promote diversity and inclusion, and foster a more equitable and sustainable creative industry landscape.

### **The project will provide the following benefits to the recruited candidates:**

- Will receive a stipend quarterly based on their performance.
- Will work with gender research mentors to gain first-hand experience in implementing gender-focused research, participate in targeted internships, and receive support to develop and lead research papers within the project.
- will benefit from 2–3-month internships abroad (Canada or partner African countries) at project partner institutions or other research institutions identified by ICRW for similar youth internships or fellowships.

### **Terms of the Contract:**

- The project duration is three years until the end of 2026; therefore, contract agreements will be for 1 year and renewed annually until the project's completion.

### **Application Process:**

Interested applicants can submit their CVs, along with an application letter, grade report recommendation letter and other supporting documents, indicating their availability (starting from March 1, 2024) to OSSREA via email at [garisona123@gmail.com](mailto:garisona123@gmail.com) or [eyerusalemkassahun6@gmail.com](mailto:eyerusalemkassahun6@gmail.com) by 22 February, 2024. Please also visit the OSSREA website at [www.ossrea.net](http://www.ossrea.net) for more information.

For further inquiries, you can contact Mr. Garedew Yilma at Tel: 0911 36 59 44.

**Deadline:** Applications can be submitted starting from the date of this advertisement until February 22, 2024, to the email addresses provided above.