



*We are building the future with science! The University of Oulu is one of the biggest and most multidisciplinary universities in Finland. We create new knowledge and innovations that help to solve global challenges. We offer you an international and inspiring working environment where you are given responsibility and can use your skills, develop yourself and do work that matters. Our flexible and family-friendly workplace makes it easy for you to balance work and leisure. The University of Oulu is ranked in the top 3% of the world's universities.*

## **Postdoctoral and doctoral student positions in Global Change effects on Plant Metacommunities Project**

### **Brief description of the project and position:**

Our team (<https://eskelinenresearch.com/>) seeks a highly motivated **postdoctoral researcher** and/or **doctoral student** to work in Academy of Finland -funded Global Change Effects on Plant Metacommunities project.

We examine how global changes affect plant biodiversity and ecosystem functioning in a naturally fragmented plant metacommunity system and what are the roles of dispersal and spatial context mediating community and ecosystem responses to global changes. We combine spatially replicated global change treatments with plant functional traits (related to dispersal in space and time, resource-use and herbivory) and information about habitat size and connectivity, and integrate these with measuring plant community diversity and composition, ecosystem functions, and pollinator species diversity.

The successful candidates will conduct field work in a beautiful grassland/meadow metacommunity system in the archipelago of southern Finland, Åland Islands, which is a model system for modern metapopulation theory. The successful candidates will establish experimental global change treatments, collect plant community data and measure plant traits, study soil seed banks (temporal dispersal) with germination trials, and/or study ecosystem functions. The postdoc/doctoral researcher is expected to publish results in high-ranked scientific journals and doctoral researcher to advance their doctoral studies. While being based at the University of Oulu, the successful candidate will work in collaboration with an international researcher team, including collaborators, for example, from University of Tartu, Estonia, University of California Davis, US, German Centre for Integrative Biodiversity Research iDiv, Germany, and University of Helsinki, Finland.



### Your profile/qualifications:

- Postdoc: PhD in community ecology or equivalent field with background in plant biodiversity research (obtained within the past 10 years) and demonstrated ability to prepare high-impact manuscripts for international journals independently
- Doctoral student: Excellent MSc in plant community ecology or equivalent field
- Excellent written and spoken English, Swedish skills are an asset (but not required)
- Ability to travel and do field work
- Ability to work in an international team
- Excellent statistical skills (especially R)
- Experience in some of the following: biodiversity research, experimental plant community ecology, plant traits, plant dispersal, seed banks, or ecosystem functioning
- Good grassland plant identification skills

Assessment of the applicants will be based on, acknowledging the content of the job, 1) overall fit to the above profile, 2) scientific publications (postdoc position), 3) motivation, 4) previous work experience, 5) national and international mobility and networking skills, and 5) other academic activities and merits.

### We offer:

- Novel, ambitious, and exciting project and study questions/system
- Highly enthusiastic and international researcher team and mentoring
- Positions are fixed term: 2 years (postdoctoral researcher position) or 3 years (doctoral researcher position).
- Postdoc: The salary will be based on the levels 5 – 6 of the demand level chart for teaching and research staff of Finnish universities. In addition, a salary component based on personal work performance will be paid (maximum of 50 % of the job-specific component). The total salary for these levels (before tax) typically ranges from about 3 500 – 4 100 Euros/month for full-time employment depending on qualifications and performance.
- Doctoral student: The salary will be based on the levels 2 – 4 of the demand level chart for teaching and research staff of Finnish universities. In addition, a salary component based on personal work performance will be paid (maximum of 50 % of the job-specific component). The total salary for these levels (before tax) typically ranges from about 2 400 – 3 000 Euros/month for full-time employment depending on qualifications and performance.
- Full benefits provided by the University of Oulu to university employees, including free time corresponding to holidays and free occupational health care services. The successful candidate will receive also benefits provided by the Finnish government to residents, for example possibility to obtain access to the national healthcare system, tax benefits for employees with children, and high-quality affordable childcare services.

**Apply online latest on Tuesday 28.02.2023 at 23:59 (Finnish local time).** Please include the following attachments in your application (all in English):

- Cover letter (describing experience relevant to this position, research interests, motivation, general career goals and why this position is of interest to you)
- Curriculum Vitae
- List of publications (if applicable)
- Copies of all relevant certificates (PhD or MSc degree certificates)
- Contact information for three references

**The positions are filled as of 1.5.2021 (or as soon as possible thereafter, the start date is flexible and can be negotiated).** A trial period of 6 months is applied to the positions.

**For further information, please contact**

anu.eskelinen(at)oulu.fi

**Link to the job announcement/online application system (only applications submitted via the online system are accepted)**

<https://oulunyliopisto.varbi.com/en/what:job/jobID:589202/>

**About Finland and Oulu city**

*Finland is one of the most livable countries, with a high quality of life, safety, excellent education system, and competitive economy. The Oulu region is home to over 200 000 people making it the largest urban centre in northern Scandinavia and one of the fastest growing regions in Finland. Oulu is a combination of beautiful, northern nature, vivid cultural life and modern technology. Oulu is also known for its highly-educated people and friendly, easy-going atmosphere. Find out more about Oulu: <https://www.oulu.fi/university/living-in-oulu>*