



Cross-Cutting Activity

Career development for young researchers and innovators



Call for Interview Participants

In the frame of the COST Association Cross-Cutting Activity (CCA) on Career Development of Young Researchers, and the Working Group on Gender and Intersectionality, we are seeking participants to share their perspectives.

Who we are looking for

We welcome expressions of interest from researchers with the following characteristics:

- At **R2 or R3 level** (postdoctoral, recognised and established level: see the [European Framework for Research Careers](#)),
- Based in **European countries (EU/EFTA)**
- Identify as **women**
- From all disciplinary backgrounds in scientific research
- Currently based in a **university or research institute**
- Identify with **3-4** of the following dimensions of intersectionality:
 - A social background in migration (not mobility)
 - A disadvantaged socio-economic background
 - First generation academic (parents do not hold a university degree)
 - Disadvantaged socioeconomic status during studies (i.e. reliant on grant awards or part-time employment)
 - An atypical age relative to career stage in research
 - Living with care obligations for children, parents, etc.
 - Living with a form of disability / neurodivergence
 - Identifying as LGBTQI+
 - Working in a language other than their first language (with the exception of English as a language in the research environment)
 - Disadvantaged regional identity (south/north/east/west)

- Difficulty of access to mobility programmes (Erasmus+, Marie Skłodowska-Curie Actions, Horizon Europe)

Interview details

- **Timing:** Spring 2026 (confirmation of interview participation will be at end February / early March, with a deadline of mid-April for completion of the interview)
- **Format:** Interviews can be conducted **in person** or **online**, depending on the interviewee's availability and preference; only audio recording will be made to be used for data extraction and processing
- **Focus:** Your experiences and reflections on career development within academia and research

Why participate?

Your insights will contribute to a deeper understanding of the challenges and opportunities faced by researchers in Europe. This project aims to inform future policies and practices that support equitable career development, through the COST Association as well as wider networks.

Your interview will be with a member of the Working Group and should last up to one hour. Prior to the interview, you will be sent a more detailed overview of topics and specific questions to be discussed, should you be open to addressing them. We will use the interview to compile an analysis of the lived experience of researchers in European contexts.

In accordance with the General Data Protection Regulation (EU) 2016/679 (GDPR), this project ensures the lawful, fair, and transparent processing of personal data. Participation is entirely voluntary, and participants may withdraw their consent at any time without providing justification and without any negative consequences. Upon withdrawal, any collected data related to the participant will be deleted. Participants' identity will not be disclosed at any stage of the project. All personal identifiers will be removed, and the collected data will be anonymized or pseudonymized prior to analysis.

How to express interest

If you meet the criteria and would like to participate, please contact us at: <https://framaforms.org/call-for-participation-cost-cca-working-group-on-gender-and-in-tersectionality-1768381239>. When responding, kindly indicate:

- Whether you are available for an **in-person** or **online** interview
- Your current research level (R2 or R3) and scientific domain
- Your country of residence
- A brief summary of how you feel the dimensions of intersectionality listed above correspond to your situation
- A brief summary of your pathway as an academic (where you received your degrees, where you worked for your research, etc.)
- Any comments you might have on the focus or objectives of the working group