

Programme Director in Intergenerational Fairness

The [Department of Political and Social Sciences](#) (SPS) at the [European University Institute](#) (EUI) is seeking applicants for the position of Programme Director to lead work on the urgent challenge of intergenerational fairness in a Europe marked by inequality, technological disruption, and demographic change.

Policymakers currently lack a robust conceptual foundation for intergenerational fairness, a reliable empirical basis for assessing it, and comprehensive policy responses. Addressing this gap requires the development of a conceptual framework grounded in the capability approach and in the idea of decluttering disadvantages across the life course. Building on this foundation, an intersectional indicator of intergenerational fairness will be developed to enable transparent, multidimensional comparisons across countries and social groups.

This research programme will include a comprehensive analysis of how inequality, technological change, and demographic pressures interact to shape fairness outcomes across cohorts and over the life course, identifying where opportunities arise and where vulnerabilities accumulate. It will also involve the formulation of a coherent policy framework informed by the social investment approach, integrating these insights into stock, flow, and buffer policy packages that offer policymakers actionable reform strategies tailored to diverse national contexts.

The objective is to produce a distinctive set of outputs: new comparative datasets and indicators; tools for stress-testing reforms under varying macroeconomic conditions; and a Social Investment Action Plan illustrating how European welfare states can renew solidarity between generations. Through citizen deliberation and structured co-creation with policymakers and social partners, the resulting proposals will be designed to be both scientifically rigorous and socially legitimate. With this integrated approach, tools, data, and policy solutions will be generated that will enhance social and economic resilience and sustainability, promote inclusive growth, and reduce vulnerabilities in order to safeguard intergenerational fairness.

The Programme Director will provide the overall coordination of the research programme, including coordination of research activities, partners and team members, to ensure the successful delivery of objectives within the project timelines. The role combines programme management with active research responsibilities, including conducting research activities, preparing and delivering scientific outputs and reports, and overseeing the dissemination of scientific outputs, including presenting findings at international conferences and other scientific events.

The successful candidate will hold a PhD in Political Science, with a focus on Political Economy, and have significant experience in conducting research in the field of comparative political economy and in the acquisition of external research funds. They will demonstrate expertise in the political economy of inequality, technological change, welfare state reforms, and social investment in the European context, with particular attention to how structural transformations shape social policy and intergenerational fairness. They will demonstrate a strong command of both quantitative and qualitative research methods. Experience in comparative cross-national research and working within large international research projects will be considered an advantage. The candidate will also possess a track-record of research publications in the field, research

dissemination and policy engagement beyond academia, including experience translating research findings into policy recommendations and engaging with policymakers and other stakeholders.

The EUI is an equal opportunity employer and is committed to balanced gender, geographical and minority representation, as well as descriptive, intellectual, and institutional diversity. We find such diversity to be a source of enrichment and strongly encourage applications from the most diverse pool of candidates.

There are no special citizenship requirements for faculty members. In order to work effectively, the faculty members have to be fluent in English and have a working knowledge of at least one other EU language.

Working at the European University Institute

The European University Institute (EUI) is an international organisation created by treaty in 1972; it opened its doors to its first 70 researchers in 1976. The EUI has grown to incorporate academics from across the globe, spanning borders and staying true to its mission of the 1970s: to 'foster the advancement of learning in fields which are of particular interest for the development of Europe'. The EUI has 24 Contracting States: Austria, Belgium, Bulgaria, Croatia, Cyprus, Denmark, Estonia, Finland, France, Germany, Greece, Ireland, Italy, Latvia, Luxembourg, Malta, the Netherlands, Poland, Portugal, Romania, Slovakia, Slovenia, Spain and Sweden. The EUI is funded by its 24 Contracting States, the European Union (Erasmus+), and its own revenue, drawn from competitive research funding, partnerships with public and private actors, and executive education.

The EUI consists of four academic departments - [Economics](#), [History and Civilisation](#), [Law](#), and [Political and Social Sciences](#) – and two academic units: [the Robert Schuman Centre for Advanced Studies](#); and [Florence School of Transnational Governance](#).

In line with the EUI's [2026–2031 Strategy](#), the EUI fosters academic excellence, interdisciplinary collaboration and engagement with major societal and European challenges across all its departments and academic units.

The Department of Political and Social Sciences

The Department of Political and Social Sciences (SPS) is one of Europe's leading centres for research and doctoral studies in comparative politics and public policy, political behaviour and political sociology, the sociology of inequality and social demography, analytic sociology, the welfare state and political economy, and international relations and security. Our faculty, doctoral researchers and postdocs come from a broad range of countries in Europe and beyond.

The Department favours a multi-faceted approach to research projects and theses, many of which cut across the conventional boundaries. It has good working relations in both teaching and research with the departments of Law, History and Economics, with the Robert Schuman Centre for Advanced Studies and the Florence School of Transnational Governance, and is at the centre of extensive international networks. It hosts several large, collaborative projects financed by the European Commission Framework programmes or other external sources.

Research

Research at the EUI is innovative, international and interdisciplinary. We ask fundamental questions about human societies while tackling complex, real-world problems with a distinctly European perspective. Intellectual creativity thrives through collaborative projects, workshops and webinars, conferences and outreach events, as well as summer schools and executive training. We cultivate comparative and contextual approaches that cut across law, economics, history, political and social sciences, and international relations. We also value sharing our work beyond academia, encouraging thoughtful engagement and clear communication so that ideas travel, inform debate, and support constructive dialogue with partners in policy, civil society, and the wider public.

This work is enabled by exceptional infrastructures and support. The academic [Library](#) offers extensive print and digital collections, backed by expert information specialists who work closely with departments, the [Robert Schuman Centre](#), the [Florence School of Transnational Governance](#), and post-doctoral programmes. User-oriented ICT services and the [Historical Archives of the European Union](#) further expand the EUI's research capabilities. Members of the Department receive help from the [Development and External Relationships Service](#), and dedicated officers. Alongside this, we quietly encourage responsible outreach, from open, accessible publications to public events, so that our research can be understood, questioned, and contribute to knowledge.

Staff in the Department

In June 2026, the Faculty of the Department of Political and Social Sciences comprises 14 full-time Professors (three joint with the Robert Schuman Centre for Advanced Studies) and three full-time Assistant Professors, a departmental coordinator and seven professional staff members. Details of the research and teaching interests of the professors are available on the Department's web page. Each year about five or six funded Fernand Braudel Fellows join the Department for limited periods, and a number of Visiting Fellows come for periods between half a year and a year. The Institute also hosts some fifty Max Weber postdoctoral fellows. This is a free-standing interdisciplinary training programme and around a dozen of these Max Weber Fellows are associated with the Department of Political and Social Sciences. In addition, a number of scholars visit the Department each year for shorter periods.

Conditions of employment – salary – benefits

The European University Institute is an equal opportunity employer.

The successful candidate will be employed under the EUI's applicable contractual framework and employment conditions. The duration of the appointment is linked to the availability of external funding from the WELFAIR project, which is currently expected to run until 31 August 2030.

The Programme Director will be assigned to the project "Intergenerational Fairness and the Welfare State in the Age of Inequality, Demographic Transformation, and Technological Change (WELFAIR)," Grant Agreement No. 101290378, funded under the Horizon Europe Programme.

In addition to a competitive salary, the EUI offers an attractive benefits package, including family allowances and a generous severance grant.

In particular, the amount of take-home salary varies and depends on seniority, eligibility to expatriation, household, dependent children and other allowances.

Under the terms of the Convention establishing the EUI, professors are exempt from income tax on their salary paid by the EUI anywhere in the Contracting States. In lieu of national taxes, a deduction is carried out by the EUI. It might be taxed if you are not a national of an EUI contracting state.

Summary of Conditions of Employment and Benefits

- Expatriation or foreign residence allowance of 16% or 4%, depending on circumstances;
- Household allowance;
- Dependent child allowance;
- Pre-school allowance (for children aged less than 6);
- Education allowance (for children up to the age of 26 in educational or vocational training);
- Possibility to opt for the EUI's social security scheme for the risks of sickness, maternity, accident and occupational disease, invalidity. The health insurance administered by the EU Joint Sickness Insurance Scheme (JSIS) for the contract holder and dependent family. An average of 80% of medical expenses may be reimbursed upon presentation of invoices and/or upon prior authorisation;
- Possibility either to opt for the EUI's social security scheme for the risks of invalidity, death and old age/severance, or for a payment to be made into a national or private social security fund. In the former case, 10,25% of an EUI professor's salary is withheld monthly; twice this amount is contributed by the EUI. Upon departure a generous severance grant, corresponding to approx. 30% of the aggregate of the basic salary is paid.
- Installation and reinstallation allowance upon entry and termination of service;
- Reimbursement of removal costs upon entry/termination of service, if applicable, up to a maximum equivalent of a monthly basic salary;
- Travel expenses upon entry/termination of service;
- Annual flat-rate payment of travel expenses based on distance from Florence to the place of origin, if entitled to expatriation or foreign residence allowance;
- Other benefits which may apply.

The Human Resources Service is available to provide more information based on the actual family situation of the short-listed candidates.

The recruitment procedure at the EUI

Tentative schedule for the present procedure

The schedule we would like to adhere to is the following:

- Shortlisting decisions should be made early September 2026;
- Online interviews will take place end of September (tentatively scheduled for 25 September 2026).
- The Selection Board's proposal will be submitted to the next available Academic Council;
- The successful candidate is expected to commence in November 2026 or as soon thereafter as can be satisfactorily arranged.

Application file

Your file should contain the following elements.

- 1) **Application form** (to be filled in [online](#)) in which you are invited to provide your personal data and indicate two names of possible **referees** whom the EUI may contact. The referees should not include members of the EUI professorial staff. Please provide the names and e-mail addresses of referees who know you in both your teaching and research functions.

The Selection Board may consult other external experts for its deliberations.

Attach the following documents as PDF files to the online application form:

- 2) **Cover letter.**
- 3) **CV:** Please present a **short** CV of maximum 5 pages including education, professional experience, prizes and other major achievements.
- 4) **List of publications:** Please present a list of your books, contributions to books, journal articles, and other relevant publications.

Formal applications should be submitted [online](#) by **31 August 2026** at midnight (CEST). For any queries about the application procedure, you may contact applypro@eui.eu.

Practical information about life in Florence

Learning Italian

The EUI's [Centre for Academic Literacies and Languages \(CALL\)](#) offers intensive Italian courses in September and less intensive courses throughout the year. Some other European languages are also taught. There are several private language schools in Florence as well.

Housing

Rents are very variable, likely figures for Florence and its immediate surroundings are € 700-900 for a studio, € 900-1200 for a one-bedroom flat, and from € 1200/1300 for a two-bedroom flat. Larger flats with three or four bedrooms run from € 2500, depending on size and location.

The Real Estate and Facilities Service has a Housing Office through which you can be offered accommodation at the EUI flats
[EUI Residential Accommodation • European University Institute](#).

Accommodations on the private market are instead offered by Florence Housing Service - the Real Estate Agency which offers free service exclusively for the EUI members.

For more information you may consult [EUI4U Housing Service • European University Institute](#).

Daycare and Schools

The EUI has a [Crèche](#) which provides preschool childcare.

In addition to private and public Italian schools there are amongst others a French, an International School and a Canadian School in Florence:

The French School offers a programme that goes from Maternelle to Terminale, a good programme that many at the EUI take advantage of. Further information is available at [Lycée Victor Hugo - Un établissement de la Mission laïque française \(vhugo.eu\)](#).

The International School of Florence (ISF) offers an elementary through to high-school programme in English. Places should be reserved as soon as possible and are expensive. The high school offers the International Baccalaureate, which is recognised for university entrance throughout the world. Its American high school diploma is also recognised by the Italian government as equivalent to that of a *liceo linguistico*. Further information: [The International School of Florence \(isfitaly.org\)](#).

The Canadian School of Florence is an international school that promotes global education in an international environment, and offers programmes from Kindergarten to Senior School: [Home - Canadian School of Florence \(csflorence.it\)](#).

More detailed information about day care and schools is available in our website at: [About the Crèche • European University Institute](#)
[Nurseries, Preschools, Schools • European University Institute](#).

Potential applicants requiring information beyond that contained in these further particulars are welcome to contact the Human Resources Service (applypro@eui.eu).

Please note that the EUI will be closed from 3 to 16 August 2026 (inclusive). Any queries received during this period will be addressed upon the Institute's reopening.
