

## **Wissenschaftszentrum Berlin für Sozialforschung gGmbH - Sozialwissenschaften**

# **WZB**

Wissenschaftszentrum Berlin  
für Sozialforschung

Das WZB ist eine öffentlich geförderte Einrichtung für problemorientierte sozialwissenschaftliche Grundlagenforschung (<http://www.wzb.eu>). Als außeruniversitäres Forschungsinstitut ist es Mitglied der Leibniz-Gemeinschaft und gehört zu den führenden Einrichtungen der Sozialforschung. Am WZB arbeiten ca. 450 deutsche und ausländische Wissenschaftler\*innen verschiedener Disziplinen und Mitarbeiter\*innen in den wissenschaftsunterstützenden Bereichen. Untersucht werden Entwicklungen, Probleme und Innovationschancen moderner Gesellschaften. Die Ergebnisse der WZB-Forschung richten sich an die wissenschaftliche Community, an Expert\*innen und Entscheider\*innen in Politik, Wirtschaft und Gesellschaft, an die Medien und die interessierte Öffentlichkeit.

### **Research Fellow (ID 369)**

City: Berlin; Starting date (earliest): 01/01/26; Remuneration: EG 13 TVöD Bund; Closing date: 23/11/25

#### **Working field**

For its Research Group Globalization, Work and Production, the Berlin Social Science Center (WZB) is looking for

A Research Fellow (ID 369)

on a temporary basis, from 1 January 2026 to 28 February 2027 for 19,5 hours per week. The research associate will be working in project "AGEAI: Ageism in AI: new forms of age discrimination and exclusion in the era of algorithms and artificial intelligence" lead by Dr. Justyna Stypinska.

The WZB Berlin Social Science Center is a publicly financed research institution that conducts leading edge theory-based and problem-oriented social science research (<http://www.wzb.eu/en>). WZB researchers come from across the globe and work across social science disciplines including sociology, political science, economics, law, and psychology. A member of the Leibniz Association, WZB's research is directed at the science community, policy makers, the media and the general public.

#### **The AGEAI Project**

The deployment of artificial intelligence (AI) holds great promise for the economy and society. However, it also brings forth risks concerning social equality, privacy, fairness, and accountability. Recent studies have shed light on significant race and gender biases in algorithmic systems, revealing how AI can negatively impact marginalized groups. Surprisingly, the category of age, crucial for social inclusion and equality in ageing societies, has been largely overlooked in research and policy on AI bias. To bridge this gap, our interdisciplinary study aims to delve into the subject of ageism in AI, seeking to understand its implications and potential consequences for older individuals and the broader society. The aim of the AGEAI project is to critically assess how ageism operates

in AI systems, products, services, and infrastructure by focusing on critical areas of AI deployment (healthcare, employment/hiring systems, mobility and transport, financial services, face recognition). The AI technology developed in those areas has been recognized as “high-risk” by the proposed EU AI Act (2022) and will need to be rigorously scrutinized to meet the standards of trustworthy, human centered and fair AI.

The international and interdisciplinary research project has partners at the University of Brighton (UK), Open University of Catalonia (Barcelona, Spain), and Leiden University (Holland) and is funded by a German Volkswagen Foundation for the period of 2023-2027.

#### Your tasks and duties

- Performing independent analysis of literature on the topic of AI and aging
- Carrying out and analysis of qualitative and expert interviews (with the use of Maxqda Software), including preparation of research tools for qualitative interviews (topic guides)
- Organization of participative workshop(s)
- Preparation of scientific publications (independently and in a team)
- Preparation of inputs for policy recommendations
- Participation in scientific events with individual presentations
- Work on science communication: preparation of short content for social media channels about the project
- Support by the organization of project meetings and scientific conferences
- Support by project data management

#### Requirements

- Completed Phd degree in social sciences (sociology, economics, media sciences, political sciences, etc.)
- A minimum of 2 years of research experience in the area of ageing, social policy, digitalization, artificial intelligence, experience with qualitative methodology, and/or discourse analysis
- Good organizational skills, team work oriented, capable of independent work,
- Interest in topics of the research project: algorithmic discrimination, gender, ageing, diversity, intersectionality, artificial intelligence
- An excellent oral and written command of the English language (working language in the project is English)
- At least B1 in German and knowledge of other project languages (Spanish, Polish, or Dutch) are an advantage
- Experience with Maxqda software is an advantage

## What we offer

- Remuneration in accordance with EG 13 TVöD Bund
- Additional benefits for public service employees (VBL U)
- Advice and support regarding visa and residence permit
- A well-equipped workplace in the center of Berlin
- International, cooperative, and diversified working environment
- In-depth integration into the scientific community in the form of colloquiums and conferences
- Thorough instruction and guidance
- Flexible working hours and the possibility of mobile working (at least 20% of the weekly working hours agreed in the contract)
- We promote a good work-life balance
- Comprehensive program for continuous professional development and further qualification, in the own discipline and beyond
- Cafeteria with modern recreation rooms
- Reduced monthly ticket for local public transport (Jobticket or Deutschlandticket Job)
- Discounted leisure and recreation opportunities with a membership in Sozialwerk.Bund
- Counselling and support services for WZB employees in difficult life situations

## Application

We value diversity and welcome all applications – irrespective of gender, nationality, ethnic or social origin, religion, disability, age, or sexual orientation. WZB expressly encourages women or persons with migration backgrounds to apply. Equally qualified applicants with disabilities will be given preference.

If you have any questions regarding the job opening, please contact Justyna Stypinska or Eileen Jahnke 030 -25491-538.

For more information about WZB, see [www.wzb.eu](http://www.wzb.eu).

Have we caught your interest? In that case, we are looking forward to receiving your application via our online application tool by 23 November 2025.

More information at <https://stellenticket.de/199372/TUBS/>  
Offer visible until 23/11/25

