



**Research Assistant II (Ref: 2600023)**  
**Department of Education Policy and Leadership**

**Project Title: More than a Metric: An Intersectional Analysis of Early-career Academics' Experiences of Working towards Tenure in Hong Kong's Publicly Funded Universities**  
**[Appointment Period: 6 months]**

The project focuses on the lived experiences of early career academics (ECAs) in Hong Kong's 8 public universities and how individual and institutional factors enable and constrain their career progression. The project is led by Dr. Adam Poole, EPL. The appointee will assist the project holder in conducting research activities that may include data base compilation, participant recruitment, quantitative and qualitative data collection and analysis, and other duties assigned by the project holder. The appointment will be for an initial period of 6 months with the possibility of renewal subject to the availability of funding and mutual agreement.

Applicants should have at least Level 2 or equivalent or above in five subjects, including Chinese Language, English Language, and Mathematics in HKDSE; or Grade E (Level 2) or above in five subjects, including Chinese, English (Syllabus B), and Mathematics in HKCEE or equivalent. Applicants with a Bachelor's Degree or above are preferred. They should have a good command or written education, teacher education, or other related disciplines. They should have a good command of written and spoken English and Chinese (including Cantonese). They should be self-motivated, responsible, organised, and able to work independently and in a team. Preference will be given to those with research experience.

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Salary will be commensurate with qualifications and experience. Fringe benefits include leave and outpatient medical benefits.

The University only accepts and considers applications submitted online for this post. Applicants should complete the [online application form](#) and upload a full CV on or before **30 January 2026**. Applications which are incomplete or without the required documents may not be considered. Personal data provided by applicants will be used for recruitment and other employment-related purposes. For details of the Personal Information Collection Statement, please refer to <http://www.eduhk.hk/jobsopp/index.php?glang=en>.

All applications will be treated in strict confidence. Only those who are shortlisted will be contacted. The University reserves the right not to fill the position(s) advertised.

Further information about the University is available at <http://www.eduhk.hk>.

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