ADVANCING EQUITY, DIVERSITY
EDICT
AND INCLUSION IN CLINICAL TRIALS

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UNIVERSITY OF GALWAY

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Advancing Equity, Diversity and Inclusion in Clinical Trials

EDICT Doctoral Network | Marie Skłodowska-Curie Actions

Grant Agreement Number: 101226601

Ref: University of Galway 002-26

No. Positions Available: 3 positions

Job Title: Doctoral Candidate (First Stage Researcher, R1)

Application Deadline: 30 March 2026 (23:59 GMT)

Duration: 36 months (full-time)

Start Date: September 2026

About EDICT

EDICT (Equity, Diversity and Inclusion in Clinical Trials) is a **Horizon Europe Marie Skłodowska-Curie Actions Doctoral Network (MSCA-DN).** The network brings together leading academic institutions, industry partners, and clinical trial networks across Europe to train the next generation of researchers who will transform how clinical trials are designed, conducted, and reported.

EDICT is committed to promoting equity, diversity and inclusivity within our research community. We strongly encourage applications from candidates of all backgrounds, particularly those from groups historically underrepresented in clinical research, including women, ethnic minorities, individuals with disabilities, and those from socio-economically disadvantaged backgrounds.

EDICT is recruiting 16 Doctoral Candidates across seven European institutions, with research organised around four interconnected work packages:

- **Measurement:** Developing and validating standardised EDI metrics and assessment tools
- **Methodologies:** Creating innovative, patient-centric, and culturally competent methodologies for clinical trials
- **Implementation:** Translating EDI principles into practical tools, frameworks, and guidelines
- **Systemic Change:** Developing evidence-based policies and fostering cross-sector collaboration

Training Programme

EDICT offers an exceptional doctoral training experience combining cutting-edge research with comprehensive professional development:

- Conduct original research under expert supervision with academic and methodological support
- Participate in structured training events across Europe covering EDI in clinical trials, intersectionality, stakeholder engagement, and research translation
- Complete structured doctoral training at your host institution (minimum 25 ECTS), complemented by network-wide training modules (10 ECTS recognised across partner institutions)

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- Undertake two meaningful secondments (typically 3 months each) with non-academic partners (e.g., industry, clinical trial networks, patient engagement or policy organisations) aligned with the project.
- Train in research integrity, grant writing, science communication, policy engagement, and leadership
- Join a peer-support network for collaborative learning and knowledge exchange
- Develop and regularly review a Personal Career Development Plan (PCDP) with mentorship from both academic and non-academic sectors.

Eligibility Criteria

Candidates must meet the following eligibility requirements at the time of recruitment:

- Across the EDICT network, applicants will typically hold an MSc or equivalent qualification that enables registration in a doctoral programme at the recruiting institution. Specific requirements are outlined in each project description.
- Applicants must not already hold a doctoral degree. Researchers who have successfully defended their doctoral thesis but have not yet formally been awarded the doctoral degree are not eligible.
- Candidates must not have resided or carried out main activity (e.g., work, studies) in the country of the recruiting institution for more than 12 months in the 36 months (3 years) immediately before recruitment. Compulsory national service and short stays such as holidays are not taken into account.
- Applicants should demonstrate research potential/experience, alignment with EDI principles, and strong teamwork and communication skills.
- Additional eligibility criteria may apply depending on the specific project and host institution. Applicants should only apply to projects where they meet the requirements. Please review each project description carefully and provide evidence to confirm your eligibility.
- Positions are open to candidates of any nationality.
- Failure to provide sufficient evidence of eligibility may result in exclusion at the eligibility check or conditional offers being withdrawn.

Benefits and Salary

The MSCA-DN programme offers highly competitive salaries and working conditions. EDICT doctoral candidates at University of Galway will receive a salary and a full-time employment contract in accordance with MSCA regulations:

- A salary (living allowance) of €5470 per month (gross).
- A mobility allowance of €710 per month (gross) to support relocation and mobility costs, paid to all candidates for the duration of the project.
- Additionally, candidates with family obligations may qualify for a family allowance of €660 per month (gross). Additional MSCA allowances (e.g., long-term leave and special needs) may apply where eligible.

Mandatory deductions (tax and social security contributions) in accordance with national and institutional regulations will apply. The exact net salary will therefore vary by country. Project-related

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costs (e.g., research/training activities, network events and secondments, and other eligible expenses) are funded through the action's institutional contributions in line with MSCA rules and local policies.

How to Apply

Applications must be submitted via the **EDICT Doctoral Candidate Application Form – Fill in form** by **30th March 2026 (23:59 GMT)**. Candidates may apply to up to five EDICT projects in order of preference.

Data protection: Application data will be processed for recruitment and selection purposes and handled in accordance with GDPR and the relevant institutional data protection policies.

Required documents:

a) CV
   - Maximum 3 pages (11pt Arial font, single-spaced, 1-inch margins), including: Education; Research experience; Methods and tools (a short section listing methodological and technical skills - e.g. statistical software, qualitative methods, laboratory techniques, coding languages).
   - Complete list of publications or outputs, or link to Scopus or ORCID page; Awards; Other relevant items. Link to open repositories where possible.
   - Include undergraduate and postgraduate dissertation titles and supervisors if applicable.
   - File name: Lastname_Firstname_CV.pdf.

b) Motivation statement
   - Maximum 2 pages (11pt Arial font, single-spaced, 1-inch margins).
   - Must cover long-term goals, why EDICT, why your ranked projects, the relevant skills you bring, and what you want to learn. This statement is used at the shortlisting stage to assess both project fit and written communication.
   - File name: Lastname_Firstname_Motivation.pdf.

c) Academic transcripts for all relevant degrees
   - Upload ONE PDF of ALL official transcripts for all degrees that qualify you for PhD enrolment. If the final degree is pending, include a completion letter from the University with the expected date and degree classification/grade.
   - If your grading scale is not ECTS or 0–100, add a one-line scale explanation.
   - File name: Lastname_Firstname_Transcripts.pdf.

d) English language proficiency evidence (if applicable)
   - If applicable to you and your selected project(s), provide a test score accepted by the host doctoral school or a letter showing a prior degree taught in English. If neither is available yet, add a short statement explaining how you will meet the requirement by the start date.
   - English language evidence is used to confirm eligibility for enrolment at the host institution and is not separately scored at the shortlisting stage, where assessment of language is based on written clarity in the application materials.
   - File name: Lastname_Firstname_English.pdf.

The Selection Process

- The selection process follows an open, transparent, merit-based, and equitable procedure, in line with the European Code of Conduct for the Recruitment of Researchers. Shortlisting is based on the essential criteria, and interview/selection decisions consider academic achievements, research potential, and commitment to EDI in clinical trials.
- Shortlisted candidates will be invited to a structured interview with predefined questions and scoring system (expected to take place in May 2026).
- Applicants may request reasonable interview adjustments (for example, adjusted timing). Requests do not affect scoring.
- Applicants will receive status updates throughout the selection process and will be informed of the strengths and weaknesses of their application after the selection process.
- Anticipated start date is September 2026.

Position 1: EDICT Project 6

Project Title:	Leveraging artificial intelligence to address disparities
Host Institution:	University of Galway, Galway, Ireland
PhD Awarding Entity:	University of Galway
Primary Supervisor:	Dr Conor Judge (University of Galway)
Co-Supervisor(s):	Prof Declan Devane (University of Galway)

Project Description

Persistent disparities in who gets approached for, informed about, and successfully enrolled into clinical trials limit the generalisability and fairness of evidence. Barriers include geography, language, socioeconomic status, disability, and digital access. Traditional monitoring is typically retrospective and static, so emerging imbalances are often identified late, after recruitment patterns have already diverged. This project addresses that gap by creating practical, ethics-aware AI tools that track recruitment patterns in near real time, flag where and for whom barriers are appearing, and give trial teams actionable guidance to intervene early. The focus is operational: building systems that integrate with routine trial data flows, respect privacy and regulatory standards, and support inclusive recruitment as a continuous quality function.

Objectives

1. Develop AI-based monitoring systems for real-time detection of emerging recruitment biases and barriers in ongoing trials, enabling proactive interventions before disparities become established in trial populations.
2. Design and validate a harmonised data pipeline that ingests site-level and participant-level operational data from Electronic Data Capture (EDC), Clinical Trial Management Systems (CTMS), Interactive Response Technology (IRT), screening logs, and area-level demographics, using privacy-preserving methods aligned with Good Clinical Practice (GCP) and GDPR.
3. Create explainable decision-support dashboards that translate alerts into targeted operational actions, co-designed with patient partners and trial teams to ensure usability and transparency.
4. Prospectively pilot and evaluate the system within active studies with an industry partner, quantifying detection accuracy, time-to-detection, false alert rate, and impact on recruitment diversity and operational outcomes.

Key Outputs

1. Peer-reviewed papers on the metric framework and data model for inclusive recruitment monitoring, validated detection algorithms and performance in retrospective data, and results from the prospective pilot.
2. An open methods toolkit for real-time EDI monitoring, including code, metric definitions, alerting logic, and implementation guidance.
3. A configurable dashboard with explainable alerts and action prompts for trial teams.

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4. Good-practice guidance on ethics, governance, documentation, and reporting of AI-supported inclusion monitoring.
5. Training materials for investigators, coordinators, and sponsors on using the toolkit and interpreting alerts.

Planned Secondments

Two secondment placements (typically 3 months each) in leading research institutions and/or non-academic partners (e.g., industry, clinical trial networks, patient engagement or policy organisations).

Requirements

Essential requirements:

*   **Degree requirement**: Candidates must hold at least a first- or second-class honours Bachelor's degree, or an equivalent international qualification, in a relevant discipline such as computer science, data science, statistics, applied mathematics, epidemiology, biostatistics, or health informatics. A relevant Master of Science (MSc) is strongly preferred and may be required depending on prior experience.
*   **Academic achievement**: Evidence of strong quantitative skills and programming proficiency in Python or R, plus familiarity with data management and version control is desirable. Prior exposure to clinical research, public health, or fairness in artificial intelligence is an advantage.

Salary

Gross yearly salary (living allowance) of €65,640 (€5470/month gross), plus a gross yearly mobility allowance of €8,520 (€710/month gross).

Contact Information

Enquiries about this specific project:

Dr Conor Judge (conor.judge@universityofgalway.ie)

General enquiries about the EDICT programme:

edict@universityofgalway.ie

EDICT Website:

https://edictproject.eu/

Position 2: EDICT Project 12

Project Title:	Developing and Piloting Training Modules for EDI Implementation in Clinical Trials

Host Institution:	University of Galway, Galway, Ireland
PhD Awarding Entity:	University of Galway
Primary Supervisor:	Dr Eimear Morrissey (University of Galway)
Co-Supervisor(s):	Prof Declan Devane (University of Galway)

Project Description

Despite growing recognition of the importance of EDI in clinical trials, there is limited practical guidance for trial personnel on how to embed EDI principles in day-to-day practices. Barriers such as limited cultural competence, unconscious bias, and lack of inclusive recruitment strategies persist across Europe, contributing to under-representation of key groups (e.g., ethnic minorities, older adults, people with multimorbidity). Evidence-based, practical training modules tailored to trial teams are urgently needed to close the gap between policy aspirations and trial practice.

Objectives

1. To synthesise existing evidence and best practices on training for EDI implementation in clinical trials.
2. To co-design training content with diverse stakeholders, including patients and the public.
3. To build consensus on core competencies required for EDI implementation among trial personnel.
4. To pilot, refine, and evaluate a set of specialised, practical training modules for trial personnel.

Key Outputs

- A systematic review published in a peer-reviewed journal.
- Qualitative dataset and thematic analysis report on stakeholder perspectives.
- A consensus-based framework of EDI training competencies for clinical trial personnel.
- Prototype EDI training modules (open access, adaptable for academic and industry use).
- Pilot evaluation report with recommendations for large-scale implementation.
- Dissemination via peer-reviewed articles, conference presentations, and open-access toolkits.

Planned Secondments

Two secondment placements (typically 3 months each) in leading research institutions and/or non-academic partners (e.g., industry, clinical trial networks, patient engagement or policy organisations).

Requirements

Essential requirements:

- **Degree requirement**: A Master's degree (or equivalent) in a relevant discipline such as health sciences, social sciences, psychology, public health, education, implementation science, or a related field.
- **Academic achievement**: A strong academic record is required. Applicants should have achieved at least a 2.1 honours degree (or international equivalent) at undergraduate level, and hold (or expect to obtain before recruitment) a Master's degree with strong grades.

Salary

Gross yearly salary (living allowance) of €65,640 (€5470/month gross), plus a gross yearly mobility allowance of €8,520 (€710/month gross).

Contact Information

Enquiries about this specific project:

Prof Declan Devane (declan.devane@universityofgalway.ie)

General enquiries about the EDICT programme:

edict@universityofgalway.ie

EDICT Website:

https://edictproject.eu/

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Position 3: EDICT Project 13

Project Title:	Strategies for culturally appropriate dissemination
Host Institution:	University of Galway, Galway, Ireland
PhD Awarding Entity:	University of Galway
Primary Supervisor:	Dr Sinéad Hynes (University of Galway)
Co-Supervisor(s):	Dr Eimear Morrissey (University of Galway)

Project Description

Dissemination of clinical trial findings is a crucial step in the research lifecycle, ensuring that results are accessible and impactful for patients, communities, policymakers, and the wider public. However, dissemination practices often default to technical language and narrow communication channels, limiting accessibility and engagement. This disproportionately affects underrepresented groups, exacerbating inequities in knowledge translation and contributing to mistrust in research. There is a clear need for strategies that respect cultural differences, use inclusive communication methods, and recognise the diversity of information needs across populations. Developing and evaluating culturally appropriate dissemination approaches will directly support the implementation of equity, diversity, and inclusion (EDI) principles in clinical research, helping ensure trial findings are meaningful and beneficial to all.

Objectives

1. To identify best practices in culturally appropriate dissemination of health research through evidence synthesis.
2. To explore stakeholder perspectives (researchers, communicators, patients, and underrepresented communities) on effective and acceptable dissemination strategies.
3. To build consensus on the core elements of culturally appropriate dissemination for clinical trials.
4. To develop draft tools (e.g., templates, checklists, guidance), ready for future piloting, to support culturally sensitive dissemination in diverse settings.

Key Outputs

- Peer-reviewed systematic review on culturally appropriate dissemination strategies.
- Qualitative dataset and analysis of stakeholder perspectives.
- Peer-reviewed qualitative publication focused on experiences, preferences, and barriers to culturally appropriate dissemination, engagement, and trust.
- Co-designed practical dissemination tools (ready for future testing).
- Recommendations for the core elements of culturally appropriate dissemination for clinical trials.
- Contributions to open-access toolkits and network-wide dissemination resources within EDICT.

Planned Secondments

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Two secondment placements (typically 3 months each) in leading research institutions and/or non-academic partners (e.g., industry, clinical trial networks, patient engagement or policy organisations).

Requirements

Essential requirements:

- **Degree requirement**: Candidates must hold at least a first- or second-class honours Bachelor's degree, or an equivalent international qualification, in a relevant discipline such as public health, social sciences, communication studies, implementation science, health services research, or a related field. A relevant Master's degree is strongly preferred and may be required depending on prior experience.
- **Academic achievement**: Candidates should have graduated with at least a 2.1 degree (or international equivalent) at undergraduate level.

Salary

Gross yearly salary (living allowance) of €65,640 (€5470/month gross), plus a gross yearly mobility allowance of €8,520 (€710/month gross).

Contact Information

Enquiries about this specific project:

Dr Sinéad Hynes (sinead.hynes@universityofgalway.ie)

General enquiries about the EDICT programme:

edict@universityofgalway.ie

EDICT Website:

https://edictproject.eu/