

2022-1 KIST Researcher Recruitment Announcement

Since its foundation in 1966, the Korea Institute of Science and Technology (KIST) has been charting the course for the advancement of science and technology in Korea. KIST is looking for creative and passionate researchers in the fields of science and technology to join us in our ongoing quest to promote world-class excellence in research and innovation.

March 3, 2022

President of the Korea Institute of Science and Technology

1. Eligibility Criteria (for all positions)

- Those who are not subject to disqualification pursuant to Article 33 of the State Public Officials Act of the Republic of Korea;
- Those who are not disqualified from, or unfit for, traveling abroad;
- (For Korean citizens) Those who have completed their mandatory military service or have been exempted from it*;
- * Those currently serving out their military exemption as technical research personnel at KIST are eligible to apply.
- Those with no records of submitting a fraudulent application to a Korean public institution

2. Recruitment Openings and Research Areas

A. Openings: 39 permanent researcher positions (PhDs preferred)

B. Research Areas

Field	Specific Research Areas	Location
(01) Brain Science	- Brain Function: All fields of neuroscience - NeuroMedicine: Medicinal chemistry, Chemical biology Neuro-stem cell/Organoid, Biopharmaceuticals/Biologics (antibody, RNA etc.)	KIST HQ (Seoul)
(02) Next-Generation Semiconductors	- Quantum Information - Neuromorphic devices (Neuron, Synapse)/System/Algorithm	
(03-1) AI/Robotics	- All fields of artificial intelligence (Conversational AI, Vision, Sound, etc.) - All fields of robotics (robot mechanism / locomotion / manipulation / intelligence / HRI / medical robotics, etc.)	
(03-2) AI/Robotics (Rising Star)	- AI-based High-level Vision Processing - AI-based Simulation and Modeling - Cognition Technology for Human-Robot Interaction (conversational AI, etc.)	KIST HQ (Seoul) / Overseas Research Institute (Saarbrücken, Germany)
(04) Climate and Environment	- Water cycle technologies for climate change adaptation (artificial intelligence technology, environmental materials, modeling, etc.) - R&D planning and coordination of climate & atmospheric environment policies/strategies	KIST HQ (Seoul)
(05) Biomedical	- Man-Machine Bionic Interface - Synthesis and evaluation of implantable inorganic materials - Chromatography and bioinformatics for functional biomolecules - Medicinal chemistry / Organic synthesis	
(06) Advanced Materials	- Environmental catalysts or Energy materials - Nano materials (organic-inorganic, flexible electronics, ferroelectric, cellulose, etc.) and electronic devices - Nano-optics/optoelectronic materials and devices - AI algorithm and material design	
(07) Clean Energy	- Carbon conversion technology for carbon-neutral - Materials and fabrication processes for solid oxide electrolysis cells - Materials and Cell technologies for Next Generation Secondary Batteries & Battery Recycle Technologies - Material, device, and system technologies for hydrogen production and storage	
(08) Science and Technology Policy	- R&D management and strategy - Planning and analysis of R&D program/project - Science and technology policy for government-funded research institute	KIST Gangneung Branch
(09) Natural Products	- (Big-) Data analysis for microbiome or tumor microenvironment	
(10) Advanced Composite Materials	- Polymer synthesis and characterization - Heat resistant composite materials - Multiscale modeling and simulation of composite materials - Multifunctional smart polymer materials	KIST Jeonbuk Branch

- Candidates are not permitted to apply for positions in multiple fields (one application permitted per candidate). Applications may be transferred to another field if deemed appropriate by the recruitment committee.

- Positions under Field 03-2 require the applicant to work at both KIST HQ and an overseas institute (Saarbrücken, Germany).

3. Recruitment Timeline

A. Overview

Recruitment Notice → Document Screening → Academic Interview → Comprehensive Interview → Police Background Check and Medical Checkup → Final Appointment Notice
 ※ Applicants undergoing the academic interview are also required to complete a separate online personality test

B. Recruitment Process and Evaluation Criteria

Phase	Evaluation Criteria	Date	Remarks
Document Screening	- Basic qualifications - Academic achievements - Research accomplishments - Academic and research compatibility with the relevant research area	Mid April (tentative)	*Up to 5 times the number of expected recruitment openings to be selected for the next stage
Academic Interview	- Personal traits (communication skills, attitude, potential, personality, leadership skills, development potential, etc.) - Professional knowledge (academic degrees, work experience, research achievements, core capabilities, adaptability, etc.) - Other criteria (compatibility with KIST research areas, creativity, personal values, etc.)	Early May (tentative)	*Online personality test required **Academic Interview: Up to 3 times the number of expected recruitment openings to be selected for the next stage
Comprehensive Interview	- Other criteria (compatibility with KIST research areas, creativity, personal values, etc.)	Late May (tentative)	-
Police Background Check / Medical Checkup	-	Early June (tentative)	-

※ Recruitment schedule subject to change.

C. List of Required Documents for Each Phase

Phase	Required Documents
Document Screening	- Online application
Academic Interview	- One copy of documentary evidence of research accomplishments - One copy of undergraduate and graduate diplomas and transcripts - One copy of personal statement (on the candidate's research achievements and future research plan) - One copy of work experience certificate (if applicable) ※ In accordance with the Blind Recruitment Policy, transcripts and diplomas are used only for verification purposes, and will not be provided to the recruitment committee. If it is deemed necessary to provide these documents to the committee, all personal data will be obscured.
Comprehensive Interview	- Presentation document (PPT or PDF): (on the candidate's research achievements and future research plan)
Police Background Check / Medical Checkup	- Relevant documents

※ A list of required documents will be individually sent to successful candidates after passing each phase.

4. Application Period and Method

A. Application Deadline: **18:00 Mar. 18, 2022 (Fri.)**

Korea Standard Time (UTC+09:00)

B. Application Method: Online application

※ Visit the KIST website (https://eng.kist.re.kr/kist_eng_renew/) and go to the Job Board for the specific job opening announcement you are interested in.

Visit KIST website (https://eng.kist.re.kr/kist_eng_renew/) → "Information" → "Careers at KIST" → Click "Job Board" → Click job opening announcement → Click "Create Your Application link"

5. Other Details

A. This recruitment session complies with the Korean government's Blind Recruitment Policy for Korean public institutions.

< Notice on Measures Against Fraudulent (Misleading) Applications and Non-Compliance with the Blind Recruitment Policy >
 - An appointment will be withdrawn in cases where the candidate's application is found to contain incorrect, omitted, or falsified information.
 - Applications must not explicitly or implicitly contain personal data, such as date of birth (age), gender, photos, names of schools or professors, place of origin, or family relations. If a candidate's application is found to contain such information, the appointment offer may be withdrawn.

B. Persons of Distinguished Services to the State of the Republic of Korea and those with disabilities shall be given preferential treatment in accordance with relevant laws upon submission of documentary evidence.

C. After submitting an online application, all documents required for the recruitment process shall only be submitted online (via email). KIST reserves the right to withdraw a candidate's appointment offer if the application or submitted documents are found to be fraudulent.

D. In cases of fraudulent application, such as improper solicitation, KIST reserves the right to remove the applicant from the recruitment pool, and the applicant will be banned from applying for any position at KIST for a period of five (5) years.

E. Applicants will be notified of the results of each phase of the application process (i.e., acceptance or rejection notice) using the email address provided by the candidate in the online application.

F. A position may be left unfilled if there are no qualified candidates.

G. If a successful candidate withdraws, KIST may extend the appointment offer to a reserve candidate.

※ Reserve candidates will be selected and notified following the Comprehensive Interview

H. A successful candidate's appointment offer may be withdrawn if issues arise regarding the police background check or medical checkup.

I. Any work experience not included in the online application will not be considered when determining employee grade levels.

J. In accordance with Article 11 of the Fair Hiring Procedure Act, candidates who do not pass the final recruitment phase may email KIST (recruit@kist.re.kr) to request the return of any paper documents submitted during the recruitment process within fourteen (14) days of the announcement of recruitment results.

K. The paper documents submitted by candidates who do not pass the final recruitment phase will be destroyed without delay after being stored for a period of fourteen (14) days following announcement of the recruitment results to the candidates, in accordance with Article 11 of the above-mentioned Act and the Personal Information Protection Act (except as otherwise stated in other relevant laws).