Recruitment Notice for Contract Research Position in the Mobility Intelligence and Control Lab. at KAIST Cho Chun shik Graduate School of Mobility

1 Field of Recruitment and Quota

Category	Title	Field	Recruitment Classification	Quota
Research Position	Part-time Research Associate	Mechanical Engineering (Mobility Systems Control)	No restrictions	1 person

※ KAIST reserves the right to not make any appointments in the event that candidates are unsuitable.

2 Job Responsibilities

Field	Key Responsibilities
Mechanical Engineering (Mobility Systems Control)	○ Development of learning-based intelligent control technologies ○ Development of simulation environments for learning-based control of unmanned ground vehicles (UGVs)

※ Refer to Job Description (appendix) for more details

3 Requirements and Preferential Treatment

Classification	Details
Eligibility	- Master's degree holder in the relevant field as of the date of appointment - Those who do not fall under the grounds for disqualification at KAIST
Grounds for Disqualification	- One falling under any subparagraph of Article 33 of the State Public Officials Act - One whose civil rights have been suspended or deprived by law - One who has not fulfilled mandatory military service pursuant to Article 76 of the Military Service Act - One facing employment restrictions pursuant to Article 56 of the Act on the Protection of Children and Youth Against Sex Offenses - One who was dismissed from a public institution due to the use of improper means for employment, and for whom five years have not passed from the date of dismissal - A public official dismissed for corruption and facing employment restrictions pursuant to Article 82 of the Act on the Prevention of Corruption and the Establishment and Management

Classification	Details
	of the Anti-corruption and Civil Rights Commission - One who signed a specialized employee work contract with KAIST after September 1, 2019, and whose period of service ended less than one year ago. However, persons falling under any of the subparagraphs shall be exempt. · One who is considered a technical research personnel under the Military Service Act · A foreigner who is prohibited from working pursuant to the Immigration Act (excludes persons on the F-5 visa) · One falling under Article 2 (1) of the Act on Prohibition of Age Discrimination in Employment and Elderly Employment Promotion · One who is a trainee researcher · A trainee researcher or technical research personnel under the Military Service Act who is being appointed as a commissioned researcher, and who falls under Article 3 (3) of the Enforcement Decree of the Act on the Protection of Fixed-term and Part-time Employees
Preferential Treatment	- Persons eligible for employment assistance under the Act on the Honorable Treatment of and Support for Persons of Distinguished Service to the State: Additional scores awarded pursuant to relevant statutes (5% or 10% of full score for each category)

4 Employment Terms and Place of Work

Classification	Details
Employment Type	Fixed-Term
Service Type	Part-time (5 days a week, 30 hours)
Contract Period	2027.02.01. - 2028.01.31. (The contract period may be shortened if the participation task or project is terminated early.)
Wage	KRW 2,400,000/month (Total annual salary/before tax)
Place of Work	KAIST Munji campus
Department	MIC Lab, Cho Chun Shik Graduate School of Mobility
Scheduled Date of Appointment	2027.02.01. (The expected appointment date may be adjusted depending on the hiring schedule and circumstances.)

5 Application Method and Period

Classification	Details
Method	Complete the form attached to this notice, sign and scan a hard copy, and submit via e-mail - E-mail: kse1116@kaist.ac.kr (※ Not accepted if different forms are used or do not contain the candidate's handwritten signature.) E-mail title: KAIST MIC Lab Contract Researcher Application - Applicant ○○○(name)
Period	- Only email arrival by 2026.11.10. - 2026.11.24. 24:00

6 Recruitment Schedule and Evaluation Criteria

A. Recruitment Schedule

Classification	Evaluation Method	Acceptance ratio (Waitlist ratio)	Schedule	Note
Document screening	Evaluation of application and self-introduction	3 (2)	Scheduled for late November 2026	Online
Interview	Individual interview	1 (2)	Scheduled for early December 2026	Online
Verification of grounds for disqualification	- Verification of information provided in application and self-introduction - Verification of grounds for disqualification	-		
Appointment	New appointment	-	2027.02.01. Expected	

※ The above schedule is subject to change depending on internal circumstances.

B. Evaluation Criteria

Classification	Criteria
Preferential treatment	- Additional points awarded to persons eligible for employment assistance pursuant to relevant statutes*
Acceptanc	- Selected according to acceptance ratio from among candidates who receive at

e criteria	least 50 points in document screening and 70 points in interview, comprised of average points (rounded to two decimal places) of the panel and additional points
Handling of tie scores	(Document screening) (Interview) Successful candidates are selected based on average scores obtained after eliminating the highest and lowest values, and in the order of: ① Persons eligible for employment assistance, ② Disabled persons, ③ Local talent, ④ Top scorers in previous screening, ⑤ Top scorers in interview screening

* The number of persons selected by receiving additional scores pursuant to paragraphs 1 and 2 Article 31 (Additional Scores in Employment Examination) of the Act on the Honorable Treatment of and Support for Persons of Distinguished Service to the State shall not exceed 30 percent of the quota in that employment examination (number of persons shall be rounded down to the nearest whole number). However, this shall not apply where the number of candidates is equal to or less than the quota.

7 Verification of Grounds for Disqualification

❍ (Subjects) Candidates who have passed the interview round

❍ (Submission method) Successful candidates to be individually notified

❍ (Verification) Checking of information provided in application and self-introduction, and grounds for disqualification

❍ Verification of application form and self-introduction

Submitted documents	Note
- All supporting documents related to candidate requirements, education, qualification, experience/career, and research	- Official document by issuing institute - Submit certificate of working experience and verification of insured status of one of four major insurance schemes
- Proof of information provided in self-introduction	- May be requested if deemed necessary by person-in-charge of recruitment
- Proof of eligibility for preferential treatment (certification of disability, eligibility for employment assistance)	- Specify KAIST as the receiving institute during issuance
- Other supporting documents that demonstrate authenticity of information	

❍ Verification of grounds for disqualification

Submitted documents	Note
- Certificate of non-existence of registered guardianship - Personal credit information records	- Official document by issuing institute (Except where forms are provided by KAIST)

Submitted documents	Note
- Confirmation of non-applicability of grounds for disqualification - Certificate of military service (where applicable) - Sexual offense history records	

❍ Supporting documents shall be used only to verify authenticity of information provided by candidates for recruitment

❍ Only official documents issued by relevant institutes are recognized; screenshots are considered unofficial

❍ Documents shall be issued no more than 30 days before the date of submission

❍ Where any information is found to be false or misrepresented, such candidates' screening may be terminated and their acceptance rescinded

8 Appeals and Return of Documents

❍ Appeals

Classification	Details
Purpose	- Remedy for victims of corrupt hiring practices
Application period	- Within 15 days from the date of announcement of successful candidates
Application method	- Request separately to person-in-charge of recruitment - Complete the provided appeal form, and submit to the person-in-charge of recruitment (Form to be sent individually to applicant)
Process	- Review appeal and provide response within the legal boundaries of relevant statutes, including personal information (candidate, examiner, evaluator, etc.) and intellectual property rights (external examining body, etc.) (※ Appeals or inquiries unrelated to recruitment shall not be addressed.)

❍ Return of recruitment documents

Classification	Details
Request period	- Within 15 days from the day after the interview results announcement
Method	- Apply separately to the recruitment manager’s email
Materials to be returned	- Recruitment documents (materials submitted for basic review, supporting documents, materials submitted for in-depth review, etc.)
Materials not returned	- Recruitment documents submitted on the website or by e-mail - Materials voluntarily submitted by candidates without KAIST’s request

9 Other Guidelines

□ Note for candidates who signed a specialized employee work contract with KAIST

❍ In relation to restrictions on re-appointment after retirement of KAIST’s fixed-term employees, candidates **must disclose the fact of previous work experience at KAIST in the work experience section of the application**, and those who fail to disclose such information or provide false information may have their acceptance or recruitment rescinded

❍ Internal regulations prohibit the recruitment of persons who are currently employed as fixed-term employees at KAIST

(However, they may apply if they fall under exceptions in the grounds for disqualification)

□ Matters concerning application form

❍ Candidates themselves are responsible for any disadvantages caused by providing inaccurate information, omission, failure to meet requirements, being unreachable, and not checking the announcement of results

❍ Candidates may be disqualified for negligent completion of application forms and self-introduction

※ Disqualified for writing the wrong institute’s name, providing strings of meaningless words, and using profanities

❍ **Supporting documents must be later submitted for information provided in application and self-introduction, and the provision of falsified information or**

submission of forged documents shall lead to the rescission of acceptance or hire

- Before filling out the application, please obtain supporting documents in advance, verify the contents, and fill them out accurately.

[List of required documents]

Requirements	Degree certificates, supporting documents related to field of recruitment
Education	Academic transcript, certificate of completion, or other supporting documents
Work experience	Submit all of the following documents: - Certificate of work experience (or certificate of employment) - Acquisition/loss of insured status for one of the four major insurance schemes[1)] (※ Documents to be separately determined for freelancers and persons with overseas experience)
Other activities	Supporting documents for other activities
Qualifications	Related certificates
Priority	Proof of eligibility for employment assistance (KAIST or Korea Advanced Institute of Science and Technology specified as receiving institute), certificate of disability
Other	Other related documents

1) Submit for one of the following: health insurance, national pension, industrial accident insurance, or employment insurance

※ Supporting documents must be official documents issued by relevant institutes (screenshots are not recognized), and additional documents may be requested to check the authenticity of provided information

- **(Failure to submit supporting documents)** Candidates who fail to submit supporting documents for information provided in the application form shall not be accepted

※ Supporting documents must be provided for all listed experiences

- **(Inaccuracies)** Where information on the application form is different from supporting documents, candidates may have their acceptance rescinded depending on the severity of inaccuracies or misrepresentation

□ Matters concerning blind hiring

❍ Candidates who write their names in the self-introduction will be disqualified

❍ **All school names must be anonymized** (e.g. OO University)

※ Schools related to working experience may be specified under "Work Experience"

❍ Candidates must observe blind hiring guidelines in their application form and self-introduction, **and points will be deducted for providing any information that directly or indirectly induces bias**

- **(Items inducing bias)** Region, school (academic background), family relations, gender, age, physical conditions, etc.

Item	Example
School	(Example 1) I received the Seoul National University Presidential Prize for writing the most outstanding doctoral thesis – → School is directly mentioned (Example 2) I was a member of the swimming club KAORI – → Points deducted for mentioning KAORI, which can be used to deduce the candidate's school even if KAIST is not directly mentioned
Region	(Example) Born and raised in Daejeon – → Region of origin is directly mentioned
Family relations	(Example 1) I was taught by my father, a professor at KAIST – (Example 2) My parents are both working at medical institutes – → Family relations are directly mentioned
Gender	(Example 1) While performing mandatory military service – → Gender can be deduced (Example 2) While performing public interest service – → Gender can be deduced (Example 3) As the eldest son in my family – → Gender is directly mentioned
Age	(Example 1) I was born in the year when Korea hosted the World Cup – (Example 2) I was born in the Year of the Ox – → Age can be deduced

❍ In accordance with blind hiring guidelines, the candidate's basic personal particulars (name, contact number, e-mail, etc.) and information that may induce bias (including information unintentionally obtained in the process of review of supporting documents) shall not be provided to evaluators

□ Matters concerning corrupt acts

○ Penalties for recruitment by improper means

Article 24 (Measures Against Persons Who Commit Corrupt Acts) of Screening Instructions of KAIST

Persons falling under any of the following subparagraphs may lose eligibility, have their acceptance or recruitment rescinded, or face other judicial action, and those whose recruitment is rescinded shall be prohibited from working at other public institutes for the next five years.

1. One whose recruitment is rescinded due to the discovery of fraudulent hiring at another institution
2. One who has provided false information or submitted forged documents
3. One who is ineligible to apply, including failure to prepare the necessary documents
4. One who has used improper means in taking the employment exam
5. One involved in corrupt hiring practices such as solicitation, coercion and bribery
6. One accepted by improper means*

* One who has been successfully employed as a result of improper acts by oneself or closely related persons, where improper acts include unjust solicitation, coercion, and provision of monetary benefits

○ Rescission of acceptance/recruitment of persons facing employment restrictions due to dismissal for corruption

Article 82 (Restrictions on Employment of Public Officials Dismissed for Corruption) of Act on the Prevention of Corruption and the Establishment and Management of the Anti-Corruption and Civil Rights Commission

① A person dismissed for corruption, etc. means any of the following persons:

1. Any public official who mandatorily retires or is dismissed or discharged from office for committing an act of corruption in connection with his/her duties while in office;
2. A former public official who is sentenced by a court to a fine of three million won or heavier punishment for committing an act of corruption in connection with his/her duties while in office

② No person dismissed for corruption, etc. may be employed in any of the following institutions subject to restriction on employment of a person dismissed for corruption for five years, from the date he/she retires if he/she mandatorily retires or is dismissed or discharged from office, or from the date his/her punishment is completely executed (including where his/her punishment is deemed to be completely executed) or the non-execution of his/her punishment becomes finally confirmed if he/she is sentenced by a court to a fine of three million won or heavier punishment:

1. A public institution;

2. An institution involved in an act of corruption prescribed by Presidential Decree;

3. For-profit private enterprise, etc. closely related to the business affairs of the department or institution to which he/she belonged for no less than five years before retirement

□ Other matters

- ❍ Screening schedule and details are subject to change depending on the institute's circumstances, and candidates shall be individually notified
- ❍ Successful candidates who wish to withdraw must submit withdrawal documents
  - ※ However, candidates are deemed as having withdrawn if they do not show up on the date of appointment and 24 hours have passed, or if they have expressed a desire to withdraw and 24 hours have passed even if documents are not submitted
- ❍ Candidates may be selected for the waitlist (next best candidates after interview) as replacements for openings created by confirmed hires (candidates who pass the interview and have no grounds for disqualification) whose recruitment is canceled, or who reject the offer or resign; Waitlisted candidates may be employed according to the institution's needs within 1 year
- ❍ Newly hired employees are asked to verify the presence of relatives* employed at KAIST, and the number of hires with relatives already employed at KAIST shall be announced on the KAIST website

  * Employee, employee's spouse, and up to four degrees of paternal/maternal kinship
- ❍ Person-in-charge of recruitment: Contact information of person-in-charge (kse1116@kaist.ac.kr, 042-350-1256)
- ❍ Contact for remedial of victims of corrupt recruitment: KAIST Recruitment Labor Team (recruit@kaist.ac.kr)