

Vacancy Announcement for Fixed-Term Position from KAIST [Police Science and Technology Research Center]

1. Job Type & Responsibility

Job type	Position	Career level	No. of persons recruited	Responsibility
Research	Researcher	Entry-level or experienced	1 person	<ul style="list-style-type: none"> -Conduct research projects -Build and evaluate mobile communication systems -Develop a malfunction detection framework for autonomous vehicles
Total number of persons to be recruited			1 person	

※ In the absence of suitable candidates, nobody can be selected.

※ Applicants will be notified of any changes occurring during the recruitment process individually.

2. Eligibility and Preference

Position	Eligibility	Preference
Common	<ul style="list-style-type: none"> ◦ Those who do not have reasons for disqualification under Article 33 of the State Public Officials Act* 	<ul style="list-style-type: none"> ◦ Those who are eligible for employment support under the Act on the Honorable Treatment and Support of Persons, etc. of Distinguished Services to the State (additional points to be added) ◦ Local talent, disabled person, those who have completed the youth internship program or job-related professional certificate holders are preferred
List applicable areas	<ul style="list-style-type: none"> ◦ Knowledge of mobile communication systems <ul style="list-style-type: none"> - Background in computer networks - Background in communication and signal processing ◦ Knowledge of autonomous vehicle technologies <ul style="list-style-type: none"> - Background in algorithms and optimization 	<ul style="list-style-type: none"> ◦ Mobile Communication Domain <ul style="list-style-type: none"> - Ability to develop concurrent (multi-threaded) programs - Experience in projects involving RF (Radio Frequency) signal usage ◦ Autonomous Vehicle Domain <ul style="list-style-type: none"> - Knowledge of system optimization techniques, including genetic algorithms ◦ Programming Skills <ul style="list-style-type: none"> - Proficiency in C++, C, and Python

	◦ Knowledge of programming principles and tools	
--	---	--

*State Public Officials Act Article 33 (Grounds for Disqualification)

None of the following persons shall be appointed as a public official:

1. An incompetent person under the adult guardianship or under the limited guardianship;
2. A person who was declared bankrupt and has not yet been reinstated;
3. A person in whose case five years have not passed since his/her imprisonment without labor or a heavier punishment as declared by a court was completely executed or exempted;
4. A person who was sentenced by the suspension of the execution of imprisonment without labor or a heavier punishment and for whom two years have not passed since the period of suspension expired;
5. A person who is under a suspended sentence of imprisonment without labor or a heavier punishment as declared by a court;
6. A person who is disqualified, or whose qualification is suspended, pursuant to a judgment of the court or other Acts;
- 6-2. A person who committed a crime prescribed in Article 355 or 356 of the Criminal Act with regard to his/her duty during the period of service as public official and was sentenced to a fine of at least three million won and in whose case two years have not yet passed since the ruling on such sentence became final;
- 6-3. A person who committed a crime prescribed in Article 303 of the Criminal Act or Article 10 of the Act on Special Cases concerning the Punishment, etc. of Sexual Crimes and was sentenced to a fine of at least three million won and in whose case two years have not yet passed since the ruling on such sentence became final;
7. A person who was removed from office by a disciplinary action, and for whom five years have not passed thereafter;
8. A person who was dismissed by a disciplinary action, and for whom three years have not passed thereafter.

3. Application Method & Period

How to apply	Apply via online recruitment system: https://kaist.fairy.im/ Submissions via post or email are not accepted. Applications saved as drafts but not submitted will not be considered.
Application period	From: Friday, July 4, 2025, 14:00 (KST) To: Friday, July 18, 2025, 23:59:59 (KST) Please ensure to submit your application well in advance to avoid possible technical issues due to high traffic near the deadline.

4. Employment Procedure

Screening Stage	Description	Schedule	Selection Ratio
Document screening	Based on application and self-introduction	Late July 2025	Within 3 times the number of persons to be recruited
Interview	Individual online video interviews	Early to mid-August 2025	1 time the number of person to be recruited

Disqualification Verification	Individual online video interviews	Mid to late August 2025	-
Appointment	New appointment	Refer to expected appointment date for each position	-

※ Schedule and content may change or be canceled depending on internal circumstances.

5. Employment Contract Information

Classification	Details
Employment type	2025.09.01.-2026.02.28
Department	Police Science and Technology Research Center
Work pattern	<input checked="" type="checkbox"/> Full-time (5 days a week, 09:00 to 18:00) <input type="checkbox"/> Part-time (<input type="radio"/> days, <input type="radio"/> hours per week)
Contract terms	By 28, 02, 2026 (Contract term may be shortened in the event of early termination of the relevant project or business.)
Salary	30,000,000 won/year

※ Other matters shall follow the relevant regulations and laws.

6. Selection Criteria

Classification	Details
Bonus Points	-Veterans: Awarded according to relevant laws. -Persons with disabilities: 5% bonus on all evaluation stages. -Only the most advantageous bonus point category will be applied per applicant.
Passing Scores	Applicants who score 50 or more in document screening and 70 or more in the interview (including bonus and qualification points), will be selected in order of highest scores within the selection ratio.
Tie-breaking Rules	-Document screening: All applicants with the same cutoff score will advance to the next stage. -Interview: Selection priority will be determined in the following order: Veterans Persons with disabilities Local talents Highest scores in previous stage Highest average interview score (excluding highest and lowest panel scores)

*According to Article 31 of the Act on the Honorable Treatment of and Support for Persons of Distinguished Service to the State, no more than 30% of the total successful candidates may be selected based on bonus points, unless the number of applicants is equal to or less than the recruitment number.

7. Verification of Disqualification Grounds

- (Applicants subject to verification): Applicants who pass the interview stage (final candidates)
- (Submission Method): Details will be provided individually to applicable candidates.
- (Verification Items):

Verification of Submitted Information: Confirmation of the authenticity of contents in the application and self-introduction.

Documents to Be Submitted (for verification):

Document Type	Notes
Proof of eligibility, education, qualifications, work experience, and research, Work experience verification	Official documents from issuing institutions Employment certificate or proof of employment history from 4 major insurance types (submit at least one)
Evidence supporting self-introduction content	Additional documents may be requested if necessary
Disability certificate, veteran certificate	Must be issued to "KAIST"
Other documents necessary for verification	e.g., Translations, notarizations, apostilles for overseas documents

- ※ Only items for which you can submit proof should be included in the application.
- ※ All documents must be issued within 30 days prior to submission and must be official documents (screenshots or informal documents are not accepted).
- ※ Failure to submit verification documents or discrepancies with the application content may result in cancellation of the application or disqualification.

8. Objection and Return of Application Documents

Objection

Item	Details
Purpose	To provide relief for applicants affected by unfair recruitment practices
Submission Period	Until midnight of the day following the announcement of document screening results, and within 15 days after the announcement of interview results
Submission Method	Email completed objection form to recruiter (recruit@kaist.ac.kr) — the form can be downloaded from the recruitment website
Scope of Review	The review will be limited to matters not in violation of other laws (e.g., personal information, intellectual property), and will not address general inquiries or irrelevant matters.

Return of Application Documents

Item	Details
Request Period	Within 15 days from the day after the interview result announcement
Submission Method	Email request to recruiter (recruit@kaist.ac.kr)
Documents Eligible for Return	Application materials such as basic screening documents, supporting documents, and in-depth review materials
Exceptions	Documents submitted via the online recruitment system or voluntarily by the applicant without KAIST's request will not be returned

9. Important Notes

Notes for Applicants with Prior KAIST Temporary Employment

If you have previous work experience at KAIST as a fixed-term employee, you must accurately state this in your application. Omission or false information may lead to cancellation of acceptance or employment.

If you are currently employed as a fixed-term employee at KAIST, you may be ineligible for this recruitment under internal regulations.

(However, exceptions apply if the applicant falls under the disqualification exemption clauses.)

Notes on Application Submission

Near the application deadline, the online system may experience high traffic, leading to access issues. Applicants are advised to submit their applications well in advance.

Any disadvantages due to errors or omissions in the application, failure to meet qualifications, or communication failures (e.g., missing notifications) are the responsibility of the applicant.

If the application or self-introduction is carelessly written (e.g., institution name errors, meaningless sentences, profanity), or if the applicant does not meet the eligibility criteria, the application may be rejected.

All information stated in the application and self-introduction must be supported by documentation. Inconsistencies, inability to submit documents, or submission of false documents may result in disqualification or cancellation of employment.

Before submitting, obtain all supporting documents and ensure that the content exactly matches what is written in the application.

10. Guidelines on 'Blind Hiring'

- The Application Form does not have sections requesting photo, the name of school applicants attended, GPA and date of birth.
- Entry of information that could lead to bias such as the e-mail address of the school applicants attended is prohibited.
- Inclusion of personal information such as the name of schools applicants attended and family relationship, etc. in the Application Form (including The Self Introduction) is prohibited because it may lead to bias.
- Applicant's basic personal information (name, phone number, email, etc.) and any bias-related content learned during document review will not be disclosed to evaluators.

11. Miscellaneous Matters

- Period for request for return of application documents (original): 30 days from the application deadline
- Contact for victim of unfair employment : KAIST Human Resources Management Team (insa@kaist.ac.kr)
- Disclosure of successful applicants of relatives of KAIST employees : Disclosure of the number of successful applicants who are relatives within 4th degree of relationship (spouse, first cousins, any blood relatives) of KAIST executive or employee on the university website (Only for the successful applicants are required to state whether they are relatives of KAIST executive or employee in the

documents for appointment.)

- In relation to restrictions on public institutions' employment of public officials who have been dismissed for corruption, all applicants should check applicable items of the Checklist for Restrictions on Employment of Public Officials Dismissed for Corruption (prescribed form) and submit it in accordance with the Restrictions on Employment of Public Officials Dismissed for Corruption.

12. Inquiry: Human Resources Management, 042-350-4131 / E-mail recruit@kaist.ac.kr