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| **Gwangju Institute of Science and Technology**  **Postdoctoral Researcher Job Announcement** | | |
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Gwangju Institute of Science and Technology is recruiting a Postdoctoral Researcher in the Quantum Materials Interfaces and Nano Devices Laboratory at the Department of Semiconductor Engineering.

We hope that many interested people will apply.

**■ Employment Description and Applicant Qualifications**

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| **Occupation** | **Recruiting Field** | **Job Description**  **※ [Attachment] Refer to job description** | **Number of Openings** |
| Research | Postdoctoral Researcher | Development of artificial intelligence built-in sensors (miniaturized computational spectrometers) | 1 |

\* While the recruitment process is in progress, appointment may not be made if there is no qualified candidate for the relevant recruiting field.

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| + The purpose of this job posting is to hire research personnel who directly participate in research and development activities. To confirm job suitability, information such as the name of the degree-conferring institution (school attended), the name of one’s laboratory and advisor, and research and thesis performance are collected and used. |

**■ Eligibility for Application**

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| **Category** | **Main Items** |
| Elligibility  For Application | • No age or gender restrictions  • Those who can work immediately on the scheduled date of appointment  (April 1st, 2024.)  ※ The scheduled appointment date may change depending on the circumstances of the institution.  • For men, those who have completed or been exempted from military service and those equivalent thereto. |
| Education | • Those who have a doctoral degree (related to semiconductor devices and condensed matter physics) or are scheduled to obtain it in February 2024 |
| Preferential Treatment | • Those eligible for employment support under the National Meritorious Persons Act (5% or 10% of the perfect score for each screening track).  • For persons with disabilities who fall under the Employment Promotion of Persons with Disabilities Act and its enforcement ordinance, additional points are given to promote employment of persons with disabilities (5% of the total score for each screening track).  • Experiences in optoelectronic device fabrication and characterization based on two-dimensional materials (including mechanical exfoliation of transition metal dichalcogenides and wet/dry transfer of graphene) or condensed matter physics experiments. (10% of the perfect score for each screening track).  ※ When applying preferential treatment, only the most advantageous criteria for each screening track are applied, and the total additional score cannot exceed 10% of the full score of the test. |
| Reasons for Disqualification | • Persons who are ineligible under Article 33 of the National Public Officials Act.  • Persons whose civil rights have been suspended or revoked by law.  • For men, those who fall under Item 1 of each of the clauses of Article 76 of the Military Service Act.  • Persons who have received an employment restriction order pursuant to Article 56 of the Act on Sexual Protection of Children and Adolescents.  • Persons who have received an employment restriction order pursuant to Article 82 of the Corruption Prevention and Civil Rights Commission Act.  • Persons for whom 5 years have not passed since the date of employment cancellation due to being discovered to have been employed by a public institution or university in an illegal manner. |

**■ Working Conditions**

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| **Category** | **Main Items** |
| Position | • Postdoctoral Researcher (Fixed-term employee) |
| Work Type | • Full-time (5 days per week, 40 hours/wk) |
| Salary | • In accordance with the institution’s internal standards  ※ Varies depending on experience level. |
| Location | • Gwangju Institute of Science and Technology  (123 Cheomdan gwagi-ro, Oryong-dong, Buk-gu, Gwangju) |
| Contract (Expected) Period | • April 1st, 2024. ~ December 31st, 2024.  • Automatic termination after expiration of contract period (whether to renew contract to be discussed later).  • If a participating task or project is terminated early, the contract period may change. |

**■ Application Method and Application Period**

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| **Category** | **Main Items** |
| Application Method | • Online application (email): ksh1221@gist.ac.kr |
| Application Period | • February 2nd, 2024. ~ February 19th, 2024. |

○ Documents submitted in a separate format other than the designated format and applications with missing signatures will not be accepted.

○ If the application form and submitted documents are insufficient as of the application deadline, the application will automatically be disqualified without separate notification.

**■ Screening Method and Schedule**

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| **Category** | **Main Items** |
| Document Screening | • Evaluation Schedule(tentative): February 20th, 2024.  • Evaluation method: Evaluation based on submitted documents  • Determination of Ineligibility  - When description does not refer to competency or the question asked.  - Repeating meaningless words or sentences, writing a single application for multiple submissions, etc.  • Determination of Successful Candidates: Among those who score 70% or higher of the full score upon evaluation, within 5 multiples of the number of candidates scheduled to be selected in order starting from highest score.  • Criteria for Handling Tied Scores: If there is a tie score on the cut-off line, all eligible applicants with that score are given the opportunity to participate in the interview process.  • Verification of Applicant Qualifications (for those who passed the document screening): Request and verification of supporting documents only for candidates with preferential treatment, other items of eligibility, etc. |
| Interview Process | • Evaluation Date(tentative): February 26th, 2024.  • Evaluation Method: Face-to-face evaluation  • Decision on Candidate Selection for Employment: Among those who score 70% or higher of the full score upon evaluation, within 1 multiples of the number of candidates scheduled to be selected in order starting from the highest score.  • Criteria for Handling Tied Scores: When deciding on candidates for employment, if there are tied scores exceeding the number of people scheduled to be selected, the candidates will be selected based on the following rankings:  ① Those eligible for employment support.  ② Persons with disabilities.  ③ Promoting regionally balanced talent according to the Local University Promotion Act.  ④ High scorers in the previous screening for the same recruitment track.  • Verification of the Authenticity of the Submitted Information (for those subject to the final interview): Verification of the authenticity of the information in the application form and the self-introduction. |
| Verification of Grounds for **Disqualification** | • Verification Date(tentative): After March 4th, 2024.  • Verification Details (Recruitment candidates)  - Verification of grounds for appointment disqualification and recommendation of confirmed candidates for employment.  - Announcement of confirmed candidates for employment after verification of reasons for disqualification): After March 8th, 2024. |

**■ Screening Method and Schedule**

○ Screening schedule, etc. may change depending on the institution’s schedule.

○ The results of each screening stage will be notified individually (email, text message) to only those who are eligible.

○ Only those who pass a screening stage are eligible for the next screening stage, and any disadvantages due to non-confirmation of the results of a screening stage lie with the applicant.

**■ Documents to be Submitted**

○ Common Precautions

- Disadvantages due to errors or omissions in the application form, duplicate application for multiple recruiting fields, application by an unqualified person, inability to contact the applicant, insufficient documents, etc. are considered to be the fault of the applicant.

- We will collect supporting documents and check with the relevant organizations regarding the contents of the job application form. If forgery, falsification, false information, or incorrect information, such as date errors, are found in the submitted documents, the applicant may be excluded from the appointment decision.

- If false information or forgery or falsification of supporting documents is confirmed during the verification process of the candidate’s supporting documents, the candidate’s acceptance will be canceled and their ability to take future employment exams will be restricted.

○ When submitting an application, all documents must be submitted online, and only candidates must submit original documents.

- Documents submitted in the document-interview screening stage are inevitably required in relation to the selection of candidates and are used only to confirm authenticity, and the collected supporting documents are not provided to the judges.

- After announcing the candidates for employment, original copies of the basic certificate, resident registration statement, and identity statement must be submitted for the purpose of background checks.

○ Document Items to Be Submitted

- (If not submitted) If an applicant does not submit supporting documents for the information stated in the application form, they will be disqualified.

- (Requirements for entry) If the contents of the application form and the supporting documents do not match (limited to simple entry errors), the severity of the error will be judged and a decision will be made as to whether the applicant will be disqualified.

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| Progress stage | **Documents to Be Submitted** | Submission  Period | Submission  Method |
| Application  Submission | • Application form and self-introduction form | When Submitting Application Form | Submit a Copy via Email |
| Document Screening **Announcement** | • Supporting materials regarding preferential treatment  (if applicable)  - Documentation proving eligibility for employment support, disability, and (expected) graduation.  • Supporting materials related to qualifications for each field (if applicable)  - Certificate of (expected) graduation, work experience certificate, copy of certificates/licenses.  - Research results (papers), etc. | After Notification of Successful Applicants from Document Screening | Submit Copies of Relevant Documents (Individually notified) |
| Interview Process | • Supporting materials related to education, qualifications, experience/career details.  - Education: Certificates or documentation of education received.  - Qualifications: Copy of certificates/licenses.  - Experience: Certificate confirming training contents  - Work Experience: Documentation confirming career or employment history.  • All other supporting materials required to confirm authenticity | After Notification of Interview Schedule | Submit Copies of Relevant Documents (Individually notified) |
| **Recruitment Candidate Announcement** | • All relevant supporting materials on the application form  ※ When submitting proof of experience, one must submit a certificate of qualification for one of the four major insurances (health insurance, national pension, industrial accident insurance, employment insurance).  • Basic certificate (detailed) / abstract copy of resident registration (for men, include military service details).  • Certificate of non-existence of registered guardianship matters (certificate of all registered guardianship matters).  • Identity statement and personal information consent form.  • Consent form for background check on sex crimes.  • Confirmation of fair hiring and confirmation of restrictions on family hiring, etc. | After Notification of Recruitment Candidates | Submit Original  Documents  (Individually notified) |

**■ Blind Recruitment Information**

○ Delete items containing bias from the application form

(photo, school name, date of birth, gender, etc.)

○ Application forms and self-introductions must be completed in compliance with the blind recruitment guidelines.

※ Items that cause bias: Place of birth, family relationship, school name, gender, age, marital status, etc.

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| **Examples of Items That Cause Bias**  - Entering an email address that reveals your affiliation (school name, etc.)  - Entering school club names, celebrity senior information, symbols of specific schools,  advisors, etc. so that the name of the school you attended can be inferred directly or indirectly.  - Entering experience (career) or words that can infer gender, such as military service experience (military service obligation), childbirth, eldest daughter (eldest son), older sister (brother), etc. |

○ At the time of screening, the applicant’s basic personal information (name, address, contact information, etc.) and any bias-inducing items that are inevitably discovered during the review of supporting documents will not be provided to the evaluators.

※ Information such as the name of the degree-conferring institution (school attended), the name of the laboratory and advisor, and research and thesis performance can be entered and will be used in the screening process to confirm job suitability.

**■ Objections and Request for Return of Documents by Those Who Are Rejected**

○ Objections

- If one is an unsuccessful candidate for recruitment and has an objection, they may fill out an objection form within 15 days from the date of announcement of the final successful candidate(s) and submit it to the hiring manager via email. (※ Inquiries will not be responded to.)

- Objection Procedure: Submission an objection form → Receipt an objection → Sending of a response (replies made individually).

- Reasons for exception to objection processing.

• Inquiries unrelated to employment tests, etc.

• In case of violation of other laws, such as personal information (other applicants, test creators/administrators, evaluation-related persons, etc.), intellectual property rights, etc.

• If review is deemed impossible due to unclear or defective application documents and contents, the review may be rejected.

• Other matters equivalent to the circumstances listed above.

○ Request for Return of Documents

- In case of final rejection, an applicant may request the return of original documents if the request is submitted within 180 days from the date of announcement of confirmed appointments. For documents not requested within the deadline, all submitted original documents will be destroyed without delay in accordance with the Personal Information Protection Act.

- Documents submitted online and documents voluntarily submitted by applicants will not be returned (Article 11, “Return of Recruitment Documents, etc.,” of the Act on Fair Recruitment Procedures).

- How to Claim: Write a request for return of recruitment documents and submit it via email (parkhk357@gist.ac.kr).

**■ Other Precautions**

○ Preliminary candidates may be selected for each recruiting field, and if any of the candidates relinquish their appointment or a vacancy occurs in the same field within 6 months from the date of appointment, a prospective candidate may be appointed.

○ Exclusion from Appointment

- Even after final appointment has been confirmed or appointment has been made, if false information is contained on the application form, or forgery or falsification of supporting documents is discovered, or if any of the above grounds for disqualification are discovered, the appointment may be canceled and the eligibility to take employment exams in the future will be restricted.

- Appointment will be canceled for those who were improperly selected (if the applicant or someone closely related to the applicant commits an unfair request, exerts pressure, or commits a fraudulent act in consent to the provision of property benefits in relation to employment, and the applicant passed the recruitment due to such fraudulent activity).

- Those whose employment has been canceled due to being discovered to have been employed in an illegal manner at another public institution may be disqualified from taking the examination or have their acceptance revoked.

○ As part of the government’s policy to improve the recruitment system of public institutions, upon appointment, GIST checks for spouses or relatives within the 4th degree of kinship working within the Institute and discloses quarterly the number of close relatives hired.

○ If a person who has been confirmed for employment relinquishes their appointment, they must submit a statement stating the relinquishing of their appointment.

※ However, if 24 hours have elapsed without showing up to work on the scheduled appointment date and without expressing one’s intention to relinquish the appointment, or if 24 hours have passed without submitting the documents for relinquishing the appointment, the appointment will be considered as relinquished even without submitting the documents for relinquishing the appointment.

○ Other matters related to recruitment are subject GIST regulations.

■ Recruitment-Related Contact Information: +82-62-715-3753[, ksh1221@gist.ac.kr](mailto:ksh1221@gist.ac.kr)

February 2nd, 2024.

**President of Gwangju Institute of Science and Technology**