

The Korea Basic Science Institute 1st Research Scientist(Full-time) Recruitment for 2025

The Korea Basic Science Institute (KBSI), a government-funded research institute, is leading advanced global convergence research across entire fields of basic science including biotechnology, environment science, material science and equipment development, based on the world's best large-scale research equipment.

We invite creative and dynamic candidates who will help us to achieve our goals.

1. Recruitment description and number of opening positions

○ Research Scientist(Full-time) (total of 4 areas, total of 4 people)

No.	Area of recruitment	Academic major	Academic background	Job Rank	No. of openings	Locations
1	Synchrotron accelerator development – Control / Diganostics	Computer engineering, Accelerator engineering, related major	Ph.D	Senior or Principal	1	Ochang, Pohang
2	Synchrotron accelerator development – Magnet Power Supply	Power/Electronics, related major	Ph.D	Senior or Principal	1	Ochang, Pohang
3	Synchrotron Science – Coherent X-ray Scattering	Physics, Chemistry, Materials Science, related major	Ph.D	Senior or Principal	1	Ochang, Pohang
4	Synchrotron Science – X-ray Nanoprobe	Physics, Chemistry, Materials Science, related major	Ph.D	Senior or Principal	1	Ochang, Pohang

※ Refer to the attached job descriptions for the main areas of research and details

2. How to apply

○ How to apply: Online application on the KBSI Recruitment website (<https://kbsi.recruiter.co.kr>)

※ In-person and postal applications are not accepted

○ Application period: **'25.01.06.(Mon)~01.20.(Mon), 15:00 KST (Applications will NOT be accepted after closing time)**

3. Eligibility and Requirements

Detailed information	
Requirements	<ul style="list-style-type: none"> ◦ Applicants who have earned a Ph.D degree ◦ Applicants must have completed or been exempted from military service, with no issues for overseas travel (Koreans only). ◦ Applicants must have no issues in their identification.
Disqualifications	<ul style="list-style-type: none"> ◦ Persons who fall under each subparagraph of Article 19 of the KBSI HR Regulations (Causes for Disqualification) <ul style="list-style-type: none"> - Persons who fall under each subparagraph of Article 33 (Disqualification) of the State Public Officials Act - Persons whose civil rights (suffrage rights) have been suspended or deprived by law - Persons who have evaded mandatory military service as stipulated by the Military Service Act - Persons who have been disqualified from employment as a result of physical examination - Persons whose employment has been canceled after the person was found to have been illegally recruited by a public institution ◦ Persons who have been forced to retire, dismissed, or fired due to corruption within the past 5 years
Preferential treatments (Koreans only)	<ul style="list-style-type: none"> ◦ The disabled persons eligible for employment support such as persons of distinguished service to the state, Female scientists* <ul style="list-style-type: none"> * In the case of female scientists and engineers, preference is given only in cases where the major and job are related - Veterans and persons eligible for employment assistance, as well as individuals with disabilities, will receive a 5% additional score based on the full marks for each selection stage in accordance with relevant laws. - However, 10% of the full marks will be added for those who are subject to Article 29 Paragraph 1 Subparagraphs 1, 2, and 4 of the Act on the Honorable Treatment of and Support for Persons of Distinguished Service to the State - Female scientists and engineers will be granted an additional 3% of the full marks during the document screening stage. ※ Highest points will apply if the applicant is subject to more than one preferential treatment (Additional points will not be given more than once)

4. Recruitment Process

Stage	Detailed information
Application eligibility	<ul style="list-style-type: none"> ◦ Check eligibility of application* such as compliance with 「Blind hiring rules」 <ul style="list-style-type: none"> * Failure to fill out the application form, failure to meet the qualifications for application, failure to comply with the blind hiring rules will result in disqualification (applicants will be rejected at the document screening stage)

Stage	Detailed information
	<p>** To verify suitability and research capacity of applicants in relation to the job position, the name of the school where the degree was earned, names of advisers, and past careers can be collected and reviewed according to the 「Guidelines for Blind Hiring in Public Institutions, the Ministry of Science and Technology」</p> <p>[Disqualification criteria]</p> <ul style="list-style-type: none"> ○ Applicants who do not meet the degree requirements for each area of application <ul style="list-style-type: none"> - If completion(not degree acquisition), enrollment, or leave of absence is stated for the final education on the application form ※ Even if the above information is intentionally (or negligently) not stated in the application form and therefore the applicant is selected as a candidate for document screening, the employment will be canceled if the information is later found to be false through documentary evidence.
Document screening	<ul style="list-style-type: none"> ○ Evaluation of professional skills required for job duties based on the application form <ul style="list-style-type: none"> - Evaluation criteria: suitability with the field of applications (40), expertise required for job position (40), growth potential (20) - Acceptance Criteria: Applicants with the highest average score among those with an average score of 80 points or higher given by the screening committee - Number of accepted applicants: Up to <u>five-fold</u> of the number of people to be recruited <p>[Blind Hiring Violation Criteria in Document Screening]</p> <ol style="list-style-type: none"> 1) If the name, gender, age, and family relationship are directly or indirectly revealed in the personal statement, competency statement, and name of files <ul style="list-style-type: none"> - Example: I was born as the eldest daughter..., under strict parents who work for public sector..., etc. 2) Other cases where screening committee members judge that the applicant is intentionally revealing his/her personal information
Online personality tests	<ul style="list-style-type: none"> ○ Applicants who passed the document screening can take the Personality test (approximately 30 mins) ※ Applicants who do not take the test will be disqualified, and the test results will be used as supplementary materials.
Interview screening	<ul style="list-style-type: none"> ○ Presentation: Job competency evaluation through a seminar presentation <ul style="list-style-type: none"> - Interview process: Presentation of research achievements and research plans as a senior researcher and Q&A <ul style="list-style-type: none"> * Applicants who violate the blind hiring rules during presentation (including presentation materials) and personality interviews, will be disqualified - Duration: 15 minutes for individual presentations, 10 minutes for Q&A - Evaluation criteria: knowledge(50), thinking ability(30), presentation ability(20) ○ Personality interview : To evaluate applicants' suitability with regard to organizational culture, personality, etc <ul style="list-style-type: none"> - Interview process: Individual interview - Duration: 10-15 minutes per applicant

Stage	Detailed information
	<ul style="list-style-type: none"> - Evaluation criteria: attitude(20), thinking ability(20), presentation ability(20), future potential(20), knowledge(20) o Acceptance criteria: Applicants with the highest average score among those with an average score of 80 points or higher given by the screening committee <ul style="list-style-type: none"> ※ The average score of the presentation interview and the personality interview will be taken into account at the same ratio (50:50) o Number of accepted applicants: Up to one-fold of the number of people to be recruited
<p><Compliance with the Government's Blind Hiring Guidelines></p> <ul style="list-style-type: none"> - In accordance with the "Blind hiring guidelines for Employment in Public institutions" (Ministry of Employment and Labor, Nov.03.2022) and "Ministry of Science and Technology Recruitment Criteria for Research and Development Organizations" (Ministry of Science and ICT, Dec.22.2022.), it should be ensured that everyone has equal opportunities in recruitment and can confidently compete with their skills and competence in a fair and just recruitment process - Personal information (such as hometown, etc.) that could lead to bias in applications and interviews shall be excluded 	

5. Recruitment schedule (draft)

Recruitment process	Period
Job opening and receipt of applications	'25.01.06.(Mon) ~ 01.20.(Mon) 15:00
Confirmation of application eligibility	01.21.(The) ~ 01.24.(Fri)
Document screening	01.27.(Mon) ~ 01.31.(Fri)
Announcement of applicants who passed the document screening	02.05.(Wed)
Interview screening	02.17.(Mon) ~ 02.28.(Fri)
Announcement of applicants who passed the interview	March
Expected date of hiring	July 1, 2025

※ The above schedule is subject to change according to the KBSI circumstances

6. Required Documents

Stage	Detailed information
Document screening	<ul style="list-style-type: none"> o Application form (job application form, personal statement, description of career and experience history)
Interview screening	<ul style="list-style-type: none"> o Presentation materials of research achievements and plans (Detailed guidance will be provided for the applicants who passed the document screening) o Letter of recommendation* (<u>optional</u>, free form, recommender's signature and affiliation required)

Stage	Detailed information
	<ul style="list-style-type: none"> ※ How to submit a letter of recommendation: The recommender scans the letter of recommendation and submits it as a PDF file to the recruitment manager by email (lsh1005@kbsi.re.kr) (only accepts recommendation letters received by e-mail within the deadline to be notified separately are accepted), submission by other means (submission by the applicant or postal submission, etc.) will not be accepted.
After the interview screening (on the day of the interview)	<ul style="list-style-type: none"> ◦ Graduation certificates and transcripts for all undergraduate/ graduate programs ※ For foreign degree, submit a copy of the degree registration certificate of the National Research Foundation ◦ Certificate of Employment/Career ◦ Transcript of military register (including persons exempted from military service, not applicable to women and foreigner) ◦ Copies of other qualifications (only for the qualifications listed in the application form) ◦ Certificate of employment support recipients, certificate of disability (only for those who are eligible)
Before hiring	<ul style="list-style-type: none"> ◦ Employment contract, resident register ◦ New employee pledge for security ◦ Medical checkup report for public official recruitment (submit after the physical examination at a university hospital or general hospital) ◦ Other documents required for hiring will be informed

※ In accordance with Article 11, Paragraph 1 of the 「Fair Hiring Procedure Act」, if a job applicant files a request for the return of his or her hiring documents (except for hiring documents voluntarily submitted by email or on the recruitment site without a request of the job offerer), the job offerer shall return them after identifying the job applicant within 15 days from the date of confirmation of employment, if the period for filing a request for the return of hiring documents has passed and the hiring documents may be destroyed. (However, the applicant may bear the expenses incurred. For details on the procedure of returning hiring documents, check the notice on the recruitment site)

7. Employment conditions

Detailed information	
Type of employment	◦ Full-time employment (to be officially appointed after 6-month of trial period)
Salary level	◦ Follows the KBSI internal regulations (employment insurance will be offered)
Other Information	<ul style="list-style-type: none"> ◦ Dormitory available for Daejeon/Ochang employees ◦ Commuting shuttle bus available between Daejeon and Ochang

8. Notes

- Applicants can apply for only one area of recruitment

- Applicants are solely responsible for disadvantages due to errors or omissions in the application form, and the appointment may be canceled if the information written in the application form is not consistent with the submitted documents or is found to be false (additional documents may be requested from the successful applicants)
- Failure to comply with blind hiring requirements during the recruitment process will result in disqualification
 - Personal information such as name, family relationship, etc. must not be shown directly or indirectly in personal statement and presentation materials during the interview screening
- Submitted documents will not be used for any purpose other than recruitment, and other matters related to recruitment are in accordance with the KBSI regulations.
 - ※ In accordance with Article 11, Paragraph 1 of the 「Fair Hiring Procedure Act」, if a job applicant asks for the return of his or her hiring documents, the job offerer shall return them after identifying the job applicant (for more details, please check the notice on the recruitment site)
- In the event of a tie, the following measures will be taken in accordance with institutional regulations
 - If a tie results in exceeding the number of candidates to be selected in the document screening or written examination stage, all tied candidates will be accepted.
 - In the case of a tie during the interview stage, the final selection will be determined based on the following priority order(1. National merit recipients and eligible veterans, 2. Individuals with disabilities, 3. Women in science and technology, 4. Candidates with the highest total scores across all evaluation criteria)
- If the successful candidate cancels his/her employment or falls under reasons for not being able to be hired, the “applicant with the second highest score” can be employed (only applicable if the applicant with the second highest score is designated as the “next successful applicant”)
- Even after the successful candidates are announced, the employment may be canceled or the applicants may be dismissed if grounds for disqualification are found as a result of background checks and physical examination, and applicants’ eligibility and application scores do not satisfy the requirements

- The employment may be canceled if the applicant has passed the recruitment process as a result of fraudulent acts such as improper solicitation, pressure on the employer, or provision of financial benefits by the applicant or a third person who has a close relationship with the applicant. Additionally, the applicant may be disqualified from applying for the next five years.
 - Successful applicants will be officially appointed after a 6 month trial period and evaluation, and treatment of the applicants during the trial period will be same as full-time employees
 - The details of duties in the job description are the main job duties that successful applicants will perform upon employment, and the applicant may perform duties other than the main job duties and the place of work may also be changed
 - Please leave your inquiries on the Q&A board or contact the recruitment manager
- E-mail: lsh1005@kbsi.re.kr (HR division, Recruitment Manager)