

## Proposal for Attracting and Recruiting Talented Young Lecturers, Experts, and Leading Scientists for the Period 2025–2030

### OBJECTIVES

Improve training quality, promote scientific research activities, enhance the University's reputation and attractiveness, contributing to the goal of becoming a modern university ranked in the Top 150 in Asia by 2030.



#### Projected Recruitment under the Proposal:

By 2030, attract and recruit at least 300 talented young lecturers, experts, and leading scientists, both domestic and international, to work and collaborate at Hanoi University of Science and Technology (HUST), under the following positions

##### LECTURER



##### HEAD OF RESEARCH LABORATORY / HEAD OF RESEARCH GROUP



##### EXPERT SCIENTIST



Long-term employment under working contracts or labor contracts.

Working under invited-teaching arrangements or serving as senior experts/consultants for the University.

#### Target Groups:

- Young PhD holders (any nationality) who graduated from top-ranked global universities or PhD holders with outstanding research achievements who wish to work long term at HUST.
- Professors, Associate Professors, or technology experts from tech enterprises, R&D institutions, start-ups, or spin-off companies (any nationality) who wish to work long term at HUST.
- Experts, scientists, managers, or leaders with prestige, experience, and outstanding achievements currently working at universities, research institutes, major corporations, international organizations, or government agencies who wish to collaborate with or work for HUST.

#### General Benefits:

- Opportunities to teach and supervise master's students and PhD candidates, working with talented and high-achieving students.
- Guaranteed working conditions and access to the University's laboratory system for research and teaching.
- Special monthly salary incentives applied during the first 03 years for positions recruited under HUST-Talent.
- Support for travel, accommodation, legal procedures, visas, and immigration for foreigners and overseas Vietnamese.

# GENERAL REQUIREMENTS

## LECTURER



### Requirements:

- PhD, age  $\leq 35$  years old (any nationality), graduated with a doctorate from a university ranked in the Top 200 globally according to reputable ranking systems.
- PhD, age  $\leq 40$  years old (any nationality) with research capacity meeting **one of the following criteria:**
  - + Author of at least **01 publication** in *Nature* or *Science*.
  - + Main author of **at least 05 WoS/Scopus publications**, including  $\geq 02$  Q1 journals or Conference Rank A\* (for Faculty of Foreign Languages and School of Economics and Management: minimum **03 WoS/Scopus**, including  $\geq 01$  Q1 or Conference Rank A\*), within the last **3 years**.
  - + Overall **H-index  $\geq 10$**  or a **total citation count  $\geq 300$** .
- + Has **at least 01 granted invention patent** or **01 registered utility solution**, with proven experience in leading scientific/technological services or technology/knowledge transfer.

### Responsibilities:

- Meet publication and teaching commitments according to registered Career Path.
- Complete assigned teaching and research duties, achieving at least "well-completed" performance.

## HEAD OF RESEARCH LABORATORY / HEAD OF RESEARCH GROUP



### Requirements:

Candidates must meet **one of the following**

- **Group 1: Professors/Associate Professors** (any nationality) and meet one of the following:
  - + At least **05 years** of teaching/research experience at reputable institutions
  - + Publications in reputable journals or patents within the past **05 years**
- **Group 2: Technology Experts (any nationality)** working in tech enterprises, R&D units, start-ups, or spin-off companies and meet one of the following:
  - + At least **07 years** of experience.
  - + Possess know-how to develop practical products from core technologies; or experience leading R&D projects with commercialized outputs; or patents; or experience in innovation and start-up or spin-off management

### Responsibilities:

- Meet publication and teaching commitments according to registered Career Path.
- Complete assigned teaching and research duties, achieving at least "well-completed" performance.

## EXPERT SCIENTIST



### Requirements:

Experts, scientists, managers, or leaders (any nationality) and meet **one of the following criteria:**

- Main author of  $\geq 03$  **patents/utility solutions**.
- **Has  $\geq 10$  WoS/Scopus publications**, or has successfully supervised  $\geq 02$  PhD candidates.
- Professor/Associate Professor with  $\geq 7$  **years** of teaching/research at reputable international universities.
- Research capacity demonstrated by an **H-index  $\geq 10$**  or a **total citation count  $\geq 500$** .
- Experts or senior managers with  $\geq 5$  **years** in important management positions (equivalent to department/center heads or leaders of subsidiary companies) in corporations, organizations, or international major projects.
- Experts in enterprises with at least **01 project/initiative/intellectual property** successfully transferred or applied with proven impact.

### Responsibilities:

- Fulfill tasks as specified in the contract.

# BENEFITS

## LECTURER



## HEAD OF RESEARCH LABORATORY / HEAD OF RESEARCH GROUP



## EXPERT SCIENTIST



### Income:

- Preferential monthly salary paid by the University for the first 03 years: **40,000,000 – 150,000,000 VND** (depending on position, working capacity, field, KPI commitments, and performance).
- Holiday and festive bonuses in accordance with the University's regulations.
- Additional income from research projects or assignments conducted at the University.
- Financial incentives under national support policies (if applicable).



### Teaching & Research:

- Deliver lectures and supervise master's and PhD Candidates.
- Eligible to attend **training courses, professional development programs, and academic conferences both domestically and internationally**.
- During the first two years: Granted research funding of **200 to 500 million VND per year**, depending on the registered research outputs.
- Supported in registering and participating in international or national key research programs and projects, with administrative assistance provided for disbursement and financial settlement procedures.
- Provided with **career path guidance, commitments, and development support** according to the registered roadmap.



### Income:

- Preferential monthly salary paid by the University for the first 03 years: **60,000,000 – 200,000,000 VND** (depending on position, working capacity, field, KPI commitments, and performance).
- Holiday and festive bonuses in accordance with the University's regulations.
- Additional income from research projects or assignments conducted at the University.
- Financial incentives under national support policies (if applicable).



### Teaching & Research:

- Support to establish a strong research group.
- Participation in teaching and supervising graduate and PhD students.
- Eligible to attend **training courses, professional development programs, and academic conferences both domestically and internationally**.
- Supported in registering and participating in international or national key research programs and projects, with administrative assistance provided for disbursement and financial settlement procedures.
- Provided with **career path guidance, commitments, and development support** according to the registered roadmap.



### Benefits:

- Remuneration is in accordance with the preferential policies of HUST-Talent, based on the agreed content of collaboration and cooperation.
- Partial or full support for travel and accommodation expenses as agreed; assistance with legal procedures, visa, and immigration for foreign experts.
- Eligible for additional benefits under the Government policies (if applicable).

### Work Conditions:

- A dedicated workspace (and administrative support staff).
- Social and health insurance in accordance with national regulations, along with a **HUSTCare** health package valued at **100 – 300 million VND** or more per year.

### Other Benefits:

- Supported with travel, accommodation, legal, visa, and immigration procedures if being a foreign national.
- Family support package (health insurance, assistance for children's school transition, initial accommodation, etc.) for foreign staff or overseas Vietnamese returning to work at the University.
- Other incentives according to national policies (if applicable)

# HIRING POSITIONS

HIRING POSITION	GROUP	LINK
<b>SCHOOL OF INFORMATION AND COMMUNICATION TECHNOLOGY</b>		
Lecturer in Computer Science	Talent Lecturer	
Lecturer in Computer engineering	Talent Lecturer	<a href="https://tuyendung.hust.edu.vn/#xuat-sac/type=1&amp;rootId=6234759713783809">https://tuyendung.hust.edu.vn/#xuat-sac/type=1&amp;rootId=6234759713783809</a>
Expert in Computer Science, Computer Engineering	Expert	<a href="https://tuyendung.hust.edu.vn/#xuat-sac/type=5&amp;rootId=6234759713783809">https://tuyendung.hust.edu.vn/#xuat-sac/type=5&amp;rootId=6234759713783809</a>
<b>SCHOOL OF MECHANICAL ENGINEERING</b>		
Lecturer in Thermal engineering	Talent Lecturer	
Lecturer in Mechanical Engineering/Ship Engineering	Talent Lecturer	
Lecturer in Mechatronics Engineering - Robotics and Artificial Intelligence	Talent Lecturer	
Lecturer in Mechanical Engineering/Digital Mechanical Engineering/Advanced Manufacturing	Talent Lecturer	<a href="https://tuyendung.hust.edu.vn/#xuat-sac/type=1&amp;rootId=4560738412658689">https://tuyendung.hust.edu.vn/#xuat-sac/type=1&amp;rootId=4560738412658689</a>
Lecturer in Engineering/Fluid Power and Automation Engineering	Talent Lecturer	
Lecturer in Aerospace Engineering	Talent Lecturer	
Lecturer in Automotive Engineering/Intelligent Vehicle Control Systems	Talent Lecturer	
Head of Research Group in New and Renewable Energy	Head of Research Lab/Group	
Head of Research Group in Advanced Manufacturing Technology	Head of Research Lab/Group	<a href="https://tuyendung.hust.edu.vn/#xuat-sac/type=2&amp;rootId=4560738412658689">https://tuyendung.hust.edu.vn/#xuat-sac/type=2&amp;rootId=4560738412658689</a>
Head of Research Group in Autonomous Vehicle	Head of Research Lab/Group	
Head of Research Group in Robotics and AI	Head of Research Lab/Group	
Expert in Aviation/Aerospace Engineering	Expert	<a href="https://tuyendung.hust.edu.vn/#xuat-sac/type=5&amp;rootId=4560738412658689">https://tuyendung.hust.edu.vn/#xuat-sac/type=5&amp;rootId=4560738412658689</a>

HIRING POSITION	HIRING GROUP	LINK
<b>SCHOOL OF MECHANICAL ENGINEERING</b>		
Expert in Thermal Engineering	Expert	
Expert in Advanced Program in Automotive Engineering	Expert	
Expert in Robotics and AI	Expert	<a href="https://tuyendung.hust.edu.vn/#xuat-sac/type=5&amp;rootId=4560738412658689">https://tuyendung.hust.edu.vn/#xuat-sac/type=5&amp;rootId=4560738412658689</a>
Expert in Digital Mechanical Engineering/Advanced Manufacturing	Expert	
<b>SCHOOL OF ELECTRICAL AND ELECTRONIC ENGINEERING</b>		
Lecturer in Electronics	Talent Lecturer	
Lecturer in Electrical engineering	Talent Lecturer	
Lecturer in Motion Control and Robotics	Talent Lecturer	
Lecturer in Telecommunications	Talent Lecturer	<a href="https://tuyendung.hust.edu.vn/#xuat-sac/type=1&amp;rootId=5107078788022273">https://tuyendung.hust.edu.vn/#xuat-sac/type=1&amp;rootId=5107078788022273</a>
Lecturer in Power Semiconductors and Power Converters	Talent Lecturer	
Lecturer in Automation Control/Smart Factory	Talent Lecturer	
Head of Research Group in Automation	Head of Research Lab/Group	
Head of Research Group in Communication Engineering	Head of Research Lab/Group	<a href="https://tuyendung.hust.edu.vn/#xuat-sac/type=2&amp;rootId=5107078788022273">https://tuyendung.hust.edu.vn/#xuat-sac/type=2&amp;rootId=5107078788022273</a>
Head of Research Group in Electrical Engineering	Head of Research Lab/Group	
Head of Research Group in Electronic	Head of Research Lab/Group	
Expert in Soft Robotics	Expert	
Expert in Humanoid Robot	Expert	
Expert in Power Converter Systems for High-Speed Railways	Expert	<a href="https://tuyendung.hust.edu.vn/#xuat-sac/type=5&amp;rootId=5107078788022273">https://tuyendung.hust.edu.vn/#xuat-sac/type=5&amp;rootId=5107078788022273</a>
Expert in Electric Drive Control for High-Speed Railway Systems	Expert	
Expert in Electrical Engineering	Expert	
Expert in Electronics Engineering	Expert	

HIRING POSITION	HIRING GROUP	LINK
<b>SCHOOL OF ELECTRICAL AND ELECTRONIC ENGINEERING</b>		
Expert in Power Converters for Renewable Energy and Storage	Expert	<a href="https://tuyendung.hust.edu.vn/#xuat-sac/type=5&amp;rootId=5107078788022273">https://tuyendung.hust.edu.vn/#xuat-sac/type=5&amp;rootId=5107078788022273</a>
<b>SCHOOL OF CHEMISTRY AND LIFE SCIENCES</b>		
Lecturer in Pharmacy or Biomedical Technology	Talent Lecturer	
Lecturer in Molecular Biology or Animal Cell Technology	Talent Lecturer	
Lecturer in Chemical Engineering (Pharmaceutical, Cosmetic and Plant Protection Engineering)	Talent Lecturer	
Lecturer in Environmental Science/Environmental Engineering/Environmental and Resource Management	Talent Lecturer	<a href="https://tuyendung.hust.edu.vn/#xuat-sac/type=1&amp;rootId=4767095241834497">https://tuyendung.hust.edu.vn/#xuat-sac/type=1&amp;rootId=4767095241834497</a>
Lecturer in Chemical Engineering, major in Paper and Packaging Technology	Talent Lecturer	
Lecturer in Chemical Engineering, major in Silicate Materials Technology	Talent Lecturer	
Lecturer in Biotechnology/Bioengineering	Talent Lecturer	
Head of Research Group in Biomedical Technology Equipment	Head of Research Lab/Group	
Head of Research Group in Biomedical Materials	Head of Research Lab/Group	<a href="https://tuyendung.hust.edu.vn/#xuat-sac/type=2&amp;rootId=4767095241834497">https://tuyendung.hust.edu.vn/#xuat-sac/type=2&amp;rootId=4767095241834497</a>
Head of Research Group in Gene Technology/Cell Technology	Head of Research Lab/Group	
Expert in Chemical Engineering	Expert	
Expert in Food Biotechnology	Expert	
Expert in Materials Chemistry	Expert	
Expert in Environmental Science/Environmental Engineering/Natural Resources and Environment Management	Expert	
Expert in Biotechnology and Health Science & Technology	Expert	<a href="https://tuyendung.hust.edu.vn/#xuat-sac/type=5&amp;rootId=4767095241834497">https://tuyendung.hust.edu.vn/#xuat-sac/type=5&amp;rootId=4767095241834497</a>
Expert in Biomedical materials	Expert	

HIRING POSITION	HIRING GROUP	LINK
<b>SCHOOL OF CHEMISTRY AND LIFE SCIENCES</b>		
Expert in Food Technology/Food Engineering 3	Expert	
Expert in Biomedical technology equipment	Expert	
Expert in Gene technology/Cell Technology	Expert	<a href="https://tuyendung.hust.edu.vn/#xuat-sac/type=5&amp;rootId=4767095241834497">https://tuyendung.hust.edu.vn/#xuat-sac/type=5&amp;rootId=4767095241834497</a>
Expert in Food Technology/Food Engineering	Expert	
Expert in Food Technology/Food Engineering 2	Expert	
<b>SCHOOL OF ECONOMICS AND MANAGEMENT</b>		
Lecturer in Logistics and Supply chain Management	Talent Lecturer	
Lecturer in Industrial Management	Talent Lecturer	
Lecturer in Quantitative Finance	Talent Lecturer	<a href="https://tuyendung.hust.edu.vn/#xuat-sac/type=1&amp;rootId=6059581121757185">https://tuyendung.hust.edu.vn/#xuat-sac/type=1&amp;rootId=6059581121757185</a>
Lecturer in Business Analytics	Talent Lecturer	
Lecturer in Economic and Business Law	Talent Lecturer	
Expert in Business Analytics	Expert	
Expert in Quantitative Finance	Expert	
Expert in Accounting	Expert	<a href="https://tuyendung.hust.edu.vn/#xuat-sac/type=5&amp;rootId=6059581121757185">https://tuyendung.hust.edu.vn/#xuat-sac/type=5&amp;rootId=6059581121757185</a>
Expert in Economic and Business Law	Expert	
Expert in Industrial Management	Expert	
Expert in Logistics and Supply chain Management	Expert	
<b>SCHOOL OF MATERIALS SCIENCE AND ENGINEERING</b>		
Lecturer in Printing and Media Engineering	Talent Lecturer	<a href="https://tuyendung.hust.edu.vn/#xuat-sac/type=1&amp;rootId=6534081428848641">https://tuyendung.hust.edu.vn/#xuat-sac/type=1&amp;rootId=6534081428848641</a>
Lecturer in Polymer and Composite Materials Technology	Talent Lecturer	

HIRING POSITION	HIRING GROUP	LINK
<b>SCHOOL OF MATERIALS SCIENCE AND ENGINEERING</b>		
Lecturer - Specialization in Microelectronic Design, Programming, and Simulation Group	Talent Lecturer	
Lecturer in Advanced Non-metallic Materials	Talent Lecturer	
Lecturer in Advanced materials based on metals and alloys	Talent Lecturer	<a href="https://tuyendung.hust.edu.vn/#xuat-sac/type=1&amp;rootId=6534081428848641">https://tuyendung.hust.edu.vn/#xuat-sac/type=1&amp;rootId=6534081428848641</a>
Lecturer - Specialization in Microelectronic Fabrication Technology Group	Talent Lecturer	
Lecturer - Specialization of Fundamental Microelectronic Engineering	Talent Lecturer	
Expert Microsystems and Nanophotonics	Expert	
Expert in Smart sensors	Expert	
Expert in Semiconductor and Thin-Film Technology	Expert	
Expert in Materials and Next-Generation Semiconductors	Expert	
Expert in Advanced Magnetic Materials and Magnetoresistive Devices	Expert	<a href="https://tuyendung.hust.edu.vn/#xuat-sac/type=58&amp;rootId=6534081428848641">https://tuyendung.hust.edu.vn/#xuat-sac/type=58&amp;rootId=6534081428848641</a>
Expert in Energy Storage and Conversion Materials	Expert	
Expert in Advanced materials based on metals and alloys	Expert	
Expert in Textiles Technology	Expert	
<b>FACULTY OF EDUCATION</b>		
Lecturer in Measurement and Evaluation in Education	Giảng viên xuất sắc	<a href="https://tuyendung.hust.edu.vn/#xuat-sac/type=1&amp;rootId=4759934910595073">https://tuyendung.hust.edu.vn/#xuat-sac/type=1&amp;rootId=4759934910595073</a>
Lecturer in Educational Technology	Giảng viên xuất sắc	
Head of Research Group in Education Technology	Head of Research Lab/Group	
Head of Research Group in Measurement and Evaluation	Head of Research Lab/Group	<a href="https://tuyendung.hust.edu.vn/#xuat-sac/type=28&amp;rootId=4759934910595073">https://tuyendung.hust.edu.vn/#xuat-sac/type=28&amp;rootId=4759934910595073</a>
Head of Research Group in Industrial and Organizational Psychology	Head of Research Lab/Group	

HIRING POSITION	HIRING GROUP	LINK
<b>FACULTY OF EDUCATION</b>		
Expert in EdTech and STEM education	Expert	
Expert in Measurement and Evaluation in Education	Expert	<a href="https://tuyendung.hust.edu.vn/#xuat-sac/type=5&amp;rootId=4759934910595073">https://tuyendung.hust.edu.vn/#xuat-sac/type=5&amp;rootId=4759934910595073</a>
<b>FACULTY OF FOREIGN LANGUAGES</b>		
Lecturer in English Language Teaching/TESOL	Talent Lecturer	
Lecturer in Linguistics	Talent Lecturer	<a href="https://tuyendung.hust.edu.vn/#xuat-sac/type=1&amp;rootId=6170508018057217">https://tuyendung.hust.edu.vn/#xuat-sac/type=1&amp;rootId=6170508018057217</a>
Lecturer in Chinese Language Teaching	Talent Lecturer	
Expert in Lecturer in English Language Teaching/TESOL	Expert	
Expert in Korean Language Teaching	Expert	
Expert in Language Teaching Methodology/Linguistics	Expert	<a href="https://tuyendung.hust.edu.vn/#xuat-sac/type=5&amp;rootId=6170508018057217">https://tuyendung.hust.edu.vn/#xuat-sac/type=5&amp;rootId=6170508018057217</a>
Expert in Chinese Language Teaching	Expert	
<b>FACULTY OF MATHEMATICS AND INFORMATICS</b>		
Lecturer in Applied Mathematics/Mathematical Informatics	Talent Lecturer	<a href="https://tuyendung.hust.edu.vn/#xuat-sac/type=1&amp;rootId=5058924227067905">https://tuyendung.hust.edu.vn/#xuat-sac/type=1&amp;rootId=5058924227067905</a>
Expert in Applied Mathematics/Mathematical Informatics	Expert	<a href="https://tuyendung.hust.edu.vn/#xuat-sac/type=5&amp;rootId=5058924227067905">https://tuyendung.hust.edu.vn/#xuat-sac/type=5&amp;rootId=5058924227067905</a>
<b>FACULTY OF ENGINEERING PHYSICS</b>		
Lecturer in Computational Physics and Applications	Talent Lecturer	
Lecturer in Nuclear Engineering	Talent Lecturer	
Lecturer in Optics and Optoelectronics	Talent Lecturer	<a href="https://tuyendung.hust.edu.vn/#xuat-sac/type=1&amp;rootId=4618805103820801">https://tuyendung.hust.edu.vn/#xuat-sac/type=1&amp;rootId=4618805103820801</a>
Lecturer in Semiconductor Industry	Talent Lecturer	
Expert in Theoretical Physics	Expert	
Expert in Solid-State Physics (orientation in Electronic Materials Physics and Optoelectronics)	Expert	<a href="https://tuyendung.hust.edu.vn/#xuat-sac/type=5&amp;rootId=4618805103820801">https://tuyendung.hust.edu.vn/#xuat-sac/type=5&amp;rootId=4618805103820801</a>
Expert in Nuclear Engineering	Expert	

HIRING POSITION	HIRING GROUP	LINK
<b>INSTITUTE OF ENERGY TECHNOLOGY</b>		
Scientific Expert – Head of Research group	Head of Research Lab/Group	<a href="https://tuyendung.hust.edu.vn/#xuat-sac/type=2&amp;rootId=5141487096430592">https://tuyendung.hust.edu.vn/#xuat-sac/type=2&amp;rootId=5141487096430592</a>
<b>BK FINTECH</b>		
Expert - Head of Research Group in Product Development	Expert	<a href="https://tuyendung.hust.edu.vn/#xuat-sac/type=5&amp;rootId=5952783677128705">https://tuyendung.hust.edu.vn/#xuat-sac/type=5&amp;rootId=5952783677128705</a>