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ROBOtics KNOWledge Transfer Lab Project

ROBO-KNOT

GA: 101216484

Open Call for Applications

Deliverable D1.1

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Deliverable D1.1 Open Call for Applications

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Relevant Tasks	Task 1.1. Definition of Talent Selection Strategy and associated timeline (Task leader: JSI) Task 1.2. Execution of Talent Selection Strategy: invitation to apply, application support, evaluation process, matchmaking (Task leader: ULUS)
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Deliverable lead	Aristotle University of Thessaloniki (AUTH)
Version	V1.0
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Reviewers	Stratos Stylianidis (AUTH)

Abstract:

This deliverable (deliverable D1.1) reports on the announcement of ROBO-KNOT's first Open Call for Applications and consolidates the supporting documents that govern the invitation, eligibility screening, evaluation, and matching of Research and Innovation (R&I) talent to cross-border secondments. It provides the eligibility framework for researchers and R&I support staff, the structured governance and multi-step selection procedure (including evaluation criteria and scoring rules), the operational workflow for secure application handling and record-keeping, and the timelines for Open Call 1 and Open Call 2.

Document revision history

Version	Date	Description of change	Contributor(s)
V 0.1	18-12-2025	1 st version of deliverable template shared with partners.	Ifigeneia Skalidi (AUTH), Ioannis Tavantzis (AUTH)
V.0.2	19-12-2025	Reviewed by	Stratos Stylianidis (AUTH)
V.1.0	31-12-2025	Reviewed and approved	Marton Belik (EITDH), Gergely Horváth (EITDH)

Nature of the deliverable

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Dissemination level

Public - fully open. e.g., website
Sensitive (SEN) - limited under the conditions of the Grant Agreement
EU classified – RESTREINT-UE/EU-RESTRICTED, CONFIDENTIEL-UE/EU-CONFIDENTIAL, SECRET-UE/EU-SECRET under Decision 2015/444

PU

*** Deliverable types:**

R: document, report (excluding periodic and final reports).

DEM: demonstrator, pilot, prototype, plan designs.

DEC: websites, patent filings, press and media actions, videos, etc.

OTHER: software, technical diagrams, etc.

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Abbreviations

AUTH	Aristotle University of Thessaloniki
DoA	Description of the Action
GA	Grant Agreement
JSI	Institut Jožef Stefan
MGA	Model Grant Agreement
PDP	Personal Development Plan
TALT	Tallinn University of Technology
TL	Task Leader
TSC	Talent Selection Committee
ULUS	Lusófona University

1. Executive Summary

Deliverable D1.1 is the public report on the announcement of the first ROBO-KNOT Open Call for Applications and its supporting documents. It sets out the eligibility criteria, the governance and selection procedure (including evaluation and scoring rules), and the operational workflow used to collect, store, assess, and archive applications in a consistent and traceable manner. The deliverable also records the timeline for the two planned open calls and includes the supporting documents that form part of the submission package.

2. Introduction

2.1. ROBO-KNOT project and WP1 Scope

The ROBOTics KNOWledge Transfer Lab (ROBO-KNOT) is a cross-sectoral, cross-border mobility action that strengthens knowledge transfer in Robotics through secondments between academic and non-academic organisations (Figure 1). Work Package 1 (WP1) establishes and implements the project's talent selection and matching process and provides the operational support for planning, coordinating, and monitoring secondments. WP1 defines the open call approach, eligibility and assessment criteria, governance and decision-making, and the end-to-end workflow, from application intake and evaluation to final selection and secondment preparation. WP1 ensures alignment between selected participants, hosting opportunities and project objectives, and guarantees that secondment arrangements are documented consistently and remain fully traceable, under a structured, transparent and inclusive procedure.



Figure 1 ROBO-KNOT's Consortium Partners

2.2. Purpose and scope of Deliverable 1.1

Deliverable 1.1 (D1.1) is a public report on the announcement of the first open call and its supporting documents. Accordingly, this deliverable provides a package containing the open call's text, eligibility criteria, selection governance, application templates, evaluation criteria and scoring rules, and procedures followed by the project's consortium for secure record-keeping for the selection of secondees.

3. Eligibility Framework

Open Call 1 invites eligible staff from the three sending organisations (AUTH, JSI and ULUS) to apply for secondments to the hosting organisations defined in the project. Applications are submitted to the official mailbox (applications@roboknot.eu) using the standard templates (attached in Annex 2 and Annex 3).

3.1. Eligible applicants

Researchers

Employed or enrolled at AUTH, JSI or ULUS, from all career stages (strongly encouraging R1 and R2 categories).

R&I support staff

Administrative, technical or managerial personnel employed at AUTH, JSI or ULUS who contribute directly to R&I activities.

All secondments are cross-border and inter-sectoral, except TALT's academic-to-academic case (as per the GA, secondments can take place between academic participants only in the specific case of other R&I talents, such as administrative, managerial, and technical staff supporting R&I activities).

3.2. Mobility conditions and duration

- All secondments are cross-border between independent legal entities.
- For researchers, secondments are inter-sectoral (academic to non-academic).
- For R&I support staff, inter-sectoral mobility is generally required; academic-to-academic secondments are permitted only for TALT.
- Researchers: 3–5 months (may be split into stays of at least 6 weeks).
- R&I support staff: 1–2 months (may be split into up to 4 stays).
- If a host is located in the same country as one of the sending organisations, staff from that sending organisation are not eligible for that host.

3.3. Common requirements

- Proof of English proficiency at CEFR level B2 (documented in the Europass CV).
- Prior written approval from the line manager/supervisor at the sending organisation.
- Activities must comply with ethical research conduct, data protection (GDPR), and gender equality policies adopted by the consortium.

- Personal Development Plan (PDP) agreed before the start of each stay; where applicable, a Return Plan after the secondment.
- After completing the secondment, **Researchers** are required to participate in the "SPIN: Explore" online course and the "Robotics Commercialisation Bootcamps", as part of the post-secondment training activities defined in the project. **R&I staff** secondees are required to participate in the "Innovation Leadership Bootcamp", as part of the post-secondment training activities defined in the project.
- Compliance with ethical research conduct, data protection (GDPR) and gender equality policies adopted by the consortium.

Table 1 Requirements for Researchers and R&I Support Staff for Secondments

Dimension	Researchers	R&I Support Staff
Who can apply?	Employed or enrolled at AUTH/JSI/ULUS (all career stages but R1/R2 encouraged).	Employed at AUTH/JSI/ULUS in roles supporting R&I activities (administrative, technical or managerial).
Mobility requirements	Cross-border and inter-sectoral (academic to non-academic).	Cross-border, inter-sectoral generally required (academic-to-academic permitted only for TALT).
Duration / split	3–5 months where split allowed in stays of at least 6 weeks.	1–2 months where split allowed (up to 4 stays).
Common requirements	English B2, CV (Europass preferred), supervisor approval, EHIC, PDP before start, travel insurance.	Same as researchers (English B2, CV, approval, EHIC, PDP, travel insurance).
Host-country restriction	Not eligible for hosts located in the same country as the applicant's sending organisation.	Same restriction.

3.4. Thematic domains

For **researchers**, the thematic domains of their research and background must be in robotics domain or closely related fields such as:

- Mechanical Engineering (Robotic Design and Prototyping, Kinematics and Dynamics)
- Electrical and Electronics Engineering (Sensors and Actuators, Power Systems)
- Computer Science, Software Engineering (AI/ML, Embedded Robotic Control Systems, Computer Vision)
- Mathematics and Theoretical Foundations (Robotic Motion Planning, Optimization, Control Theory)

- Human-Robot Interaction (User Interface Design, Ergonomics, Ethics and Social Implications)
- Autonomous Systems (Autonomous Systems, Multi-Robot Systems, Robotic Simulation and Testing)
- Robotics Applications and Integration (Industrial Robotics, Agriculture Robotics, Mobile Robotics)
- Cybersecurity (Secure Robotic Systems, Privacy)
- Robotics Applications and Integration (Industrial Robotics, Agriculture Robotics, Mobile Robotics).
- Cybersecurity (Secure Robotic Systems, Privacy).
- Robotics Education and Outreach (Curriculum Development, Public Engagement)

For **R&I support staff**, their roles must support research & innovation, such as:

- Knowledge Valorisation and Technology Transfer
- Entrepreneurship and Business Creation (venture building, incubators, accelerators)
- Business Development and Innovation Management
- Academia-Industry Liaison and Collaborative Research Facilitation
- Research Policy, Intellectual Property, and Legal Affairs
- Project Management and Funding Acquisition

4. Structured Process Governance

ROBO-KNOT applies an integrated, consortium-wide governance model for talent selection. It ensures merit-based selection, transparency, auditability, impartial evaluation and proactive gender equality and inclusion.

4.1. Governance bodies and roles

Sending organisations (AUTH, JSI, ULUS): call dissemination (internal towards each university), eligibility checks, and applicant support.

Talent Selection Committee (TSC): consortium-wide evaluation and consensus scoring. Representatives do not evaluate applicants from their own organisation.

Hosting organisations: participation in interviews and matchmaking, confirmation of secondment capacity and supervision arrangements.

4.2. Five-step selection procedure

The selection of researchers and R&I support staff for ROBO-KNOT secondments follows a structured, transparent, and gender-balanced procedure that is common to all partners. The process ensures equal opportunity, fairness, and full traceability of decisions through a documented and auditable workflow.

The procedure consists of five consecutive steps defined in the Grant Agreement (GA).

Step 1: Eligibility check

Following closure of the open call, each sending organisation verifies compliance with eligibility criteria and confirms admissibility. Non-admissible applicants are informed of the reasons for exclusion.

Step 2: TSC evaluation

Eligible applications are then evaluated by the TSC using common criteria and a 1–5 scoring scale. Representatives from sending institutions do not evaluate applications from their own organisation to maintain impartiality. Given the consortium's composition of 12 entities, each evaluation will exclude one entity to ensure an odd number of evaluators, facilitating consensus-reaching.

The evaluation of all eligible applications is performed using the common scoring criteria and the standardised evaluation form provided in Annex 4 (Evaluation Scoring Sheet for Reviewers). Scores will be summed to derive a final score for each application. Applications with 1 or more criteria below a score of 3 will be rejected. Applications with a collective score of 15+ will be ranked for further consideration.

Step 3: Shortlisting & interviews

The top-ranked candidates, based on their overall scores, are shortlisted. Due to the limitation of 24 available slots, this shortlist includes more than 24 candidates. Shortlisted candidates are invited to participate in 1:1 interview with the hosting organisations. This step enables both parties to assess compatibility and discuss specific expectations and mutual benefits. In alignment with the project's gender equality objectives, the selection process actively aims for at least 30% female representation among the combined set of selected candidates across both open calls. This consideration is integrated into the shortlisting process, ensuring that female candidates meeting the evaluation criteria are given due consideration to achieve this target.

Step 4: Final allocation & matchmaking

Based on ranking, interviews, and available hosting capacities, the consortium finalises secondment allocations. Candidates are matched with their preferred hosting organisations whenever possible. The overall selection outcome across Open Call 1 and Open Call 2 combined ensures that women represent at least 30% of all selected candidates, in accordance with the gender-equality target defined in the Grant Agreement.

Step 5: Reserve list

A reserve list is maintained to fill slots and ensure continuity if selected candidates withdraw or placements change.

4.3. Evaluation criteria and scoring rules

Evaluation Criteria: The Committee will base their decisions on the following criteria:

A	Quality of the motivation expressed and learning objectives they envision for the secondment.
B	Ranking of hosting organisations according to the applicant's preference and motivation behind their choice.
C	Alignment of the candidate's motivation with the hosting institutions' mission and activities.
D	Expected impact of the secondment on the candidate's employability.
E	Proposed knowledge-sharing activities upon return to the sending organisation.

Scoring System: Each criterion will be rated from 1 to 5, as follows:

1	Extremely Poor	The information provided is considered irrelevant or inadequate.
2	Below Average	The information provided lacks relevant quality and contains significant weaknesses.

3	Average	The information provided lacks relevant quality and contains significant weaknesses.
4	Good	The information provided is adequate with sufficiently outlined details.
5	Excellent	The information provided is outstanding in its details, clarity, and coherence.

Applications with one or more criteria scored below 3 are rejected.

Applications with a total score of 15 or above are ranked for further consideration.

4.4. Gender equality and bias mitigation

Selection aims for at least 30% female representation among the total number of candidates selected across both open calls (combined). Gender equality is embedded through inclusive communication, usage of inclusive language, proactive outreach, gender-balanced panels where feasible, and monitoring via consortium KPIs. The procedure of selection applies objective scoring to mitigate bias while maintaining eligibility and quality thresholds.

5. Operational Workflow for Application Management

5.1. Application forms for secondments

The application forms capture the applicant's personal details, current institutional affiliation, and supervisor endorsement, together with information on professional background, relevant skills, and research or innovation experience. Applicants are asked to identify their preferred job postings (Annex 5) in order of preference, proposed duration and timing of the secondment, and to outline their learning objectives and expected benefits for both sending and hosting institutions.

The researcher form (Annex 2) focuses on scientific qualifications, technical expertise, and research interests, while the R&I support staff form (Annex 3) on managerial, administrative, and innovation-support competences. Both templates ensure that all required information is collected in a consistent format to facilitate fair and transparent evaluation across the consortium.

5.2. Submission channel and required documents

Applications are submitted by email to: applications@roboknot.eu, using the standard templates for Researchers and R&I Support Staff, accompanied by the CV (Europass preferred), proof of English proficiency, motivation letter, written approval or endorsement letter for participation from line manager/supervisor, and any relevant certificates.

Submission format: single PDF file (application form + attachments), maximum size of 10 MB.

Email subject format: "ROBO-KNOT Application – [Applicant Name] – [Researcher / R&I Staff]".

5.3. Receipt, logging and storage

A dedicated project email account (applications@roboknot.eu) has been created for collecting applications, to guarantee a single, centralised workflow for all applicants and sending organisations, avoiding duplication or loss of information and ensuring compliance with GDPR management standards.

Upon submission, applicants receive an acknowledgment confirming successful delivery. Submissions are registered (timestamp, applicant name and identifier). Files are checked for completeness and readability by the sending organisation, ensuring

that all required signatures and attachments are included before confirmation of acceptance.

Application storing

After completeness checks by the sending organisation, applications are stored in an access-controlled project workspace ([Microsoft 365 SharePoint](#), Figure 2) with dedicated folders per call and per processing stage (applications, eligibility outcomes, scoring sheets, interview notes, final allocations). Each file is renamed according to a common convention that ensures unambiguous identification:

LastName_Firstname_[Researcher/R&IStaff]_Institution_Country_Call#.pdf

(for example: Novak_Tomaz_Researcher_JSI_SI_Call1.pdf).

Access rights are managed directly in SharePoint. Full editing access is granted to project partners responsible for collection and coordination of applications. Temporary read-only access may be provided to members of the TSC during the evaluation period. No files are exchanged via private email or external file-sharing services.

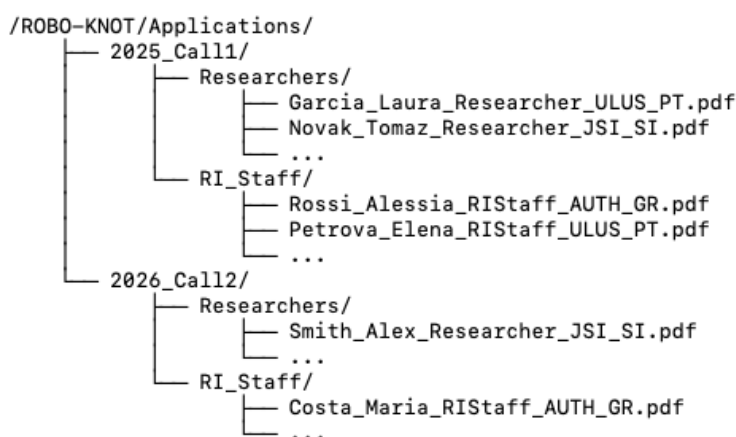


Figure 2 Example of SharePoint's workspace architecture

Evaluation scores storing

All completed evaluation scoring sheets are collected and stored in the project's SharePoint workspace within a dedicated, access-controlled directory created for each call. The structure mirrors that used for applications and evaluation results, ensuring full consistency, traceability, and secure archiving across all selection rounds.

Each reviewer uploads their completed scoring sheet to the corresponding subfolder according to the call, applicant category, and applicant identifier. The repository

automatically records the upload author, timestamp, and version number, ensuring complete traceability of all actions.

Once individual evaluations are completed and consensus scores have been determined by the TSC, the final Consensus Evaluation Forms are uploaded to the corresponding folder in the SharePoint workspace

/ROBO-KNOT/Applications/[Call]/Consensus_Scores/.

while each file follows the naming convention:

Lastname_Firstname_[Researcher|RIStaff]_Consensus.pdf.

These files serve as the official record of the final agreed evaluation outcomes for each applicant.

Afterwards, all individual scoring sheets are archived and locked to prevent modification, while consolidated evaluation summaries are stored in the Final_Allocations folder (Figure 3). Access to these directories is restricted to authorised members of the TSC and project staff responsible for quality assurance. Version control and audit logging are automatically enabled to record all uploads and edits.

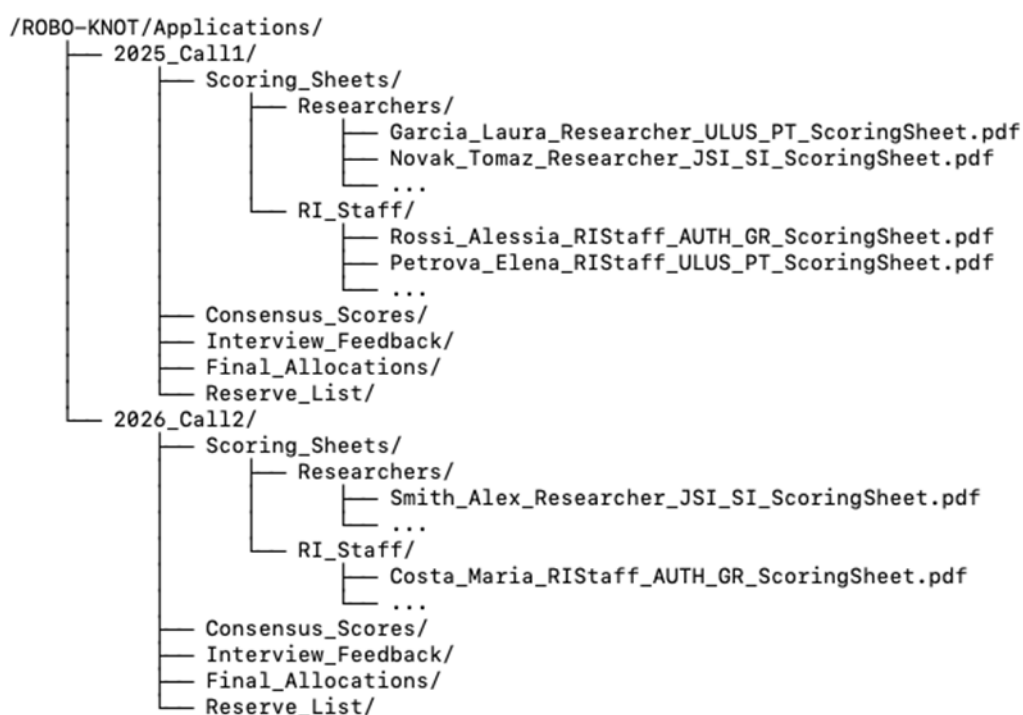


Figure 3 Folder Structure

5.4. Data protection, confidentiality and record-keeping

The SharePoint repository is hosted under Microsoft 365 Enterprise on EU-based servers, with version control and audit logging enabled. All actions such as uploads, downloads, and deletions are automatically recorded in the audit trail. Access permissions are reviewed quarterly to maintain GDPR compliance. Weekly backups of the repository are generated and stored on the secure server. All personal data are handled in line with the ROBO-KNOT Data Management Plan and in accordance with Regulation (EU) 2016/679 (GDPR).

At the end of each call, a consolidated submission list is exported from the register. Each university partner verifies its applicants' eligibility. Eligible applications are then grouped by category (Researchers / R&I Staff) and shared with the TSC for evaluation. After the completion of the evaluation process, final scoring sheets and allocation decisions are stored in a separate folder within the same SharePoint workspace. The full set of applications, including scoring forms and evaluation reports, remains archived for five years after the end of the project to satisfy European Commission audit and record-keeping obligations.

6. Open Call Timelines

The selection and secondment process will be conducted through two open calls which ROBO-KNOT foresees during the action, ensuring equal opportunity and balanced participation throughout the project duration. Each call follows the same transparent and structured procedure, from publication to final selection, with the corresponding dates to be confirmed in the official announcements. The dates below are the indicative planning baseline used for consistent implementation across sending organisations. Any updates are reflected in the published call text and communicated to applicants through official channels.

Completed applications must be submitted electronically by email no later than January 31, 2026. Late or incomplete submissions will not be considered. Confirmation of receipt will be sent to each applicant upon successful submission.

The review period for the first call will take place between February 1, 2026, and March 1, 2026. During this time, all submitted applications will undergo eligibility verification, evaluation by the TSC, and shortlisting of top-ranked candidates. Interviews with shortlisted applicants will also be conducted within this timeframe, and final consensus scores will be recorded in the project's SharePoint workspace.

The list of selected and reserve candidates from the first call will be approved and published on March 5, 2026. All applicants (selected, reserve, and not selected) will be notified by email, and the official results will be uploaded to the project SharePoint directory under /ROBO-KNOT/Applications/2025_Call1/Final_Allocations/.

In March 2026, each selected candidate will co-develop a Personal Development Plan (PDP) with their functional manager. It will include refined learning objectives, workplan & milestones, expected outputs, supervision & mentoring, training activities, timeline, ethics/IP & data protection notes, risk management. The final PDP will be uploaded by 31 March 2026 for partners to manage. Minor adjustments may be recorded in the PDP log and material changes can happen in coordination with each secondee's functional manager as their secondment unfolds.

6.1. Open Call 1 (ongoing)

Phase	Date	Responsible party
Call publication and internal dissemination	19 December 2025	Sending organisations
Application deadline	31 January 2026 – 23:59 CET	Applicants

Eligibility checks and evaluation	1 February – 1 March 2026	Sending organisations & TSC
Interviews and host matching	1 February – 1 March 2026	Hosts & TSC
Results communicated / published	5 March 2026	TSC / Coordination
PDP finalisation	By 31 March 2026	Selected candidates, sending & hosting organisations
Secondments may start from	1 April 2026	Selected candidates & hosts
Latest possible start of secondment	31 July 2026	Selected candidates & hosts

6.2. Open Call 2 (planned)

Phase	Indicative date	Responsible party
Call publication and internal dissemination	1 December 2026	Sending organisations
Application deadline	1 February 2027 – 23:59 CET	Applicants
Eligibility checks and evaluation	2 February – 1 March 2027	Sending organisations & TSC
Interviews and host matching	2 – 20 March 2027	Hosts & TSC
Results communicated / published	1 April 2027	TSC / Coordination
PDP finalisation	1 – 30 April 2027	Selected candidates, sending & hosting organisations
Secondments may start from	1 May 2027	Selected candidates & hosts
Latest possible start of secondment	1 September 2027	Selected candidates & hosts

7. Financial Implementation

7.1. Secondment-related eligible cost categories

Secondment implementation in ROBO-KNOT (Call: HORIZON-WIDERA-2024-TALENTS-03) is budgeted and reported under the Horizon Europe Model Grant Agreement (MGA) budget categories foreseen in the GA for this action, in particular: **A (Personnel costs), C.1 (Travel and subsistence) and, where applicable, C.3 (Other goods, works and services), plus E (Indirect costs).**

A. Personnel costs (Category A)

Personnel costs may be declared in the personnel sub-categories available in the GA (e.g., A.1 employees or equivalent; A.2 natural persons under direct contract; A.3 seconded persons, where applicable). The applicable form of funding depends on the category (actual costs vs unit cost approaches allowed by the MGA/Data Sheet).

Personnel costs must be supported by adequate records, including (unless an equivalent reliable time-record system is in place) monthly time declarations signed by the person and supervisor.

C.1 Travel and subsistence (Category C.1)

For this action, travel, accommodation and subsistence are declared as actual costs (as specified in the GA Data Sheet for the project).

C.3 Other goods, works and services (Category C.3)

Costs that support secondment implementation (e.g., secondment-related activities and similar items foreseen in the DoA budget justifications) may be declared under C.3 when they meet Article 6 eligibility conditions and are recorded/justified accordingly.

General eligibility / evidence rule

Eligible costs and contributions must be substantiated and supported by records and supporting documentation that can be produced upon request and in the context of checks/audits.

E. Indirect costs (Category E)

Indirect costs are reimbursed as a 25% flat rate of eligible direct costs (categories A–D), excluding (among others) subcontracting and financial support to third parties (and any exempted specific cost categories, if any).

7.2. Internal traceability

To support auditability/traceability, the consortium maintains an internal register (e.g., SharePoint Financial Register) that mirrors the budget categories and stores evidence and cross-references to declared costs (invoices/receipts, travel proofs, time records, etc.). This is an internal control measure supporting the GA record-keeping and substantiation obligations.

8. Communication, dissemination and visibility for the open call

The open call is disseminated within the sending academic institutions (AUTH, JSI and ULUS) through appropriate channels and specifically institutional emails, consortium channels and the [project's website](#) (Figure 4, 5, 6, 7, and 8) and supported by online information sessions. All communication materials and published call documents include the EU emblem, the required funding statement and disclaimer, in line with the Grant Agreement communication and visibility obligations.

Communication for the open call is designed to be inclusive and accessible, including the use of non-discriminatory language and, where relevant, imagery that avoids stereotypes, in line with the project's gender equality, diversity and inclusion commitments. Applicant support (information sessions) will be delivered fully online, ensuring continuity in case of disruptions.

Finally, open call communication activities are aligned with the project's broader dissemination and communication approach led under WP3, which relies on a maintained online presence and social media amplification and will be further detailed in the project D&E&C Plan (D3.1).



Figure 4 ROBO-KNOT's Website Homepage (screenshot from <https://www.roboknot.eu/>)

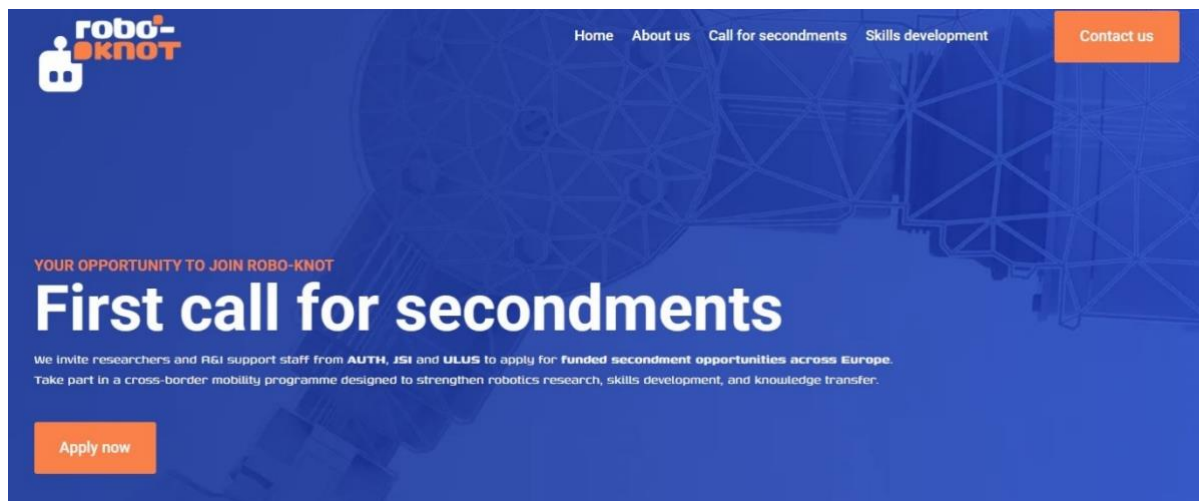


Figure 5 ROBO-KNOT's Webpage for the 1st Open Call (screenshot from <https://www.roboknot.eu/1st-open-call/>)



About the call

ROBO-KNOT (ROBOTics KNOWledge Transfer Lab) launches its first open call for funded international secondments. The call is open to researchers and R&I staff from

- Aristotle University of Thessaloniki (AUTH),
- Jozef Stefan Institute (JSI) and
- Lusófona University (ULUS),

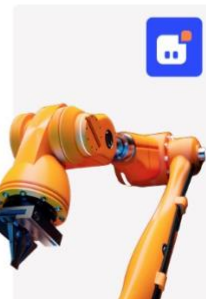
offering cross-border mobility to leading robotics companies, technology centres and innovation parks in Europe.

Secondments are designed to build skills, strengthen inter-sectoral cooperation and support innovation ecosystems in the Horizon Europe widening countries.

Who can apply?

Researchers

- Employed or enrolled at Aristotle University of Thessaloniki (AUTH), Jozef Stefan Institute (JSI) or Lusófona University (ULUS).
- All career stages (R1- R4) are eligible, with a focus on R1 (doctoral candidates) and R2 (recognised researchers).
- Background in robotics or closely related fields:
 - Mechanical Engineering (Robotic Design and Prototyping, Kinematics and Dynamics).
 - Electrical and Electronics Engineering (Sensors and Actuators, Power Systems).
 - Computer Science, Software Engineering (AI/ML, Embedded Robotic Control Systems, Computer Vision).
 - Mathematics and Theoretical Foundations (Robotic Motion Planning, Optimization, Control Theory).
 - Human-Robot Interaction (User Interface Design, Ergonomics, Ethics and Social Implications).
 - Autonomous Systems (Autonomous Systems, Multi-Robot Systems, Robotic Simulation and Testing).
 - Robotics Applications and Integration (Industrial Robotics, Agriculture Robotics, Mobile Robotics).
 - Cybersecurity (Secure Robotic Systems, Privacy).



Research & Innovation Staff



Figure 6 Information on the 1st Open Call (screenshot from <https://www.roboknot.eu/1st-open-call/>)

Available positions

Each circle represents a university whose researchers/employees are eligible to apply for this job posting.

Positions for researchers

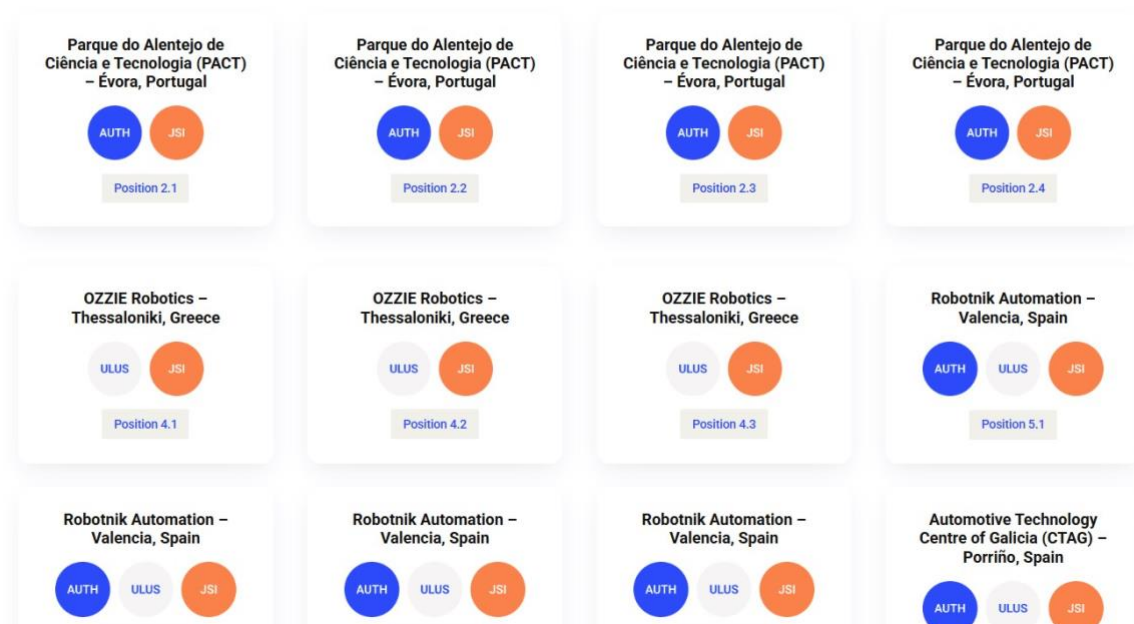


Figure 7 1st Open Call's Available Positions (screenshot from <https://www.roboknot.eu/1st-open-call/>)

How to apply

- ### 1 Choose a position

Review the job postings above and decide which host(s) and position(s) best fit your profile and interests.
- ### 2 Prepare your documents

 - Complete the right application form:
 - **Researchers**
 - **R&I Support Staff**
 - CV (preferably Europass), max 3 pages.
 - Proof of English proficiency (level B2 and above)
 - Motivation letter (max 500 words).
 - Written approval / Endorsement letter for participation from line manager / supervisor.
 - Any relevant certificates.
- ### 3 Send your application by email

 - To: applications@roboknot.eu
 - Subject line: **ROBO-KNOT Application - [Applicant Name] - [Researcher / R&I Staff]**
 - Attach the Application Form + required annexes (CV, motivation letter, etc.). These must be in the form of a single .pdf file of size ≤ 10 MB with merged Application Form and all the required documents from step 2
 - **Deadline:** 31 January 2026 (23:59 CET).

While expecting follow-up information from us, please also check your **spam or junk folder**, in case our email was filtered there.

For any questions regarding eligibility, the application process or the open positions, please contact info@roboknot.eu.

Figure 8 How to Apply Guide on 1st Open Call (screenshot from <https://www.roboknot.eu/1st-open-call/>)

9. Ethics, Inclusion and GDPR Compliance

ROBO-KNOT applies a transparent and inclusive selection procedure with objective scoring and bias mitigation safeguards. Applicants' personal data and evaluation records are handled under access control and retained to ensure traceability of selection decisions, in line with applicable data protection and confidentiality requirements, while following the project's D4.1 Project Management Plan and D4.3 Data Management Plan.

All secondees must be able to procure European Health Insurance and travel coverage for the entire mobility period.

Finally, all participants sign GDPR and a tripartite agreement between the sending organisation, the hosting organisation and themselves before departure.

Annexes

Annex 1

ROBO-KNOT's Open Call text.

First call for secondments

We invite researchers and R&I support staff from AUTH, JSI and ULUS to apply for funded secondment opportunities across Europe. Take part in a cross-border mobility programme designed to strengthen robotics research, skills development, and knowledge transfer.

About the call

ROBO-KNOT (ROBOtics KNOWledge Transfer Lab) launches its first open call for funded international secondments. The call is open to researchers and R&I staff from

- Aristotle University of Thessaloniki (AUTH),
- Jožef Stefan Institute (JSI) and
- Lusófona University (ULUS),

offering cross-border mobility to leading robotics companies, technology centres and innovation parks in Europe.

Secondments are designed to build skills, strengthen inter-sectoral cooperation and support innovation ecosystems in the Horizon Europe widening countries.

Who can apply?

Researchers

- Employed or enrolled **Aristotle University of Thessaloniki ([AUTH](#)), Jožef Stefan Institute ([JSI](#)) or Lusófona University ([ULUS](#))**
- **All career stages** (R1–R4) are eligible, with a **focus on R1** (doctoral candidates) and **R2** (recognised researchers)
- Background in **robotics or closely related fields**:
 - Mechanical Engineering (Robotic Design and Prototyping, Kinematics and Dynamics)
 - Electrical and Electronics Engineering (Sensors and Actuators, Power Systems)
 - Computer Science, Software Engineering (AI/ML, Embedded Robotic Control Systems, Computer Vision)
 - Mathematics and Theoretical Foundations (Robotic Motion Planning, Optimization, Control Theory)

- Human-Robot Interaction (User Interface Design, Ergonomics, Ethics and Social Implications)
- Autonomous Systems (Autonomous Systems, Multi-Robot Systems, Robotic Simulation and Testing)
- Robotics Applications and Integration (Industrial Robotics, Agriculture Robotics, Mobile Robotics)
- Cybersecurity (Secure Robotic Systems, Privacy)

R&I Staff

- **Administrative, technical or managerial staff** employed at **AUTH, JSI** or **ULUS**
- Roles that support **research & innovation**, such as:
 - Knowledge valorisation & tech transfer
 - Entrepreneurship / incubators / accelerators
 - Business development & innovation management
 - Academia–industry liaison & collaboration research facilitation
 - Research policy, IP and legal affairs
 - Project management & funding acquisition

Common requirements

- **English level \geq B2 (CEFR)** in the CV
- **Written approval** for participation from line manager / supervisor
- Ability to undertake a **cross-border secondment** between **independent** organisations (travel, stay abroad, procure [European Health Insurance Card](#))
- Willingness to prepare a **Personal Career Development Plan** (and, where relevant, a **Return Plan**)

We encourage you to apply even if you don't meet every single requirement. ROBO-KNOT values transferable skills and a passion for the role.

What we offer

Funded international secondments

- **Researchers: 3–5 months**, splittable into stays of **≥ 6 weeks** at the same host
- **R&I support staff: 1–2 months**, splittable into **up to 4 stays**

What costs are covered

- ROBO-KNOT provides up to 1.500 euros per secondment month for travel and subsistence costs for secondees from the project budget plus a monthly allowance. The exact scheme (per-diem, monthly allowance, reimbursement rules, advances, etc.) follows each institution's internal procedures and will be communicated in writing to selected candidates before they confirm their secondment.
- Secondees must be able to obtain a [European Health Insurance Card](#) and travel insurance

Available positions

Each circle represents a university whose researchers/employees are eligible to apply for this job posting.

Positions for researchers

Parque do Alentejo de Ciência e Tecnologia (PACT) – Évora, Portugal



[Position 2.1](#)

Parque do Alentejo de Ciência e Tecnologia (PACT) – Évora, Portugal



[Position 2.2](#)

Parque do Alentejo de Ciência e Tecnologia (PACT) – Évora, Portugal



[Position 2.3](#)

Parque do Alentejo de Ciência e Tecnologia (PACT) – Évora, Portugal



[Position 2.4](#)

OZZIE Robotics – Thessaloniki, Greece



[Position 4.1](#)

OZZIE Robotics – Thessaloniki, Greece



[Position 4.2](#)

OZZIE Robotics – Thessaloniki, Greece



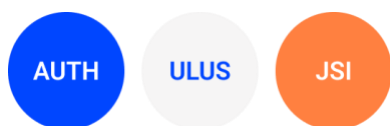
[Position 4.3](#)

Robotnik Automation – Valencia, Spain



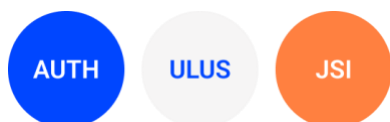
[Position 5.1](#)

Robotnik Automation – Valencia, Spain



[Position 5.2](#)

Robotnik Automation – Valencia, Spain



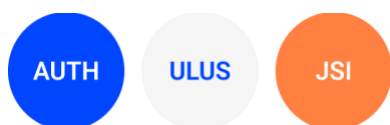
[Position 5.3](#)

Robotnik Automation – Valencia, Spain



[Position 5.4](#)

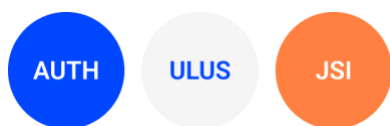
Automotive Technology Centre of Galicia (CTAG) – Porriño, Spain



[Position 6.1](#)

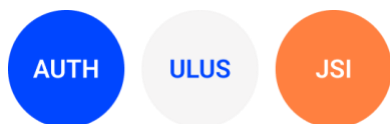
Positions for research & innovation support staff

Tallinn University of Technology (TalTech) AIRE – Tallinn, Estonia



[Position 1.1](#)

Tallinn University of Technology (TalTech) – Tallinn, Estonia



[Position 1.2](#)

Parque do Alentejo de Ciência e Tecnologia (PACT) – Évora, Portugal



[Position 2.5](#)

Parque do Alentejo de Ciência e Tecnologia (PACT) – Évora, Portugal



[Position 2.6](#)

Tartu Science Park (TSP) – Tartu, Estonia



[Position 3.3](#)

Tartu Science Park (TSP) – Tartu, Estonia



[Position 3.4](#)

How to apply

1. Choose a position

Review the job postings above and decide which host(s) and position(s) best fit your profile and interests.

2. Prepare your documents

- Complete the right application form:
[Researchers](#)
[R&I Support Staff](#)
- **CV** (preferably Europass, max 3 pages)
- Proof of English proficiency (level B2 and above)
- **Motivation letter** (max 500 words)
- **Written approval / Endorsement letter** for participation from line manager / supervisor
- Any relevant certificates

3. Send your application by email

- **To:** applications@roboknot.eu
- **Subject line:** ROBO-KNOT Application – [Applicant Name] – [Researcher / R&I Staff]
- Attach the **Application Form + required annexes** (CV, motivation letter, etc.). These must be in the form of a single .pdf file of size ≤ 10 MB with merged **Application Form** and **all the required documents from step 2**
- **Deadline:** 31 January 2026 (23:59 CET).

While expecting follow-up information from us, please also check your **spam** or **junk folder**, in case our email was filtered there.

For any **questions** regarding eligibility, the application process or the open positions, please **contact: info@roboknot.eu**.

Timeline

Call publication: 19th December 2025

Info session: 15th January 2026

Application deadline: 31st January 2026 (23:59 CET)

Eligibility check & evaluation (including interviews): 1 February – 1 March 2026

Results publication: 5 March 2026

Personal Development Plan finalisation: by 31 March 2026

Secondments start: from April 2026 onwards (exact start dates agreed individually between secondees, sending institution and host)

Info session

An online info session will take place on **Thursday, 15 January 2026 at 13:00 CET (i.e. 12:00 in Portugal, 13:00 in Slovenia, 14:00 in Greece)** where future applicants can learn more about the secondments and ask questions. The info session's agenda includes:

1. A brief presentation of the project
2. The open call requirements
3. A slot for applicants to ask their questions

You can register for the info session [here](#).

Selection process

Applications undergo an eligibility check by the three sending institutions and a merit-based evaluation by a joint **Talent Selection Committee** (one representative per partner, who does **not** evaluate candidates from their own institution).

The Committee uses **five criteria (quality of the motivation expressed and learning objectives they envision for the secondment, ranking of hosting organisations according to the applicant's preference and motivation behind their choice, alignment of the candidate's motivation with the hosting institutions' mission and activities, expected impact of the secondment on the candidate's employability, proposed knowledge-sharing activities upon return to the sending organisation)**.

Each application is scored 1–5 per criterion, and only applications with a total score of at least 15 are shortlisted.

Shortlisted candidates may be invited to interviews with potential hosts before final allocation. ROBO-KNOT applies **gender equality and diversity** principles throughout, aiming at **balanced participation**, especially of women in robotics.

Funded by the European Union. Views and opinions expressed are, however, those of the author(s) only and do not necessarily reflect those of the European Union or the European Research Executive Agency. Neither the European Union nor European Research Executive Agency can be held responsible for them.

ROBO-KNOT
ROBOtics KNOWledge Transfer Lab (101216484)



Annex 2

Application form template for Researchers



Application Form for Secondments of Researchers

Personal Data:

Full name: (As in passport or national ID)			
Date of Birth: (DD/MM/YYYY)			
Gender*: <small>*used only for gender-balance monitoring, not for selection scoring</small>	<input type="checkbox"/> Female <input type="checkbox"/> Male <input type="checkbox"/> Prefer not to say		
Nationality:			
Contact e-mail:		Phone number:	
Current employment institution: (Full legal name of sending organisation)			
Department / Unit:			
Supervisor: (Full Name, Email)			
Employment start date at current institution: (DD/MM/YYYY)			
Employment status: (Full-time / Part-time / Other):			

Career Stage and Category:

Career stage: (RI/R2, Europass classification)	
Educational background / Degree title:	
Main field of expertise: (choose one or more)	
<input type="checkbox"/>	Mechanical Engineering (Robotic Design and Prototyping, Kinematics and Dynamics)
<input type="checkbox"/>	Electrical and Electronics Engineering (Sensors and Actuators, Power Systems)
<input type="checkbox"/>	Computer Science, Software Engineering (AI/ML, Embedded Robotic Control Systems, Computer Vision)
<input type="checkbox"/>	Mathematics and Theoretical Foundations (Robotic Motion Planning, Optimization, Control Theory)
<input type="checkbox"/>	Human-Robot Interaction (User Interface Design, Ergonomics, Ethics and Social Implications)
<input type="checkbox"/>	Autonomous Systems (Autonomous Systems, Multi-Robot Systems, Robotic Simulation and Testing)
<input type="checkbox"/>	Robotics Applications and Integration (Industrial Robotics, Agriculture Robotics, Mobile Robotics)

<input type="checkbox"/>	Cybersecurity (Secure Robotic Systems, Privacy)
<input type="checkbox"/>	Robotics Education and Outreach (Curriculum Development, Public Engagement)

Secondment Preferences:

Preferred job posting: (write numbers of job postings in order of preference)	
Proposed secondment duration: (months within eligible range: 3–5)	
Proposed secondment starting date: (DD/MM/YYYY)	

Signatures:

Date and Signature of Applicant	Date and Signature of Supervisor/Authorised Representative

Required Attachments:

- Curriculum Vitae (CV) (preferred Europass, max 3 pages)
- Motivation letter (500 words)
- English Proficiency (level B2 and above)
- Endorsement letter from supervisor or institutional head
- Copies of relevant certificates or proof of employment

Submission Instructions:

Format: As a single PDF ≤ 10 MB with **merged Application Form** and the **Required Attachments**

Subject line: ROBO-KNOT Application – [Applicant Name] – [Researcher]

Send to: applications@roboknot.eu

Annex 3

Application form template for R&I Support Staff



Application Form for Secondments of R&I Staff

Personal Data:

Full name: (As in passport or national ID)			
Date of Birth: (DD/MM/YYYY)			
Gender*: <small>*used only for gender-balance monitoring, not for selection scoring</small>	<input type="checkbox"/> Female <input type="checkbox"/> Male <input type="checkbox"/> Prefer not to say		
Nationality:			
Contact e-mail:			Phone number:
Current employment institution: (Full legal name of sending organisation)			
Department / Unit:			
Supervisor: (Full Name, Email)			
Employment start date at current institution: (DD/MM/YYYY)			
Employment status: (Full-time / Part-time / Other):			

Career Stage and Category:

Position at the sending institution:			
Educational background / Degree title:			
Main field of expertise: (choose one or more)			
<input type="checkbox"/>	Knowledge Valorisation and Technology Transfer		
<input type="checkbox"/>	Entrepreneurship and Business Creation (venture building, incubators, accelerators)		
<input type="checkbox"/>	Business Development and Innovation Management		
<input type="checkbox"/>	Academia-Industry Liaison and Collaborative Research Facilitation		
<input type="checkbox"/>	Research Policy, Intellectual Property, and Legal Affairs		

<input type="checkbox"/>	Project Management and Funding Acquisition
<input type="checkbox"/>	Technical staff

Secondment Preferences:

Preferred job posting: (up to 3 choices in order of preference)	
Proposed secondment duration: (months within eligible range: 1–2)	
Proposed secondment starting date: (DD/MM/YYYY)	

Signatures:

Date and Signature of Applicant	Date and Signature of Supervisor/Authorised Representative

Required Attachments:

- Curriculum Vitae (CV) (preferred Europass, max 3 pages)
- Motivation letter (500 words)
- English Proficiency (level B2 and above)
- Endorsement letter from supervisor or institutional head
- Copies of relevant certificates or proof of employment

Submission Instructions:

Format: As a single PDF ≤ 10 MB with **merged Application Form** and the **Required Attachments**

Subject line: ROBO-KNOT Application – [Applicant Name] – [R&I Staff]

Send to: applications@roboknot.eu

Annex 4

Evaluation Scoring Sheet for Reviewers

Applicant name:

Sending organization:

Preferred numbers of job postings:

Evaluator name:

Date:

Instructions for Evaluators

Each eligible application must be evaluated against the five listed criteria. For each criterion, assign a score:

1	Extremely Poor	The information provided is considered irrelevant or inadequate.
2	Below Average	The information provided lacks relevant quality and contains significant weaknesses.
3	Average	The information provided lacks relevant quality and contains significant weaknesses.
4	Good	The information provided is adequate with sufficiently outlined details.
5	Excellent	The information provided is outstanding in its details, clarity, and coherence.

A brief justification of the score (2 - 3 sentences) must be written to support the consensus discussion and audit record. Applications scoring below 3 in any criterion are not shortlisted. Only applications with a total score ≥ 15 proceed.

Criterion A. Quality of the motivation expressed and learning objectives they envision for the secondment.

Score:

Justification of score:

Criterion B. Ranking of hosting organisations according to the applicant's preference and motivation behind their choice.

Score:

Justification of score:

Criterion C. Alignment of the candidate's motivation with the hosting institutions' mission and activities.

Score:

Justification of score:

Criterion D. Expected impact of the secondment on the candidate's employability.

Score:

Justification of score:

Criterion E. Proposed knowledge-sharing activities upon return to the sending organisation.

Score:

Justification of score:

Overall comments:

Total Score:

Justification of total score:

Annex 5

Published Job Postings for ROBO-KNOT's 1st Open Call



1.1 Job Posting for R&I Support Staff at [AIRE](#)

Universities from which the applicant can participate:

AUTH, JSI, ULUS

R&I Support Staff definition:

Administrative/managerial/technical profiles supporting R&I: focus on innovation services, tech transfer, project ops, dissemination, ecosystem engagement.

Typical activities: organising workflows, events/training, stakeholder engagement, knowledge valorisation.

Environment:

AIRE offers a dynamic, innovation-driven environment that bridges academia, industry, and government, making it ideal for developing skills in business development, innovation management, and collaborative R&I facilitation. With over 250 SME partners and deep involvement in EU-wide consortia, AIRE provides secondees with access to cutting-edge AI/robotics applications, cross-border networks, and high-impact project ecosystems.

Role & Activities

Familiarize with Host Structure & Contacts.

Set Learning Goals & Deliverables.

Ensure access to required digital platforms, workspaces, and documentation

Expected learning outcomes for the secondee:

- Understand and apply methods for identifying exploitable research results, gain practical skills in designing valorisation pathways, learn to perform technology readiness and commercial readiness assessments.
- Acquire a practical understanding of venture creation processes, from ideation to scale-up, be able to translate technical research into value propositions for different market segments.
- Understand frameworks for structuring and managing academia–industry collaborations, acquire skills in matchmaking between researchers and industrial stakeholders, learn how to map funding landscapes and strategically align organisational strengths to funding mechanisms.

Duration & Flexibility

1,5 months

Split into **up to 4 shorter stays** (short modular visits within the 1 to 2-month total), subject to agreement.

***Project window:** All secondments occur within the project lifetime. First round of secondments is set between March 2026 (planning month) / April 2026 until August 2026.*

Learning & Integration Activities

Provide **hands-on project work** aligned to host activities.

Enable **job shadowing** to observe workflows & best practices.

Include in **team meetings/stand-ups** and assign **independent tasks with clear goals**.

Offer **cross-functional collaboration** and **networking** (e.g., industry days, informal team lunches).

Facilitate **knowledge-sharing** (internal talk/demo or public presentation where appropriate).

Where possible, enable **training/events** within your ecosystem (e.g., park/tech-centre activities).

Practical Arrangements

Work setting: Office

Access requirements (NDA, security clearance, visitor rules): None

Working language(s): English

Any travel constraints (e.g., shift work, site access windows): None



1.2 Job Posting for R&I Support Staff at [TalTech](#)

Universities from which the applicant can participate:

AUTH, JSI, ULUS

R&I Support Staff definition:

Administrative/managerial/technical profiles supporting R&I: focus on innovation services, tech transfer, project ops, dissemination, ecosystem engagement.

Typical activities: organising workflows, events/training, stakeholder engagement, knowledge valorisation.

Environment:

TalTech's TTO is embedded in a vibrant research and innovation ecosystem, strategically positioned to support knowledge valorisation, spin-out creation, and industry partnerships. Its strong track record in IP management, EU project participation, and venture-building makes it an optimal environment for secondees to gain hands-on experience in exploitation pathways, stakeholder matchmaking, and funding acquisition.

Role & Activities

Familiarize with Host Structure & Contacts.

Set Learning Goals & Deliverables.

Ensure access to required digital platforms, workspaces, and documentation

Expected learning outcomes for the secondee:

- Identify and Valorise Research Outputs: Apply advanced methods to recognise exploitable research results and design effective valorisation pathways, including rigorous assessments of technology and commercial readiness.
- Support Venture Creation and Market Entry: Develop practical expertise in guiding research-driven ventures from ideation through scale-up, ensuring technical innovations are tailored into compelling value propositions for diverse market segments.
- Facilitate Strategic Partnerships and Funding Alignment: Master the frameworks for structuring and managing academia–industry collaborations, including matchmaking between researchers and industry, and align TalTech's strengths with relevant funding opportunities across EU and international programmes

Duration & Flexibility

1,5 months

Split into **up to 4 shorter stays** (short modular visits within the 1 to 2-month total), subject to agreement.

***Project window:** All secondments occur within the project lifetime. First round of secondments is set between March 2026 (planning month) / April 2026 until August 2026.*

Learning & Integration Activities

Provide **hands-on project work** aligned to host activities.

Enable **job shadowing** to observe workflows & best practices.

Include in **team meetings/stand-ups** and assign **independent tasks with clear goals**.

Offer **cross-functional collaboration** and **networking** (e.g., industry days, informal team lunches).

Facilitate **knowledge-sharing** (internal talk/demo or public presentation where appropriate).

Where possible, enable **training/events** within your ecosystem (e.g., park/tech-centre activities).

Practical Arrangements

Work setting: Office

Access requirements (NDA, security clearance, visitor rules): None

Working language(s): English

Any travel constraints (e.g., shift work, site access windows): None



2.1 Job Posting for Researcher at PACT

Universities from which the applicant can participate:

AUTH, JSI

Researcher definition:

Researcher: early stage/postdoctoral: focus on robotics/AI R&D, prototyping, testing, integration.

Typical activities: project work, lab/technical tasks, algorithm & systems work, validation.

Environment:

Through the coordination of the Regional Technology Transfer System (SRTT) in Alentejo, PACT will connect researchers with a broad network of companies in the field of aeronautics, promoting knowledge transfer activities between its wider ecosystem and the hosted researcher.

Role & Activities

Position / role title for the secondee: Researcher (Doctoral Candidate or Doctorate degree Holder)

Relevant fields

Mechanical Eng. (design, kinematics, dynamics)
Electrical/Electronics (sensors, actuators, power systems)
CS/Software (AI/ML, embedded/control systems, computer vision)
Human Robot Interaction (UI/UX, ergonomics, ethics and social implications)
Autonomous Systems (multi-robot systems, robotic simulation, testing)
Applications (industrial robotics, agriculture robotics, mobile robotics)
Aeronautics
Industry 4.0

Key activities the secondee will do:

Active monitoring and participation in research and development projects for aeronautics and industry 4.0 fields
Support in the development of prototyping mechanisms and market solutions
Development of go-to-market solutions and dissemination activities

Preferred requirements for the job position:

Proven experience in the field of aeronautics/industry 4.0 through study programs or research projects demonstrating expertise in this area.
Experience in aeronautics/industry 4.0 projects and collaborative work to optimize integration and the efficient use of resources.

Participation in product development and publication of scientific documentation on technology and applications for the aeronautics field.

Expected learning outcomes for the secondee:

Contribution to the development of technological solutions in the aeronautics/industry 4.0, addressing technical and market challenges.

Production of high-quality information that promotes dynamic knowledge creation and transfer.

Contribution to the creation of a co-creation and research network in aeronautics and industry 4.0, with an impact on the development of viable solutions.

Duration & Flexibility

4 months

Project window: All secondments occur within the project lifetime. First round of secondments is set between March 2026 (planning month) / April 2026 until August 2026.

Learning & Integration Activities

Provide **hands-on project work** aligned to host activities.

Offer **cross-functional collaboration** and **networking** (e.g., industry days, informal team lunches).

Where possible, enable **training/events** within your ecosystem (e.g., park/tech-centre activities).

Practical Arrangements

Work setting: Office

Facilities/equipment the secondee will access: PACT facilities.

Onboarding & safety (required inductions, PPE, lab/floor permits, etc.): None

Access requirements (NDA, security clearance, visitor rules): None

Working language(s): English

Any travel constraints (e.g., shift work, site access windows): None



2.2 Job Posting for Researcher at PACT

Universities from which the applicant can participate:

AUTH, JSI

Researcher definition:

Researcher: early stage/postdoctoral: focus on robotics/AI R&D, prototyping, testing, integration.

Typical activities: project work, lab/technical tasks, algorithm & systems work, validation.

Environment:

Through the coordination of the Regional Technology Transfer System (SRTT) in Alentejo, PACT will connect researchers with a broad network of companies in the field of health technology, promoting knowledge transfer activities between its wider ecosystem and the hosted researcher.

Role & Activities

Position / role title for the secondee: Researcher (Doctoral Candidate or Doctorate degree Holder)

Relevant fields

Mechanical Eng. (design, kinematics, dynamics)

Electrical/Electronics (sensors, actuators, power systems)

CS/Software (AI/ML, embedded/control systems, computer vision)

Human Robot Interaction (UI/UX, ergonomics, ethics and social implications)

Autonomous Systems (multi-robot systems, robotic simulation, testing)

Applications (industrial robotics, agriculture robotics, mobile robotics)

Health Technology

Key activities the secondee will do:

Active monitoring and participation in research and development projects for healthcare solutions.

Support in the development of prototyping mechanisms and market solutions.

Development of go-to-market solutions and dissemination activities.

Preferred requirements for the job position:

Proven experience in the field of health technologies through study programs or research projects demonstrating expertise in this area.

Experience in laboratory environments and collaborative work to optimize integration and the efficient use of resources.

Participation in product development and publication of scientific documentation on technological and robotic applications for healthcare solutions.

Expected learning outcomes for the secondee:

Contribution to the development of technological solutions in the healthcare field, addressing technical and market challenges.

Production of high-quality scientific information that promotes dynamic knowledge creation and transfer.

Contribution to the creation of a co-creation and research network in health technologies, with an impact on the development of viable solutions.

Duration & Flexibility

4 months

Project window: All secondments occur within the project lifetime. First round of secondments is set between March 2026 (planning month) / April 2026 until August 2026.

Learning & Integration Activities

Provide **hands-on project work** aligned to host activities.

Offer **cross-functional collaboration** and **networking** (e.g., industry days, informal team lunches).

Where possible, enable **training/events** within your ecosystem (e.g., park/tech-centre activities).

Practical Arrangements

Work setting: Office

Facilities/equipment the secondee will access: PACT facilities.

Onboarding & safety (required inductions, PPE, lab/floor permits, etc.): None

Access requirements (NDA, security clearance, visitor rules): None

Working language(s): English

Any travel constraints (e.g., shift work, site access windows): None



2.3 Job Posting for Researcher at PACT

Universities from which the applicant can participate:

AUTH, JSI

Researcher definition:

Researcher: early stage/postdoctoral: focus on robotics/AI R&D, prototyping, testing, integration.

Typical activities: project work, lab/technical tasks, algorithm & systems work, validation.

Environment:

Through the coordination of the Regional Technology Transfer System (SRTT) in Alentejo, PACT will connect researchers with a broad network of companies in the field of renewable energy, promoting knowledge transfer activities between its wider ecosystem and the hosted researcher.

Role & Activities

Position / role title for the secondee: Researcher (Doctoral Candidate or Doctorate degree Holder)

Relevant fields

Mechanical Eng. (design, kinematics, dynamics)

Electrical/Electronics (sensors, actuators, power systems)

CS/Software (AI/ML, embedded/control systems, computer vision)

Autonomous Systems (multi-robot systems, robotic simulation, testing)

Applications (industrial robotics, agriculture robotics, mobile robotics)

Circular Economy

Renewable Energy

Key activities the secondee will do:

Active monitoring and participation in research and development projects for circular economy and renewable energy fields.

Support in the development of prototyping mechanisms, market solutions and decarbonization strategies.

Development of go-to-market solutions and dissemination activities.

Development of data demonstration and visualization mechanisms;

Preferred requirements for the job position:

Proven experience in the field of renewable energy through study programs or research projects demonstrating expertise in this area.

Experience in renewable energy projects and collaborative work to optimize integration and the efficient use of resources.

Participation in product development and publication of scientific documentation on technology and applications for the energy renewable field.

Expected learning outcomes for the secondee:

Contribution to the development of technological solutions in the renewable energy field, addressing technical and market challenges.

Production of high-quality scientific information that promotes dynamic knowledge creation and transfer.

Contribution to the creation of a co-creation and research network in renewable energy, with an impact on the development of viable solutions.

Duration & Flexibility

4 months

***Project window:** All secondments occur within the project lifetime. First round of secondments is set between March 2026 (planning month) / April 2026 until August 2026.*

Learning & Integration Activities

Provide **hands-on project work** aligned to host activities.

Offer **cross-functional collaboration** and **networking** (e.g., industry days, informal team lunches).

Where possible, enable **training/events** within your ecosystem (e.g., park/tech-centre activities).

Practical Arrangements

Work setting: Office

Facilities/equipment the secondee will access: PACT facilities.

Onboarding & safety (required inductions, PPE, lab/floor permits, etc.): None

Access requirements (NDA, security clearance, visitor rules): None

Working language(s): English

Any travel constraints (e.g., shift work, site access windows): None



2.4 Job Posting for Researcher at

PACT

Universities from which the applicant can participate:

AUTH, JSI

Researcher definition:

Researcher: early stage/postdoctoral: focus on robotics/AI R&D, prototyping, testing, integration.

Typical activities: project work, lab/technical tasks, algorithm & systems work, validation.

Environment:

Through the coordination of the Regional Technology Transfer System (SRTT) in Alentejo, PACT will connect researchers with a broad network of companies in the field of agrofood, promoting knowledge transfer activities between its wider ecosystem and the hosted researcher.

Role & Activities

Position / role title for the secondee: Researcher (Doctoral Candidate or Doctorate degree Holder)

Relevant fields

Mechanical Eng. (design, kinematics, dynamics)

Electrical/Electronics (sensors, actuators, power systems)

CS/Software (AI/ML, embedded/control systems, computer vision)

Human Robot Interaction (UI/UX, ergonomics, ethics and social implications)

Autonomous Systems (multi-robot systems, robotic simulation, testing)

Applications (industrial robotics, agriculture robotics, mobile robotics)

Agro-food

Key activities the secondee will do:

Active monitoring and participation in research and development projects for the agro-food field.

Support in the development of prototyping mechanisms and market solutions.

Development of go-to-market solutions and dissemination activities.

Preferred requirements for the job position:

Proven experience in the field of agro-food through study programs or research projects demonstrating expertise in this area.

Experience in agro-food projects and collaborative work to optimize integration and the efficient use of resources.

Participation in product development and publication of scientific documentation on technology and applications for the agro-food field.

Expected learning outcomes for the secondee:

Contribution to the development of technological solutions in the agro-food field, addressing technical and market challenges.

Production of high-quality scientific information that promotes dynamic knowledge creation and transfer.

Contribution to the creation of a co-creation and research network in agro-food, with an impact on the development of viable solutions.

Duration & Flexibility

4 months

***Project window:** All secondments occur within the project lifetime. First round of secondments is set between March 2026 (planning month) / April 2026 until August 2026.*

Learning & Integration Activities

Provide **hands-on project work** aligned to host activities.

Offer **cross-functional collaboration** and **networking** (e.g., industry days, informal team lunches).

Where possible, enable **training/events** within your ecosystem (e.g., park/tech-centre activities).

Practical Arrangements

Work setting: Office

Facilities/equipment the secondee will access: PACT facilities.

Onboarding & safety (required inductions, PPE, lab/floor permits, etc.): None

Access requirements (NDA, security clearance, visitor rules): None

Working language(s): English

Any travel constraints (e.g., shift work, site access windows): None



2.5 Job Posting for R&I Support Staff at [PACT](#)

Universities from which the applicant can participate:

AUTH, JSI

R&I Support Staff definition:

Administrative/managerial/technical profiles supporting R&I: focus on innovation services, tech transfer, project ops, dissemination, ecosystem engagement.

Typical activities: organising workflows, events/training, stakeholder engagement, knowledge valorisation.

Environment:

PACT offers a unique environment for R&I support staff to have hands-on experience in technology transfer, innovation management, and stakeholder engagement, strengthening their skills, networks, and understanding of innovation ecosystems.

Role & Activities

Position / role title for the secondee: R&I Project Manager

Key activities the secondee will do:

Build and maintain relationships with companies and the ecosystem management model.

Engage in business information and capacity-building initiatives.

Promote and dynamize the ecosystem.

Participate in projects and consortia.

Preferred requirements for the job position:

Basic knowledge of project management and open innovation systems to support all phases of development and collaboration.

Experience fostering relationships with companies and startups.

Knowledge of ecosystem management within science and technology environments.

Interest in management and capacity-building in the field of entrepreneurship.

Expected learning outcomes for the secondee:

- Be able to disseminate ecosystem management best practices in the context of a science and technology park.
- Acquire cross methodologies and optimize results in open innovation and cooperation processes.
- Learn how to enhance processes that promote entrepreneurship and innovation.

Duration & Flexibility

1,5 months

***Project window:** All secondments occur within the project lifetime. First round of secondments is set between March 2026 (planning month) / April 2026 until August 2026.*

Learning & Integration Activities

Provide **hands-on project work** aligned to host activities.

Offer **cross-functional collaboration** and **networking** (e.g., industry days, informal team lunches).

Facilitate **knowledge-sharing** (internal talk/demo or public presentation where appropriate).

Where possible, enable **training/events** within your ecosystem (e.g., park/tech-centre activities).

Practical Arrangements

Work setting: Office

Facilities/equipment the secondee will access: PACT facilities.

Onboarding & safety (required inductions, PPE, lab/floor permits, etc.): None

Access requirements (NDA, security clearance, visitor rules): None

Working language(s): English

Any travel constraints (e.g., shift work, site access windows): None



2.6 Job Posting for R&I Support Staff at PACT

Universities from which the applicant can participate:

AUTH, JSI

R&I Support Staff definition:

Administrative/managerial/technical profiles supporting R&I: focus on innovation services, tech transfer, project ops, dissemination, ecosystem engagement.

Typical activities: organising workflows, events/training, stakeholder engagement, knowledge valorisation.

Environment:

PACT offers a unique environment for R&I support staff to have hands-on experience in technology transfer, innovation management, and stakeholder engagement, strengthening their skills, networks, and understanding of innovation ecosystems.

Role & Activities

Position / role title for the secondee: R&I Project Manager

Key activities the secondee will do:

Monitoring of Research and Innovation Smart Specialization Strategy (RIS3).
Support the coordination of the Regional System of Technology Transfer (SRTT).
Sectoral promotion of networks and science and technology parks, and networks of incubators.

Preferred requirements for the job position:

Basic knowledge and interest in regional smart specialization strategies, their monitoring and evaluation systems, and data analysis and visualization.
Interest in regional development focused on innovation, technology transfer, and entrepreneurship.
Interest in networked, multisectoral collaboration involving diverse stakeholders to support development, cooperation, and value creation.

Expected learning outcomes for the secondee:

- Learn about processes for boosting the regional technology transfer system.
- Improvement in identifying critical success factors within the development of thematic regional networks.
- Learn how to monitor processes for regional innovation and smart specialization strategies.

Duration & Flexibility

1,5 months

Project window: *All secondments occur within the project lifetime. First round of secondments is set between March 2026 (planning month) / April 2026 until August 2026.*

Learning & Integration Activities

Provide **hands-on project work** aligned to host activities.

Offer **cross-functional collaboration** and **networking** (e.g., industry days, informal team lunches).

Facilitate **knowledge-sharing** (internal talk/demo or public presentation where appropriate).

Where possible, enable **training/events** within your ecosystem (e.g., park/tech-centre activities).

Practical Arrangements

Work setting: Office

Facilities/equipment the secondee will access: PACT facilities.

Onboarding & safety (required inductions, PPE, lab/floor permits, etc.): None

Access requirements (NDA, security clearance, visitor rules): None

Working language(s): English

Any travel constraints (e.g., shift work, site access windows): None



3.1 Job Posting for Researcher at TSP

Universities from which the applicant can participate:

AUTH, JSI, ULUS

Researcher definition:

Researcher: early stage/postdoctoral: focus on robotics/AI R&D, prototyping, testing, integration.

Typical activities: project work, lab/technical tasks, algorithm & systems work, validation.

Environment:

In order to increase the digital capacity of Estonian industrial companies, TSP conducts AI prototyping projects where TSP tests artificial intelligence and robotics solutions to solve the practical challenges of companies. TSP initiates AI and robotics prototyping projects for industry and develops innovative solutions that do not duplicate existing technologies offered by private companies.

We work with different companies from classical industry to deep tech startups, using different technologies (computer vision, LLM's, ROS2 etc). We are looking for a researcher who would work in one of those fields with us on a real hands-on project.

Role & Activities

Position / role title for the secondee: Test before invest demonstration project team member - quality control

Relevant fields

CS/Software (AI/ML, embedded/control systems, computer vision)
Mathematics/Theory (robotic motion planning, optimisation, control theory)
Autonomous Systems (multi-robot systems, robotic simulation, testing)
Applications (industrial robotics, agriculture robotics, mobile robotics)
Industrial robots

Key activities the secondee will do:

The secondee will work on some of the following activities and technologies, based on their skills and interests:

- Industrial robot and AI integration
- Multi-camera synchronization
- Quality control system development
- LLM based solutions (using agents, tools, MCP servers etc)

- Knowledge transfer to test, experiment or validate the technological solution
- Test and validate technology, methodology, or prototype
- Mentoring SMEs in AI and robotics

Preferred requirements for the job position:

This is a technical role. We expect the secondee to have skills in programming. We are mostly working with Python. The person will work with our AI team and partner companies.

A specific project will be agreed between us and the secondee based on their skills and interest. We have many ongoing projects at any time. You can browse the catalogue of past projects to see some examples: <https://aire-edih.eu/en/projects/>

Expected learning outcomes for the secondee:

Experience in applied AI or robotics usage in real industrial environments.

The secondee will be involved in different phases of the project, including analyses, development and application in the company.

If possible, we can also agree on publishing a scientific article on a project, depending on the interest of a secondee.

Duration & Flexibility

3 months

Split into separate stays **of at least 6 weeks each** (for example 2 x 6-8 weeks), subject to agreement.

***Project window:** All secondments occur within the project lifetime. First round of secondments is set between March 2026 (planning month) / April 2026 until August 2026.*

Learning & Integration Activities

Provide **hands-on project work** aligned to host activities.

Practical Arrangements

Work setting: Office

Facilities/equipment the secondee will access: TSP office.

Onboarding & safety (required inductions, PPE, lab/floor permits, etc.): None

Access requirements (NDA, security clearance, visitor rules): NDA

Working language(s): English

Any travel constraints (e.g., shift work, site access windows): None

Longer-Term Collaboration

Talent pipeline (internships, recruitment prospects): AI developer at TSP

Joint R&I opportunities (pilots, proposals, PoCs): Proposals in AI and robotics for SMEs.



3.2 Job Posting for Researcher at

TSP

Universities from which the applicant can participate:

AUTH, JSI, ULUS

Researcher definition:

Researcher: early stage/postdoctoral: focus on robotics/AI R&D, prototyping, testing, integration.

Typical activities: project work, lab/technical tasks, algorithm & systems work, validation.

Environment:

In order to increase the digital capacity of Estonian industrial companies, TSP conducts test before invest demo projects where TSP tests artificial intelligence and robotics solutions to overcome the challenges of companies. Valuing the broad-based creation of innovation, TSP initiates test before invest demo projects in different fields and develops innovative solutions that do not duplicate existing technologies offered by private companies.

We work with different companies from classical industry to deep tech startups, using different technologies (computer vision, LLM's, ROS2 etc). We are looking for a researcher who would work in one of those fields with us on a real hands-on project.

Role & Activities

Position / role title for the secondee: Test before invest demonstration project team member - production planning

Relevant fields

CS/Software (AI/ML, embedded/control systems, computer vision)
Mathematics/Theory (robotic motion planning, optimisation, control theory)
Autonomous Systems (multi-robot systems, robotic simulation, testing)
Applications (industrial robotics, agriculture robotics, mobile robotics)
Industrial robots

Key activities the secondee will do:

The secondee will work on some of the following activities and technologies, based on their skills and interests:

- Industrial robot and AI integration
- Multi-camera synchronization

- LLM based solutions (using agents, tools, MCP servers etc)
- Knowledge transfer to test, experiment or validate the technological solution
- Test and validate technology, methodology, or prototype
- Mentoring SMEs in AI and robotics

Preferred requirements for the job position:

This is a technical role. We expect the secondee to have skills in programming. We are mostly working with Python. The person will work with our AI team and partner companies.

A specific project will be agreed between us and the secondee based on their skills and interest. We have many ongoing projects at any time. You can browse the catalogue of past projects to see some examples: <https://aire-edih.eu/en/projects/>

Expected learning outcomes for the secondee:

Experience in applied AI or robotics usage in real industrial environments.

The secondee will be involved in different phases of the project, including analyses, development and application in the company.

If possible, we can also agree on publishing a scientific article on a project, depending on the interest of a secondee.

Duration & Flexibility

3 months

Split into separate stays **of at least 6 weeks each** (for example 2 x 6-8 weeks), subject to agreement.

***Project window:** All secondments occur within the project lifetime. First round of secondments is set between March 2026 (planning month) / April 2026 until August 2026.*

Learning & Integration Activities

Provide **hands-on project work** aligned to host activities.

Practical Arrangements

Work setting: Office

Facilities/equipment the secondee will access: TSP office.

Onboarding & safety (required inductions, PPE, lab/floor permits, etc.): None

Access requirements (NDA, security clearance, visitor rules): NDA

Working language(s): English

Any travel constraints (e.g., shift work, site access windows): None

Longer-Term Collaboration

Talent pipeline (internships, recruitment prospects): AI developer at TSP

Joint R&I opportunities (pilots, proposals, PoCs): Proposals in AI and robotics for SMEs.



3.3 Job Posting for R&I Support Staff at TSP

Universities from which the applicant can participate:

AUTH, JSI, ULUS

R&I Support Staff definition:

Administrative/managerial/technical profiles supporting R&I: focus on innovation services, tech transfer, project ops, dissemination, ecosystem engagement.

Typical activities: organising workflows, events/training, stakeholder engagement, knowledge valorisation.

Environment:

Tartu Science Park (TSP) is a platform where start-up companies are nurtured into global businesses. TSP is the first science park in the Baltics, founded in 1992 by Tartu city, county and two universities. For over 33 years, TSP has been dedicated to helping technology and science-focused businesses thrive.

In TSP, startups and companies have access to business development units such as Sparkup Incubator, ESA BIC Estonia, NATO DIANA Estonian accelerator, Health Tech Accelerator <https://teaduspark.ee/en/incubation/> and an extensive network of mentors, investors, and other startup-minded people.

Sparkup Incubator is the only incubation program in Estonia focused on science and technology-intensive startups <https://teaduspark.ee/en/incubation/sparkup-incubator/>.

Role & Activities:

Position / role title for the secondee: Sparkup Incubator R&I support staff

Relevant Fields:

Business, entrepreneurship

Management

Marketing

Key activities the secondee will do:

Help building company profiles up in Dealum to provide an overview of Tartu Science Park portfolio.

Help organizing different incubation program events and workshops.

Help organizing team assessments (KTH IRL model) into an overview of portfolio companies.

Preferred requirements for the job position:

Creativity

Correctness

Interest in startup sector (previous experience is beneficial)

Expected learning outcomes for the secondee:

- How incubators keep track of alumni and active teams, how to keep track of KPIs.
- How to organize events for teams in incubation.

Duration & Flexibility

1 month

Split into **up to 4 shorter stays** (short modular visits within the 1 to 2-month total), subject to agreement.

Project window: All secondments occur within the project lifetime. First round of secondments is set between March 2026 (planning month) / April 2026 until August 2026.

Learning & Integration Activities

Provide **hands-on project work** aligned to host activities.

Practical Arrangements

Work setting: Office

Facilities/equipment the secondee will access: TSP office.

Onboarding & safety (required inductions, PPE, lab/floor permits, etc.): None

Access requirements (NDA, security clearance, visitor rules): NDA

Working language(s): English

Any travel constraints (e.g., shift work, site access windows): None



3.4 Job Posting for R&I Support Staff at TSP

Universities from which the applicant can participate:

AUTH, JSI, ULUS

R&I Support Staff definition:

Administrative/managerial/technical profiles supporting R&I: focus on innovation services, tech transfer, project ops, dissemination, ecosystem engagement.

Typical activities: organising workflows, events/training, stakeholder engagement, knowledge valorisation.

Environment:

Tartu Science Park (TSP) is a platform where start-up companies are nurtured into global businesses. TSP is the first science park in the Baltics, founded in 1992 by Tartu city, county and two universities. For over 33 years, TSP has been dedicated to helping technology and science-focused businesses thrive.

In TSP, startups and companies have access to business development units such as

ESA BIC Estonia, Sparkup Incubator, NATO DIANA Estonian accelerator, Health Tech Accelerator <https://teaduspark.ee/en/incubation/> and an extensive network of mentors, investors, and other startup-minded people.

European Space Agency Business Incubation Centre (ESA BIC) Estonia supports startups utilising spacetech <https://teaduspark.ee/en/incubation/esa-bic-estonia/>.

Role & Activities:

Position / role title for the secondee: Business Incubation Scout

Relevant Fields:

Autonomous Systems (multi-robot systems, robotic simulation, testing)

Applications (industrial robotics, agriculture robotics, mobile robotics)

Cybersecurity (secure robotic systems, privacy)

Education & Outreach (curriculum development, public engagement)

Key activities the secondee will do:

Scouting Companies for space tech incubation programme (previous experience is beneficial).

Mentoring companies.

Assisting with procurement.

Preferred requirements for the job position:

Technical knowledge
Business Development skills

Expected learning outcomes for the secondee:

- How does space tech incubation work.
- What are the key learnings while working with large international agencies.

Duration & Flexibility

2 months

Split into **up to 4 shorter stays** (short modular visits within the 1 to 2-month total), subject to agreement.

Project window: All secondments occur within the project lifetime. First round of secondments is set between March 2026 (planning month) / April 2026 until August 2026.

Learning & Integration Activities

Provide **hands-on project work** aligned to host activities.

Practical Arrangements

Work setting: Office

Facilities/equipment the secondee will access: TSP office.

Onboarding & safety (required inductions, PPE, lab/floor permits, etc.): None

Access requirements (NDA, security clearance, visitor rules): NDA

Working language(s): English

Any travel constraints (e.g., shift work, site access windows): None



4.1 Job Posting for Researcher at OZZIE

Universities from which the applicant can participate:

JSI, ULUS

Researcher definition:

Researcher: early stage/postdoctoral: focus on robotics/AI R&D, prototyping, testing, integration.

Typical activities: project work, lab/technical tasks, algorithm & systems work, validation.

Environment:

OZZIE Robotics is a spin-off company of CERTH, specialized in the development of mobile service robots. OZZIE develops mobile robot platforms, both for indoor and outdoor environments and for diverse application cases. By combining the research background of its founding members from CERTH with practical service robot solutions, OZZIE provides an excellent environment for young researchers to see how research outcomes lead into robot products in practice.

Role & Activities

Position / role title for the secondee: Robot swarming software developer

Relevant fields

CS/Software (AI/ML, embedded/control systems, computer vision)

Autonomous Systems (multi-robot systems, robotic simulation, testing)

Applications (industrial robotics, agriculture robotics, mobile robotics)

Key activities the secondee will do:

The secondee will be engaged in the development of advanced SW modules for the OZZIE robots, particularly contributing on the development of SW modules for the implementation of multi-robot swarming processes.

Initially, the secondee will work on a robot simulation environment, moving then on working with real robot swarm.

Preferred requirements for the job position:

The position entails the development of SW modules in C++ and/or Python programming languages, for ROS-based robots:

- Knowledge of programming languages, C++ and/or Python is mandatory.
- Experience in ROS/ROS2 programming is also needed.

Expected learning outcomes for the secondee:

Advanced understanding of the ROS/ROS2 SW stack and how it can be used towards robot swarming processes in practice.

Enhancement of ROS-based and C++/Python programming capabilities.

Duration & Flexibility

3 months

Split into separate stays **of at least 6 weeks each** (for example 2 x 6-8 weeks), subject to agreement.

***Project window:** All secondments occur within the project lifetime. First round of secondments is set between March 2026 (planning month) / April 2026 until August 2026.*

Learning & Integration Activities

Provide **hands-on project work** aligned to host activities.

Include in **team meetings/stand-ups** and assign **independent tasks with clear goals**.

Where possible, enable **training/events** within your ecosystem (e.g., park/tech-centre activities).

Practical Arrangements

Work setting: Office and Lab

Facilities/equipment the secondee will access: OZZIE Robotics facilities and robotic equipment.

Onboarding & safety (required inductions, PPE, lab/floor permits, etc.): None

Access requirements (NDA, security clearance, visitor rules): None

Working language(s): English

Any travel constraints (e.g., shift work, site access windows): None



4.2 Job Posting for Researcher at OZZIE

Universities from which the applicant can participate:

JSI, ULUS

Researcher definition:

Researcher: early stage/postdoctoral: focus on robotics/AI R&D, prototyping, testing, integration.

Typical activities: project work, lab/technical tasks, algorithm & systems work, validation.

Environment:

OZZIE Robotics is a spin-off company of CERTH, specialized in the development of mobile service robots. OZZIE develops mobile robot platforms, both for indoor and outdoor environments and for diverse application cases. By combining the research background of its founding members from CERTH with practical service robot solutions, OZZIE provides an excellent environment for young researchers to see how research outcomes lead into robot products in practice.

Role & Activities

Position / role title for the secondee: Robot swarming software developer

Relevant fields

CS/Software (AI/ML, embedded/control systems, computer vision)

Autonomous Systems (multi-robot systems, robotic simulation, testing)

Cybersecurity (secure robotic systems, privacy)

Key activities the secondee will do:

The secondee will be engaged in the development of advanced SW modules for the OZZIE robots, particularly contributing on the development of SW modules for the implementation of cybersecurity protocols.

Preferred requirements for the job position:

The position entails the development of SW modules in C++ and/or Python programming languages, for ROS-based robots.

- Knowledge of programming languages, C++ and/or Python is mandatory.
- Basic knowledge of Cybersecurity methods and approaches is also needed.
- Experience in ROS/ROS2 programming is recommended but not mandatory.

Expected learning outcomes for the secondee:

Advanced understanding of how cybersecurity modules can be implemented for service robots in practice.

Enhancement of Cybersecurity-oriented, ROS-based and C++/Python programming capabilities.

Duration & Flexibility

3 months

Split into separate stays **of at least 6 weeks each** (for example 2 x 6-8 weeks), subject to agreement.

***Project window:** All secondments occur within the project lifetime. First round of secondments is set between March 2026 (planning month) / April 2026 until August 2026.*

Learning & Integration Activities

Provide **hands-on project work** aligned to host activities.

Include in **team meetings/stand-ups** and assign **independent tasks with clear goals**.

Where possible, enable **training/events** within your ecosystem (e.g., park/tech-centre activities).

Practical Arrangements

Work setting: Office and Lab

Facilities/equipment the secondee will access: OZZIE Robotics facilities and robotic equipment.

Onboarding & safety (required inductions, PPE, lab/floor permits, etc.): None

Access requirements (NDA, security clearance, visitor rules): None

Working language(s): English

Any travel constraints (e.g., shift work, site access windows): None



4.3 Job Posting for Researcher at OZZIE

Universities from which the applicant can participate:

JSI, ULUS

Researcher definition:

Researcher: early stage/postdoctoral: focus on robotics/AI R&D, prototyping, testing, integration.

Typical activities: project work, lab/technical tasks, algorithm & systems work, validation.

Environment:

OZZIE Robotics is a spin-off company of CERTH, specialized in the development of mobile service robots. OZZIE develops mobile robot platforms, both for indoor and outdoor environments and for diverse application cases. By combining the research background of its founding members from CERTH with practical service robot solutions, OZZIE provides an excellent environment for young researchers to see how research outcomes lead into robot products in practice.

Role & Activities

Position / role title for the secondee: Robot vision software developer

Relevant fields

CS/Software (AI/ML, embedded/control systems, computer vision)

Autonomous Systems (multi-robot systems, robotic simulation, testing)

Applications (industrial robotics, agriculture robotics, mobile robotics)

Key activities the secondee will do:

The secondee will be engaged in the development of advanced SW modules for the OZZIE robots, particularly contributing on the development of SW modules for the implementation of environment perception processes during mobile robot navigation.

Preferred requirements for the job position:

The position entails the development of SW modules in C++ and/or Python programming languages, for ROS-based robots.

- Knowledge of programming languages, C++ and/or Python is mandatory.
- Experience in ROS/ROS2 programming.
- Experience in deep-learning –based robot vision methods.

Expected learning outcomes for the secondee:

Advanced understanding of robot vision methods and how they can be used towards mobile robot navigation in practice.

Enhancement of ROS-based and C++/Python programming capabilities.

Duration & Flexibility

3 months

Split into separate stays **of at least 6 weeks each** (for example 2 x 6-8 weeks), subject to agreement.

***Project window:** All secondments occur within the project lifetime. First round of secondments is set between March 2026 (planning month) / April 2026 until August 2026.*

Learning & Integration Activities

Provide **hands-on project work** aligned to host activities.

Include in **team meetings/stand-ups** and assign **independent tasks with clear goals**.

Where possible, enable **training/events** within your ecosystem (e.g., park/tech-centre activities).

Practical Arrangements

Work setting: Office and Lab

Facilities/equipment the secondee will access: OZZIE Robotics facilities and robotic equipment.

Onboarding & safety (required inductions, PPE, lab/floor permits, etc.): None

Access requirements (NDA, security clearance, visitor rules): None

Working language(s): English

Any travel constraints (e.g., shift work, site access windows): None



5.1 Job Posting at Researcher at ROBOTNIK

Universities from which the applicant can participate:

AUTH, JSI, ULUS

Researcher definition:

Researcher: early stage/postdoctoral: focus on robotics/AI R&D, prototyping, testing, integration.

Typical activities: project work, lab/technical tasks, algorithm & systems work, validation.

Environment:

The secondee will be deeply involved in R&D activities within our Software Development Department. The core task is to design and implement automated testing frameworks for advanced mobile robotic platforms, which is a key R&D activity involving prototyping, testing, and integration. This role requires a strong research and development mindset suitable for an R1/R2 profile

Role & Activities

Position / role title for the secondee: Robotics Software Test Engineer

Relevant fields

CS/Software (AI/ML, embedded/control systems, computer vision)

Autonomous Systems (multi-robot systems, robotic simulation, testing)

Applications (industrial robotics, agriculture robotics, mobile robotics)

Key activities the secondee will do:

Design, develop, and maintain automated testing scripts and frameworks for robotic software modules.

Execute automated tests for mobile robot functionalities like navigation, perception, and manipulation.

Analyse test results, identify bugs and performance bottlenecks, and collaborate with developers on resolutions.

Utilize robotic simulation environments (e.g., Gazebo) to create and validate test scenarios.

Preferred requirements for the job position:

Proficiency in Python and/or C++. These are the primary languages used for robotics development and test automation with ROS/ROS 2.

Experience with Linux and version control systems (e.g., Git). Our development environment is Linux-based, and Git is essential for collaborative software development.

Familiarity with robotics frameworks like ROS/ROS 2 is highly desirable. Our robots are built on ROS, and understanding its architecture is crucial for effective testing

Familiarity with software QA methodologies and tools (e.g., test case management, bug tracking systems like Jira). The role requires a structured approach to testing, including planning, executing, and documenting test cases and reporting defects systematically.

Expected learning outcomes for the secondee:

The secondee will gain hands-on experience in applying software testing principles to complex mobile robotic systems in an industrial setting. They will develop expertise in creating automated testing pipelines for commercial robots and enhance their skills in ROS/ROS 2, simulation tools, and CI/CD practices.

Duration & Flexibility

5 months

***Project window:** All secondments occur within the project lifetime. First round of secondments is set between March 2026 (planning month) / April 2026 until August 2026.*

Learning & Integration Activities

Enable **job shadowing** to observe workflows & best practices.

Include in **team meetings/stand-ups** and assign **independent tasks with clear goals**.

Offer **cross-functional collaboration** and **networking** (e.g., industry days, informal team lunches).

Facilitate **knowledge-sharing** (internal talk/demo or public presentation where appropriate).

Where possible, enable **training/events** within your ecosystem (e.g., park/tech-centre activities).

Practical Arrangements

Work setting: Office, Lab, Workshop/factory

Facilities/equipment the secondee will access: The secondee will have access to a dedicated workstation, the company's fleet of mobile robots (e.g., RB-VOGUI, SUMMIT-XL) for testing, and all necessary software and simulation tools.

Onboarding & safety (required inductions, PPE, lab/floor permits, etc.):

Standard company onboarding process, plus a mandatory safety induction for lab protocols and robot handling

Access requirements (NDA, security clearance, visitor rules): A Non-Disclosure Agreement (NDA) must be signed upon arrival.

Working language(s): English

Any travel constraints (e.g., shift work, site access windows): None

Longer-Term Collaboration

Talent pipeline (internships, recruitment prospects): We are always seeking talented engineers. Successful secondees may be considered for future full-time positions or internships at Robotnik.

Joint R&I opportunities (pilots, proposals, PoCs): Robotnik is open to exploring future collaborations on joint research projects, European funding proposals, and proof-of-concept demonstrations.



5.2 Job Posting for Researcher at ROBOTNIK

Universities from which the applicant can participate:

AUTH, JSI, ULUS

Researcher definition:

Researcher: early stage/postdoctoral: focus on robotics/AI R&D, prototyping, testing, integration.

Typical activities: project work, lab/technical tasks, algorithm & systems work, validation.

Environment:

This role has a strong R&D focus, as the secondee will integrate our mobile robot fleet with third-party fleet management software. This involves prototyping communication interfaces, testing system-level integrations, and validating the combined solution, which aligns with the R&D, prototyping, and testing activities of a Researcher profile.

Role & Activities

Position / role title for the secondee: Robotics Integration Engineer (Fleet Management)

Relevant fields

CS/Software (AI/ML, embedded/control systems, computer vision)

Autonomous Systems (multi-robot systems, robotic simulation, testing)

Applications (industrial robotics, agriculture robotics, mobile robotics)

Key activities the secondee will do:

Analyze the architecture and APIs of third-party fleet management software.

Develop software connectors and interfaces to integrate Robotnik's mobile robots with the fleet management system.

Design and execute integration test plans to ensure seamless communication and functionality between robots and the fleet manager.

Collaborate with internal teams and third-party vendors to troubleshoot and resolve integration issues,

Preferred requirements for the job position:

Strong programming skills in Python or C++. These languages are essential for developing software connectors and utilizing APIs in the robotics domain.

Experience with network communication protocols (e.g., REST APIs, WebSockets, MQTT). Integrating different software systems relies heavily on these standard communication protocols.

Familiarity with multi-robot systems concepts and robotics frameworks (ROS/ROS 2). A solid understanding of how our robots operate within a fleet is crucial for successful integration.

Expected learning outcomes for the secondee:

The secondee will gain practical experience in the system-level integration of autonomous mobile robots with commercial fleet management software. They will develop expertise in using industry-standard APIs and communication protocols for multi-robot coordination and understand the challenges of deploying and managing fleets of mobile robots in industrial environments.

Duration & Flexibility

5 months

Project window: All secondments occur within the project lifetime. First round of secondments is set between March 2026 (planning month) / April 2026 until August 2026.

Learning & Integration Activities

Enable **job shadowing** to observe workflows & best practices.

Include in **team meetings/stand-ups** and assign **independent tasks with clear goals**.

Offer **cross-functional collaboration** and **networking** (e.g., industry days, informal team lunches).

Facilitate **knowledge-sharing** (internal talk/demo or public presentation where appropriate).

Where possible, enable **training/events** within your ecosystem (e.g., park/tech-centre activities).

Practical Arrangements

Work setting: Office, Lab, Workshop/factory

Facilities/equipment the secondee will access: The secondee will be provided with a dedicated workstation, access to the Fleet Management software, and access to the company's mobile robot fleet for integration testing.

Onboarding & safety (required inductions, PPE, lab/floor permits, etc.):

Standard company onboarding process, plus a mandatory safety induction for lab protocols and robot handling.

Access requirements (NDA, security clearance, visitor rules): A Non-Disclosure Agreement (NDA) must be signed upon arrival.

Working language(s): English

Any travel constraints (e.g., shift work, site access windows): None

Longer-Term Collaboration

Talent pipeline (internships, recruitment prospects): We are always seeking talented engineers. Successful secondees may be considered for future full-time positions or internships at Robotnik.

Joint R&I opportunities (pilots, proposals, PoCs): Robotnik is open to exploring future collaborations on joint research projects, European funding proposals, and proof-of-concept demonstrations.



5.3 Job Posting for Researcher at ROBOTNIK

Universities from which the applicant can participate:

AUTH, JSI, ULUS

Researcher definition:

Researcher: early stage/postdoctoral: focus on robotics/AI R&D, prototyping, testing, integration.

Typical activities: project work, lab/technical tasks, algorithm & systems work, validation.

Environment:

Our environment is ideal for an R1/R2 Researcher because our core business is the design and manufacture of mobile robots. The secondee can directly apply and further develop their skills in areas like robotics/AI R&D, prototyping, and systems integration by working on our current product lines or advanced R&D projects.

Role & Activities

Position / role title for the secondee: Electrical & Safety Systems Engineer

Relevant fields

Electrical/Electronics (sensors, actuators, power systems)

Key activities the secondee will do:

Perform **electrical/electronic design**, including component selection, the generation of **electrical drawings**, and subsequent review.

Execute **motor controller configuration and testing** to optimise mobile robot motion and performance.

Develop and implement **PLC programming** for critical control and safety functions.

Conduct detailed **electrical testing** of integrated systems on robot prototypes

Contribute to the **documentation generation** for electrical and control systems

Preferred requirements for the job position:

Master's degree or higher (or equivalent experience) in Electrical Engineering or Control Systems, and demonstrated experience with **electrical design**, industrial **motor controllers** and **PLC programming** (preferably safety PLC).

The secondee requires a strong, specialised technical background to handle high-complexity tasks like component selection, systems integration, and safety-critical motor/PLC configuration, ensuring direct contribution to R&D and prototyping efforts.

Expected learning outcomes for the secondee:

Practical experience in the full cycle of **electrical systems design, integration, and testing** on a commercial mobile robot platform.

Expertise in advanced **motor controller tuning** and the application of industrial **PLC programming** for robotics control.

Enhanced skills in **prototyping** and real-world system **validation** within an industrial R&D setting.

Duration & Flexibility

5 months

***Project window:** All secondments occur within the project lifetime. First round of secondments is set between March 2026 (planning month) / April 2026 until August 2026.*

Learning & Integration Activities

Enable **job shadowing** to observe workflows & best practices.

Include in **team meetings/stand-ups** and assign **independent tasks with clear goals**.

Offer **cross-functional collaboration** and **networking** (e.g., industry days, informal team lunches).

Facilitate **knowledge-sharing** (internal talk/demo or public presentation where appropriate).

Practical Arrangements

Work setting: Office, Lab, Workshop/factory

Facilities/equipment the secondee will access: The secondee will be provided with a dedicated workstation, access to the Fleet Management software, and access to the company's mobile robot fleet for integration testing.

Onboarding & safety (required inductions, PPE, lab/floor permits, etc.):

Standard company onboarding process, plus a mandatory safety induction for lab protocols and robot handling

Access requirements (NDA, security clearance, visitor rules): A Non-Disclosure Agreement (NDA) must be signed upon arrival.

Working language(s): English

Any travel constraints (e.g., shift work, site access windows): None

Longer-Term Collaboration

Talent pipeline (internships, recruitment prospects): We are always seeking talented engineers. Successful secondees may be considered for future full-time positions or internships at Robotnik.

Joint R&I opportunities (pilots, proposals, PoCs): Robotnik is open to exploring future collaborations on joint research projects, European funding proposals, and proof-of-concept demonstrations.



5.4 Job Posting for Researcher at ROBOTNIK

Universities from which the applicant can participate:

AUTH, JSI, ULUS

Researcher definition:

Researcher: early stage/postdoctoral: focus on robotics/AI R&D, prototyping, testing, integration.

Typical activities: project work, lab/technical tasks, algorithm & systems work, validation.

Environment:

Our environment is ideal for an R1/R2 Researcher because our core business is the design and manufacture of mobile robots. The secondee can directly apply and further develop their skills in areas like robotics/AI R&D, prototyping, and systems integration by working on our current product lines or advanced R&D projects.

Role & Activities

Position / role title for the secondee: Robotics Compliance & Documentation Engineer

Relevant fields

Electrical/Electronics (sensors, actuators, power systems)

Autonomous Systems (multi-robot systems, robotic simulation, testing)

Applications (industrial robotics, agriculture robotics, mobile robotics)

Key activities the secondee will do:

Review and interpret standards applicable to mobile robot products, particularly for CE marking.

Generate technical documentation required for **CE marking**, including risk analysis and technical manuals.

Produce and maintain documentation necessary for **UL certification**.

Participate in **new product design reviews** to ensure regulatory compliance is addressed from the initial stages.

Support the general generation of internal **robot documentation**

Preferred requirements for the job position:

Demonstrated experience with technical documentation, quality management systems, or engineering compliance/norma management (e.g., ISO, CE, or UL standards).

The secondee must possess the necessary background in regulatory affairs and technical documentation to immediately contribute to critical product certification and compliance efforts, which are essential for market access

Expected learning outcomes for the secondee:

A **deep, practical understanding** of international regulatory standards (CE, UL) and their direct application to commercial mobile robotics.

Mastery in generating complex, compliant technical files and documentation (e.g., manuals, risk analysis).

Exposure to the practical application of **innovation services** and regulatory requirements within an industrial manufacturing R&D environment.

Duration & Flexibility

5 months

Project window: All secondments occur within the project lifetime. First round of secondments is set between March 2026 (planning month) / April 2026 until August 2026.

Learning & Integration Activities

Enable **job shadowing** to observe workflows & best practices.

Include in **team meetings/stand-ups** and assign **independent tasks with clear goals**.

Offer **cross-functional collaboration** and **networking** (e.g., industry days, informal team lunches).

Facilitate **knowledge-sharing** (internal talk/demo or public presentation where appropriate).

Practical Arrangements

Work setting: Office, Lab, Workshop/factory

Facilities/equipment the secondee will access: The secondee will be provided with a dedicated workstation, access to the Fleet Management software, and access to the company's mobile robot fleet for integration testing.

Onboarding & safety (required inductions, PPE, lab/floor permits, etc.):

Standard company onboarding process, plus a mandatory safety induction for lab protocols and robot handling

Access requirements (NDA, security clearance, visitor rules): A Non-Disclosure Agreement (NDA) must be signed upon arrival.

Working language(s): English

Any travel constraints (e.g., shift work, site access windows): None

Longer-Term Collaboration

Talent pipeline (internships, recruitment prospects): We are always seeking talented engineers. Successful secondees may be considered for future full-time positions or internships at Robotnik.

Joint R&I opportunities (pilots, proposals, PoCs): Robotnik is open to exploring future collaborations on joint research projects, European funding proposals, and proof-of-concept demonstrations.



6.1 Job Posting for Researcher at CTAG

Universities from which the applicant can participate:

AUTH, JSI, ULUS

Researcher definition:

Researcher: early stage/postdoctoral: focus on robotics/AI R&D, prototyping, testing, integration.

Typical activities: project work, lab/technical tasks, algorithm & systems work, validation.

Environment:

Our environment offers an ideal setting for researchers in robotics and AI, with access to advanced laboratories and applied projects. Seconded participants will be able to actively participate in development, integration, and technology validation.

Relevant fields

Mechanical Eng. (design, kinematics, dynamics)
Electrical/Electronics (sensors, actuators, power systems)
CS/Software (AI/ML, embedded/control systems, computer vision)
Human Robot Interaction (UI/UX, ergonomics, ethics and social implications)
Autonomous Systems (multi-robot systems, robotic simulation, testing)
Applications (industrial robotics, agriculture robotics, mobile robotics)
Cybersecurity (secure robotic systems, privacy)

Key activities the secondee will do:

Collaborate on research and development tasks.
Support design, implementation, and technical validation activities.
Participate in the preparation of documentation, results, and deliverables.
Contribute to teamwork and knowledge sharing between departments.

Preferred requirements for the job position:

Technical or scientific training appropriate to the scope of the project.
Ability to work in collaborative environments.
Good communication and organizational skills.

Expected learning outcomes for the secondee:

Practical experience in applied R&D environments.
Improvement of technical and methodological skills.
Development of teamwork and project management skills.
Greater understanding of innovation and technology transfer processes.

Duration & Flexibility

3 months

Project window: All secondments occur within the project lifetime. First round of secondments is set between March 2026 (planning month) / April 2026 until August 2026.

Learning & Integration Activities

Provide **hands-on project work** aligned to host activities.

Enable **job shadowing** to observe workflows & best practices.

Include in **team meetings/stand-ups** and assign **independent tasks with clear goals**.

Offer **cross-functional collaboration** and **networking** (e.g., industry days, informal team lunches).

Facilitate **knowledge-sharing** (internal talk/demo or public presentation where appropriate).

Where possible, enable **training/events** within your ecosystem (e.g., park/tech-centre activities).

Practical Arrangements

Work setting: Office, Lab

Facilities/equipment the secondee will access: Office & lab.

Onboarding & safety (required inductions, PPE, lab/floor permits, etc.): None.

Access requirements (NDA, security clearance, visitor rules): None.

Working language(s): English

Any travel constraints (e.g., shift work, site access windows): None

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