

Jobbnorge ID: 296528
Deadline: 3/31/2026
Website: <http://www.ntnu.no>
Scope: Fulltime
Duration: Temporary

The Department of Computer Science has a vacancy for a

Postdoctoral Fellow in Emerging GPAI Capabilities and Risks

This is NTNU

NTNU is a broad-based university with a technical-scientific profile and a focus in professional education. The university is located in three cities with headquarters in Trondheim.

At NTNU, 9,000 employees and 43,000 students work to create knowledge for a better world.

You can find more information about working at NTNU and the application process [here](#).

Video: <https://youtu.be/Xt-yHCN5QS0>

About the position

Are you ready to take your research career to the next level in a leading, internationally oriented AI research environment? We offer an exciting **3-year postdoctoral position** connected to the **to the KnoWare project** (Knowledge awareness for emerging capabilities and risks in GPAI), a Horizon Europe initiative aimed at reframing how we forecast and assess the capabilities and risks of advanced AI systems.

The purpose of a postdoctoral position is to build up a researcher profile that qualifies for a position as associate professor. The position may also offer additional skills that are relevant to the postdoctoral fellow's future career.

The position offers substantial opportunities for international collaboration, high-impact publications, industrial engagement, and contribution to policy-relevant research on trustworthy and responsible AI. The postdoctoral fellow will be hosted by the **Department of Computer Science** and affiliated with the **Information Systems and Human-Computer Interaction (ISCHI) research group**.

Your immediate leader will be the unit leader of the Information Systems and Human-Computer Interaction (ISCHI)

About the project

KnoWare aspires to move GPAI capability understanding from reactive observation to proactive detection. The project introduces the "emerging capabilities prefiguration" methodology, identifying the building blocks and enabling conditions that allow complex AI behaviors to manifest.

Within this ambitious framework, NTNU holds a central leadership role, spearheading the project's conceptual foundations. As a Postdoctoral Fellow, you will lead the development of a multidimensional typology and thesaurus of GPAI capabilities, effectively decomposing complex AI behaviors, such as reasoning, planning, and tool use, into their core constituent tasks and sub-skills. This foundational work is essential for creating the project's non-linear roadmaps, which track how and when these capabilities form and evolve during a model's lifecycle.

Working closely with Professor Patrick Mikalef and Associate Professor Benjamin Kille, you will also focus on the broader business, societal, and environmental impacts of these emerging systems. A significant portion of your responsibilities will involve designing and implementing empirically-based approaches to measure "organizational readiness," evaluating how prepared different entities are to govern and integrate advanced AI capabilities. Your research will analyze the sociotechnical impact of these systems on organizational performance and explore the co-evolution of human and AI intelligence, ensuring that governance approaches remain human-centric and resilient to technological shifts.

Duties of the position

- Carry out independent, high-quality research within the scope of the KnoWare project
- Contribute to deliverables, policy briefs, and popular science dissemination
- Collaborate actively with industrial partners and other academic institutions
- Academic publications and popular science dissemination
- Participate in the research group [Information Systems and Human Computer Interaction](#)
- Apply for research funding and write applications and report on progress to funding sources
- Participate in international activities such as conferences and/or research stays at foreign educational institutions
- Take part in mentoring PhD and master's students and advising on methodology and academic writing
- Engage in career-promoting activities, including limited teaching and supervision, as relevant

Required selection criteria

- A completed doctoral degree in information systems, computer science, human-computer interaction, artificial intelligence, management science, or a closely related field.
- Demonstrated research competence in General Purpose AI (GPAI), including familiarity with capability assessment, socio-technical impacts, or the evolving landscape of advanced AI systems.
- Good technical expertise and/or familiarity with LLM technology architectures, learning methods, sequence generation, and XAI methods.
- Strong analytical and methodological skills, with experience in experimental, design-oriented, qualitative, quantitative, or mixed-methods research.
- If you are in the final phase of your doctorate and can document that the thesis has been submitted or that the defense date has been confirmed, your application can be considered even if you have not defended. NOTE: Documentation of the obtained doctorate must be presented before you can take up the position.
- Good oral and written presentation skills in English equivalent level.

PLEASE NOTE: For detailed information about what the application must contain, see paragraph “About the application”.

If you do not already have educational competence that meets the requirements for a position as associate professor in Norway, NTNU will arrange for you to acquire such competence during the employment period. In such cases, you will also be assigned relevant teaching as part of the career-promoting work.

The appointment is to be made in accordance with [NTNUs guidelines for recruitment positions](#) and [Regulations concerning the degrees of philosophiae doctor \(ph.d.\) in artistic development work at the Norwegian University of Science and Technology \(NTNU\)](#) for general criteria for the position.

As a result of the new Act relating to universities and university colleges with associated regulations of 01/08/2024, NTNU has, during a transitional period (for decisions on employment in recruitment positions before 1 August 2025), chosen to use the terms of employment in the old [regulations of 31 January 2006 no. 102 on terms of employment for positions such as postdoctoral fellow, research fellow, scientific assistant and specialist candidate](#)

Preferred selection criteria

- Experience with human-centered AI, explainable AI, decision support systems, or AI governance
- Familiarity with design science research and/or experimental research methods including neurophysiological methods
- Experience collaborating with industry or working in interdisciplinary research teams
- A strong publication trajectory or clear potential for publishing in top-ranked international journals and conferences in the fields of information systems, management science, or human-computer interaction
- Competence in Scandinavian languages (Norwegian, Swedish, or Danish)

Personal characteristics

Working as a Postdoctoral fellow requires that you

- Works independently and in a structured manner
- Demonstrates strong curiosity and motivation for research on human-AI collaboration
- Present and discuss your research with other professionals
- Engage and contribute constructively with feedback
- Work constructively under pressure or in the face of adversity
- Show curiosity and a strong motivation for the subject
- Analyze data, assess different perspectives and draw well-founded conclusions
- Are flexible and open to adjusting the plan for the project as needed
- Communicates effectively with both academic and non-academic stakeholders
- Is flexible and open to adjusting research plans as projects evolve

Emphasis will be placed on personal qualities.

We offer

(decide on what is relevant for the position - add and remove)

- An exciting job with an important [social mission](#)
- Close collaboration with leading academic and industrial partners
- A dynamic, international, and interdisciplinary research environment
- Developing tasks in a strong and international professional environment
- Career guidance throughout the postdoctoral program and together with you we will prepare a career plan, which contains the skills and knowledge you will acquire
- Open and inclusive working environment with committed colleagues
- [Mentor programme](#) as a [new employee at NTNU](#)
- Favorable terms in the [Norwegian Public Service Pension Fund](#)
- Free Norwegian language training at a basic level ([A2](#)).

As a Postdoctoral Fellow at NTNU, you will have access to [employee benefits](#).

Diversity

Diversity is a strength, and at NTNU we aim to be an employer that reflects the diversity in society and that makes use of the potential of the population's collective skills. Our vision is [Knowledge for a better world](#) and [our values are creative, critical, constructive and respectful](#). We believe that an organization that is equal, diverse and gender-balanced is essential for us to achieve our goals.

We strive to attract employees with different skills, life experiences and perspectives to contribute to even better problem solving of our societal mission in research and education.

If you think this position is relevant and interesting, we encourage you to apply, regardless of gender, functional ability and cultural background, or whether you have been out of work for a period of time.

At NTNU we want to increase the proportion of women in scientific positions. We have a number of [measures](#) to promote equality.

Salary and conditions

As a Postdoctoral Fellow (code 1352) you are normally paid from gross NOK 633 400,- per annum before tax, depending on qualifications and seniority. From the salary, 2% is deducted as a contribution to the Norwegian Public Service Pension Fund.

The period of employment is 3 years, depending on whether there is a need to include courses within educational competence.

As an employee at NTNU, it is important to keep yourself up to date with academic and organizational changes and to adapt to them.

For the necessary professional and social interaction, it is a prerequisite that you are physically present and available to the institution on a daily basis.

The appointment is carried out in accordance with the principles of the [State Employees Act](#), and [Export control](#) (legislation that regulates the export of knowledge, technology and services). Candidates who, after assessment of the application and attachments, are considered to be in conflict with the criteria in the latter act, will not be able to be employed

About the application

The attachments (including a description of your scientific work) must accompany the application as these documents form the basis of the application assessment. The documents must be in Norwegian/a Scandinavian language or English.

Please note: the application will only be assessed on the basis of the information we have received by the application deadline. Therefore, make sure that your application clearly shows how your skills and experience meet the criteria described above.

The application and all attachments must be sent electronically via Jobbnorge.no. If you are invited to an interview, you must bring certified copies of certificates and diplomas upon request.

The application must include:

- Transcripts and diplomas for Bachelor's-, Master's- and PhD degrees. If you have not yet completed your PhD, you must provide confirmation on your estimated date for the doctoral dissertation, or confirmation that your PhD thesis has been submitted. Documentation of a completed doctoral degree must be presented before taking up the position.
- CV.
- A copy of the doctoral thesis. If you are close to submitting, you can attach a draft of the thesis.
- Research plan of 3 pages max on novel theoretical and practical questions you would like to answer within this position. A schematic visualization of how you envision (part of) novel theorizing or research approaches will be seen favorably.
- Academic works - published or unpublished up to 5 works.
- Name and contact information of three referees.

If all or parts of your education has been taken abroad, we also ask you to attach documentation of the scope and quality of your entire education. Description of the documentation required can be found [here](#). If you already have a statement from [Norwegian Directorate for Higher Education and Skills \(HK-dir\)](#), please attach this as well.

Joint works will be considered. If it is difficult to identify your contribution to joint works, you must attach a brief description of your participation.

If you have had leave or another break in your career, it is important that this is stated in your application so that the selection committee can take this into account and that the amount of your research may be reduced as a result.

In the evaluation of which candidate is best qualified, emphasis will be placed on education, experience and personal qualities. Motivation, ambitions and potential for research will also be emphasized in the assessment of the candidates.

NTNU recognizes a wide range of academic contributions and is committed to follow evaluation criteria for research quality according to [The San Francisco Declaration on Research Assessment DORA](#) and the obligations in [CoARA](#) (responsible assessment of research and recognition of a greater breadth of academic contributions in accordance with NTNU's social mission).

General information

A public list of applicants with name, age, job title and municipality of residence is prepared after the application deadline. If you wish to be exempt from entry on the public list of applicants, this must be justified. Assessment will be made in accordance with [current legislation](#). You will be notified if the exemption is not granted.

If you have any questions about the position, please contact Professor Patrick Mikalef, email: patrick.mikalef@ntnu.no.

If you have any questions about the recruitment process, please contact HR, email: hr@idi.ntnu.no

Application deadline: 31.03.2026

For practical information about [working at NTNU, please visit this webpage.](#)

[The city of Trondheim](#) is a modern European city with a rich cultural scene. [Trondheim is the tech capital of Norway](#) with a population of 200,000. The Norwegian welfare state, including healthcare, schools, kindergartens and overall equality, is probably the best of its kind in the world. Professional subsidized day-care for children is easily available. Furthermore, Trondheim offers great opportunities for education (including international schools) and possibilities to enjoy nature, culture and family life and has low crime rates and clean air quality.

NTNU

NTNU - knowledge for a better world

The Norwegian University of Science and Technology (NTNU) creates knowledge for a better world and solutions that can change everyday life.

Department of Computer Science

We are the leading academic IT environment in Norway, and offer a wide range of theoretical and applied IT programmes of study at all levels. Our subject areas include hardware, algorithms, visual computing, AI, databases, software engineering, information systems, learning technology, HCI, CSCW, IT operations and applied data processing. The Department has groups in both Trondheim and Gjøvik. The [Department of Computer Science](#) is one of seven departments in the [Faculty of Information Technology and Electrical Engineering](#).

Additional information

Contact person:

Patrick Mikalef, Professor

Phone: | E-mail: patrick.mikalef@ntnu.no

Place of service:

Høgskoleringen 1 7491 Trondheim (Trondheim Municipality)