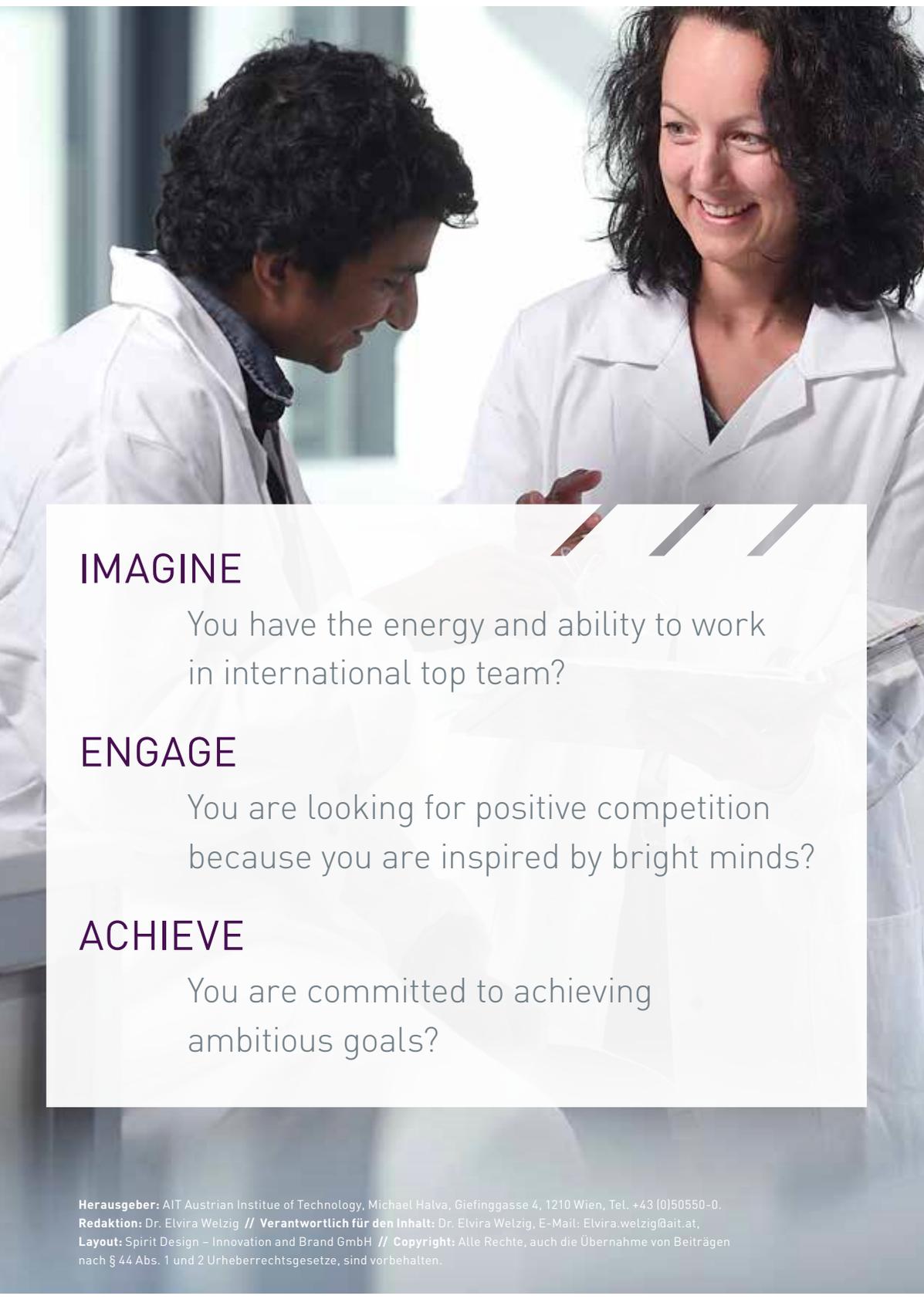


TOMORROW TODAY. WITH YOU?



AIT CAREER PATHS

Discover your possibilities.



IMAGINE

You have the energy and ability to work in international top team?

ENGAGE

You are looking for positive competition because you are inspired by bright minds?

ACHIEVE

You are committed to achieving ambitious goals?

THE AIT AS AN EMPLOYER ...

The AIT Austrian Institute of Technology is Austria's largest research and technology organization.

Among the European research institutes, AIT is a specialist in the key infrastructure issues of the future. AIT's objective is to help customer prepare for the key challenges the industry will face in the future.

The AIT presents itself to customers and partner organizations as an Ingenious Partner. Due to this strategic positioning, AIT places a premium focus on its staff and the development of the skills and talents of its employees.

As your Ingenious Partner we offer wide-reaching opportunities for personal and professional development at all stages of your career.

... YOU AS AN EMPLOYEE

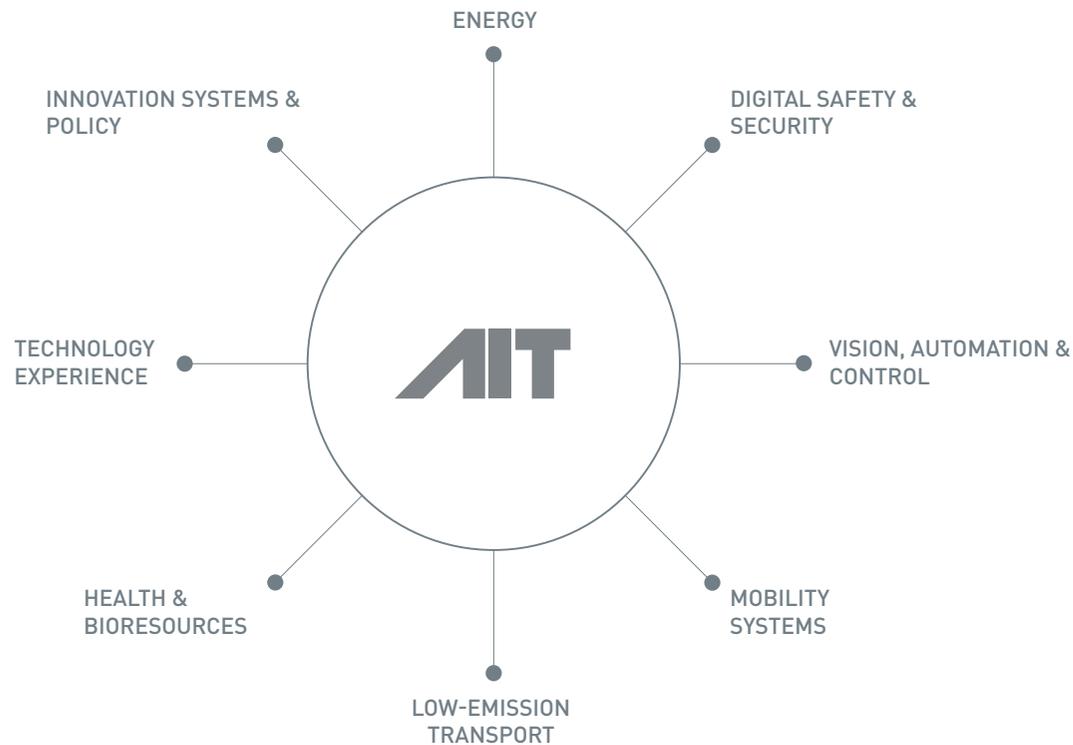
If you are curious, keen on taking the initiative and happy to assume responsibility, the AIT might be the place for you.

In order to meet the requirements posed by the comprehensive scope of responsibilities, AIT has a clear and encompassing career model. Our career model is divided into five career paths that consists of different levels. To entrepreneurially oriented employees we offer additional roles that are intended to place our technology on the market.

Continuous learning at AIT within and outside of the **Training & Development program** is designed to convey necessary capabilities.

WHY JOIN US?

AIT provides research and technological development to realize innovations for the next generation of infrastructure related technologies in the following Centers:



As a national and international network node at the interface of science and industry AIT enables innovation through its scientific-technological expertise, market experience, tight customer relationships and high quality research infrastructure.

AIT'S CORE STRENGTHS AS EMPLOYER

- // Austria's largest Research & Technology organization
- // Top Employer with transparent conditions
- // International key player in many infrastructure fields in the top league
- // Smart, creative people in an inticing environment
- // Impact on the current and future topics
- // Creative leeway in research
- // Develops solutions for real problems
- // Strong partner for industry and relevant for Austria as a location for business
- // Active and decisive in times of change and pressure
- // Comprehensive portfolio management
- // Top-notch laboratories and research infrastructure
- // Focussed within strategic objectives

CAREER PATHS

AIT's career model consists of 5 career paths that portray our core activities.



We aim to provide a fascinating field of work for recent graduates, experienced professionals or renowned experts, meaning that the level at which you start working at the AIT is tailored to your qualification.

// TECHNICAL SERVICES

Those employed play a key role in ensuring that projects as well as client assignments are implemented successfully.

// RESEARCH ENGINEERING AND EXPERT ADVICE

You would be primarily concerned with research-related components and with assessing potentials for commercial use.

// MANAGEMENT

Decisions with long-term impact are made by the Heads of Competence Unit and Heads of Center. These two positions constitute the career path Management.

// SCIENCE

You will participate in conceiving and implementing new projects.

// SUPPORT

Our support staff assist all of our processes and activities.

RESEARCH ENGINEERING & EXPERT ADVICE

An ideal career path for those who combine innate curiosity with highly developed business acumen.

JUNIOR RESEARCH ENGINEER & JUNIOR EXPERT ADVISOR

As Junior Research Engineer or Junior Expert Advisor, you will gain experience in conceiving and implementing new insights in close cooperation with companies or public institutions. Moreover, you will be developing technical solutions in the form of components, modules and methods. In the end, you will get to know the entire process of applied research.

RESEARCH ENGINEER & EXPERT ADVISOR

In this position, your tasks will include developing new concepts, establishing a network of clients and partners, publishing your results or applying for patents and engaging with scientific/technical networks and committees. Your core activity, however, will be to identify potential commercial uses for the results of our research.

SENIOR RESEARCH ENGINEER & SENIOR EXPERT ADVISOR

In the position Senior Research Engineer or Senior Expert Advisor you are deeply involved in strategic planning processes, managing complex projects, taking on management responsibilities. Moreover, your responsibility is to manage and maintain relations with strategically significant clients and make sure that your existing and future fields of research are aligned with the AIT's strategy.

CHIEF RESEARCH ENGINEER & CHIEF EXPERT ADVISOR

These positions represent the most advanced level within this career path. An understanding of socio-technical systems, team orientation and the willingness to take over economic responsibilities are valuable assets for this position. In addition to that, as Chief, you should be able to identify potentials for commercial use in a timely manner, and regularly put forward new ideas for your fields' strategy and project portfolios.



SCIENCE

An ideal career path for those who are passionate about academic and scientific work and show an aptitude for independent project work.

JUNIOR SCIENTIST

At the AIT, Junior Scientists take on a diverse range of tasks including conducting independent scientific research, acquiring small-scale projects, co-authoring patents or supervising interns. Your experienced colleagues will show you how to navigate the research project, how to prepare for conferences and will provide support for your publications.

SCIENTIST

If you have prior experience at a research institution, university, or business organization, you will enter the AIT at the level Scientist. Important aspects of this position are conception, structuring and coordination of medium-sized projects, publishing to high impact journals and conceiving new project ideas. Moreover, you will be in touch with clients and also in charge of knowledge transfer – both within AIT and outside of it via teaching assignments.

SENIOR SCIENTIST

Typically, applicant with a widespread overview of the scientific arena, strong ties to the scientific community and with completed PhD programme or habilitation will enter the AIT as Senior Scientist.

Typically, Senior Scientists have widespread overview of the scientific arena, strong ties to the scientific community, and on top of that they have completed their PhD or habilitation. At the AIT, you will keep an eye on scientific developments of relevance and incorporate these into the strategic agenda of the Competence Unit. Besides, you will also head the conception, acquisition, and content-related management of complex, well-funded research project and supervise PhD and diploma students in cooperation with universities

PRINCIPAL SCIENTIST

Principal Scientists are internationally renowned experts who influence their research area's strategy considerably. At the AIT, you will be able to establish new scientific research topics, deepen your knowledge of existing ones or implement an interdisciplinary approach. In addition, you will engage with strategically significant clients and manage large, occasionally high-risk research projects.

TECHNICAL SERVICES

Those employed in Technical Services play a key role in ensuring that technical solutions as well as client assignments are implemented successfully. Moreover, they ensure efficiency and reliability in AIT's day-to-day operations.

TECHNICAL ASSISTANT

As Technical Assistant, you need to make sure that all the necessary preparations for measurement operations are met and provide your assistance in conducting them. Your tasks (e.g. assembly and laboratory operations, technical support etc.) do not require any prior work experience or vocational training. If you have an eye for detail and take great caution when completing assignments, you are well suited for this position.

LABORATORY ASSISTANT & LABORATORY TECHNICIAN

As Laboratory Assistant or Laboratory Technician, you will be conducting standard measurement procedures, experiments and support research projects. In most cases, this means that some form of technical training is required. Precision and conscientiousness when carrying out these operations are essential since they form the basis for long-term relationships with clients.

TECHNICIAN

Applicants with basic technical education (such as a diploma from a technically oriented school) will start their work at the AIT as Technicians. They play a key role in realizing projects for clients. Moreover, they support and oversee operations over the entire course of the project, from its acquisition and implementation all the way to subsequent reporting obligations and engaging in thoughtful relationships with clients.

SENIOR TECHNICIAN

Senior Technicians are marked by profound technical expertise. At the AIT, they manage complex measurement and testing operations for projects and are in charge of large-scale plants and machinery. What sets a Senior Technician apart is his or her ability to conceive new measurement and testing procedures, develop novel methods of analysis, acquire projects and maintain relationships with clients.



SUPPORT

Employees in the career path Support ensure that all processes at the AIT run smoothly. You will take on a wide range of organizational and coordinative tasks that are essential for our success.

ADMINISTRATIVE ASSISTANT

As Administrative Assistant, you will complete supportive assignments.

ADMINISTRATOR

You will be involved in ensuring the reliability and efficiency of our operations behind the scenes. Therefore, independent work and excellent time management skills are valuable assets you should possess. Administrators typically work in human resources, procurement, accounting or IT support. You may also work as a secretary to the respective Head of Competence Unit.

ADMINISTRATIVE SPECIALIST

Administrative Specialists are experts in their field, whether this be IT administration, legal services or marketing. As such, they complement our research activities in a truly significant way. If you are well acquainted with company-wide procedures and have a gift for communicating effectively with a wide range of diverse stakeholders, this level may be for you.

SENIOR ADMINISTRATOR

Our Senior Administrators work especially close with management: Heads of Center or Heads of Competence Unit. They continuously seek to improve company-wide procedures, support executives in their decision-making and are also concerned with certain aspects of project management. Research Funding is a further important function in the Senior Administrator Level.

MANAGEMENT

In management you have the opportunity to define the strategic direction and positioning of the Center or Competence Unit. With these position comes responsibility – both in a content-related, scientific sense and in an economic sense.

HEAD OF COMPETENCE UNIT

As Head of Competence Unit, you should be attuned to industry, have exceptional leadership skills and think strategically. You will develop the Unit's research strategy, coordinate points of intersection with other Centers and Competence Units, establish strategic partnerships, and play a leading role in the acquisition of national and international research projects. People Management is the most important task of a Head of Competence. Moreover, you will also implement effective work methods and leadership strategies.

HEAD OF CENTER

In this level within this career path, you will work at the forefront of science and industry and play a considerable part in shaping the AIT's strategy. As Head of Center you are responsible for the strategic positioning of the Center, both nationally and internationally. You will shape the long-term research focus of your Center, initiate key projects and establish strategic partnerships. Being well integrated with various stakeholder groups is thus a key asset in this position. Furthermore, your tasks include developing feasible research strategies, devising plans for commercial launch, and implementing effective communication processes, work methods, and leadership strategies.



RESEARCH & BUSINESS-RELATED OPPORTUNITIES

At the AIT, to entrepreneurially oriented employees; we offer research and business-related roles that are intended to help you expand your field of work in accordance with your wishes and skills.

BUSINESS MANAGER

As Business Manager, you ensure that our research results find commercial use. The high degree of market orientation required of this role means that it is geared towards employees who are more than willing to share their industrial expertise. Employees with prior experience in product management or innovation management and the ability to coordinate complex networks are particularly well-suited for this profile. A talent for communicating the Business Case persuasively and thoughtful customer relationship management are equally valuable skills.

BUSINESS DEVELOPER

If you would like to leverage your technical/scientific background to identify potential commercial uses for research results, you will find the Business Developer role particularly engaging. You will work at the interface between the AIT and our strategic clients and establish client networks with our Marketing, Project Management and Research Funding departments. Profound knowledge of the industry and excellent analytical skills are core components of this role.

PROJECT MANAGER

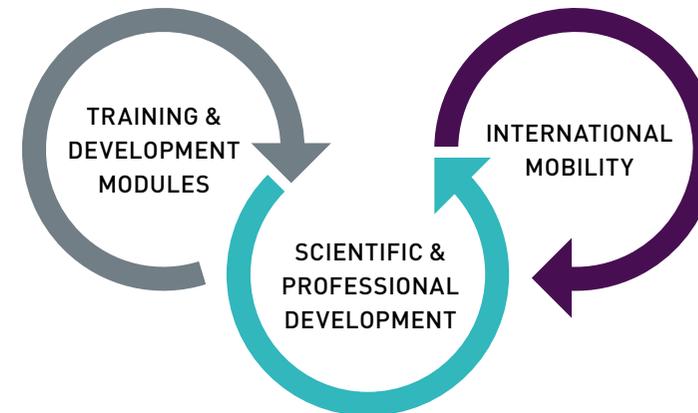
As Project Manager, you acquire, coordinate and guide research projects, from small-scale or medium-sized ones all the way to large EU-funded projects. You will be in charge of vital aspects such as the content-related management of the project and team leadership, whereas resource planning and risk management are conducted in close cooperation with management (Heads of Competence Unit) or the Thematic Coordinators (see below). Finally, controlling for progress and reporting obligations are further tasks featured in this role.

THEMATIC COORDINATOR

Thematic Coordinators are well integrated in the scientific community and have close ties to clients. As such, they are responsible for identifying pertinent scientific developments and implementing the research strategy pursued within their field of work. For this position profound expertise is required (at the level of Senior Research Engineer).

TRAINING & DEVELOPMENT

Welding science and industry together is our core activity at the AIT. In order to do so, we value perceptive communicators who are well versed in business administration; we need tough negotiators and inclusive team players; we esteem employees who put forward ideas for the commercial and industrial use of our research results.



TRAINING & DEVELOPMENT MODULES

We have created Training & Development Modules that are designed to convey key skills in project management, strategy, teamwork and communication. These are skills that you either already draw upon in your day-to-day operations or will draw upon in the near future as your career progresses. We provide all our courses in German and English.

SCIENTIFIC & PROFESSIONAL DEVELOPMENT

Furthermore, in order to support Scientific & Professional Development, contributing to conferences will be an integral part of your work life.

INTERNATIONAL MOBILITY

In order to meet present and future challenges, and to become more involved with scientific, research or business community we encourage you to go abroad for a limited period of time.

YOUR CAREER AT THE AIT

At AIT, it's not about climbing the ladder — we want to make sure your career stays diverse and engaging.

CAREER PROGRESSION TRAJECTORIES

Therefore you can align your career with your ambitions and strengths – which means you can progress either within your chosen career path or you are can consider another career path. Promotion is based on transparent processes and clearly defined criteria (key performance indicators). To name just a few examples, the criteria include the research results you achieve, the projects you acquire and manage, and your publications and patents.



OTHER OPPORTUNITIES AT THE AIT

FOR STUDENTS

AIT offers a PhD Programme that fosters competences around scientific work and also provides an insight into applied research and commercial exploitation of research results

INTERNSHIPS

The AIT aims to spark interest in young people and contribute to their education towards their dream career. To this end, we offer internships at our organization for students at upper secondary and university level each year in all Center and the Administrative Units.

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Download more detailed brochures about our career paths here:

www.ait.ac.at/en/career

