

Researcher/Research Fellow in AI Ethics and Policy

Global Governance, Regulation, Innovation and the Digital economy (GRID) unit

About us

Founded in Brussels in 1983, CEPS (Centre for European Policy Studies) is a leading think tank and forum for debate on EU affairs, which has been consistently ranked among the world's top-10 best think tanks. CEPS' distinguishing features include its strong in-house research capacity and an extensive international network of partner institutes. CEPS' funding comes from a variety of sources, mainly research grants, public procurement, but also from membership and conference fees.

The CEPS unit on [Global Governance, Regulation, Innovation and the Digital economy \(GRID\)](#) explores, among other issues, policy and regulatory challenges in the areas of regulatory governance, industrial policy, digital technology, health policy and governance, and sustainable development. Over the years, GRID researchers have carried out many diverse assignments for the European Commission (including DG CONNECT, DG GROW, DG RTD, DG SANTE), the European Parliament, EU agencies, national governments, UN agencies and other international organisations. Now GRID is busy with several long-term research projects in various fields, notably involving research on Artificial intelligence and the digital transformation of the economy and society. Consequently, it is looking to strengthen its team to further expand its remit and ambition as a leading interdisciplinary research team.

The successful applicant will be initially employed for 12 months. They will work on Artificial Intelligence (AI) related projects within the GRID unit. The appointment will be made at the Researcher or Research Fellow level, depending on the qualifications and experience of the selected applicant.

Main tasks

- Contribute to CEPS' work on AI ethics, governance and policy. We are currently contributing to three Horizon Europe projects, [TANGO](#), [AI CODE](#), and [NEUROCLIMA](#), researching the ethical, legal and socio-economic factors that arise when theorising, developing and applying the project to ensure ethical decision making in human-machine interaction; this will include empirical research through interviews. We are also leading an ambitious research initiative to promote the European ecosystem of excellence in AI. We are co-leading (with the Brookings institution) the Forum for International Cooperation in AI (FCAI) which focuses on the prospects for global and international AI governance. Finally, our work on AI is also prominently featured in our Trade and Technology Dialogue project, which supports the EU-U.S. Trade and Technology Council and in project work for UNIDO (on AI in Ukraine).

- Contribute to the writing of policy reports and project deliverables, as well as publications, including op-eds, policy briefs, and regular contribution to CEPS events and communications activities (including the upcoming CEPS podcast on AI and the Future of Work).
- Carry out high-quality and high-impact research, both independently and in teams comprising CEPS and external researchers, on the topic of ethics and governance of AI, or any other topic of interest when agreed with the CEPS Research Director.
- Assist in the preparation of research proposals.
- Give presentations and represent CEPS at consortium project meetings.

Your background and qualifications

Compulsory

- You have a Master's degree in Public Policy, Economics, Political Science, Law, Philosophy, other Social Sciences, or related topics. For this position, we are also willing to consider specialisations in computer or data science, especially if coupled with a specific interest in the ethics, policy and governance aspects of AI.
- You have significant knowledge of AI and ethics, AI policies in the EU and beyond, and related areas.
- You have excellent English drafting and oral presentation skills.
- You are familiar with common software suites and tools (e.g. Microsoft Office, Salesforce, GPT-4).
- You have at least three years of demonstrable work/research experience in relevant fields.

Desirable

- Previous research experience in digital and AI policy and/or ethics of AI.
- A PhD.
- Strong qualitative methods skills, for example experience with conducting interviews, and solid analytical reasoning.
- Knowledge or research experience in (or with) EU policy and institutions.
- Excellent knowledge of another EU official language would be an asset.

Your profile

- You are willing and able to engage in creative thinking and inter-disciplinary research.
- You can work in a research team involving junior and senior colleagues and can organise your own workload.
- You can respect deadlines and juggle multiple tasks and changing priorities.
- You enjoy teamwork and are open to giving and receiving feedback.
- You are willing to develop insights into ongoing legislative and policy debates in the field.

- You are kind with a deep respect for diversity, an inclusion-oriented mindset and a strong sense of empathy towards colleagues.
- You are enthusiastic to contribute not only towards the success of the GRID unit but also the whole of CEPS as an organisation.
- You can confidently draft in a variety of written styles as requested.
- You can publicly present research outputs.

What CEPS can offer

We initially offer full-time employment for 12 months. The contract is renewable. The salary will be in accordance with your previous experience as well as the CEPS salary scale. We also offer a benefits package (group & hospitalisation insurance, meal tickets, public transport reimbursement, 20 days legal holiday entitlement per year plus an additional two weeks during the Christmas-New Year period when CEPS is closed, as well as the possibility to telework in Belgium + 20 days per calendar year of teleworking from abroad).

We would like the preferred candidate to start as soon as possible, and at the latest in September 2024. The job will be based in Brussels.

Career development prospects

CEPS offers a Learning and Development Programme for all staff to develop the necessary skills for their position.

More information

Further information about the position can be obtained from Andrea Renda, Director of Research at CEPS, e-mail andrea.renda@ceps.eu.

Application and deadline

CEPS strongly values and actively pursues diversity. We encourage applications especially from female, LGBTQ+ candidates and candidates belonging to ethnic groups that are under-represented at CEPS.

Applicants are requested to send

- a letter of motivation, explicitly describing point-by-point their relevant experience and linking it to the requirements for the position, indicating their salary expectations and where they came across our advert, in one page maximum.
- a CV, including a list of your publications, specifying your role in previous research projects and the names and contact details of at least two referees (including your current or last employer). For the CV, please use the Europass template (<https://europass.cedefop.europa.eu/>).

Please send the documents (drafted in English) to applications@ceps.eu by **31 May 2024, 23:59 CEST** with 'GRID Researcher/Research Fellow 2024 – AI' in the subject line. Shortlisted candidates may be asked to produce one or two letters of recommendation.

Applicants are encouraged to apply as soon as possible as applications will be assessed on a rolling basis.

Pre-selected candidates are invited to a short online interview. Based on these first interviews, shortlisted candidates will be invited to an in-person interview. Short interviews will be scheduled in the week starting 10 June 2024. Full interviews will be held in the week starting 17 June 2024.

Only shortlisted candidates will be contacted for an interview. CVs and the personal data of non-selected candidates are not shared with anyone outside CEPS and will be deleted immediately after the recruitment process. For more information, read our privacy policy available on the CEPS website.

Even if you do not strictly have all the necessary competences for this role but you believe your experience and skills could be valuable and would allow you to fulfil the tasks required, we would highly recommend that you still submit an application.

If you are successful but you are not an EU citizen, CEPS will work closely with you to ensure that all relevant documentation and immigration processes are completed to enable you to work in Belgium.