

Bangkok University Announcement
No. 5/2025
Postdoctoral Researcher Recruitment
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To promote Bangkok University faculty in publishing research in internationally recognized journals indexed in databases such as Scopus, Web of Science, or other databases specified by the University, and to enhance academic recognition in alignment with global quality standards for university rankings, it has been deemed necessary to hire postdoctoral researchers to collaborate on advanced research with faculty members. This will be in accordance with the research topics set by the University. The following announcement is hereby made.

Item 1: Qualifications of Postdoctoral Researchers

- 1.1 Postdoctoral researchers may be Thai nationals or foreign nationals.
- 1.2 Applicants must have completed a Ph.D. in a relevant field, with the thesis completed no more than 5 years prior to the date of application.
- 1.3 Applicants should have published research in journals listed in Scopus, with a SCImago Journal Rank (SJR) of Q1 or Q2, or in internationally recognized journals with an Impact Factor.
- 1.4 Applicants must have strong proficiency in both spoken and written English.
- 1.5 Applicants must be able to work effectively with the University's research team and external collaborators.
- 1.6 Applicants must demonstrate strong academic ethics and a responsible approach to research.
- 1.7 Experience in securing external research funding will be considered an advantage.

Item 2: Qualifications of Research Team Leader

- 2.1 Research Team Leader must be a BU faculty member, with at least 5 years of experience in research and publishing in international research journals.
- 2.2 Research Team Leader must have at least one publication as the First Author or Corresponding Author in a Scopus-indexed journal ranked in Q1, related to the topic specified by the University. Alternatively, Research Team Leader must have experience managing research projects or securing external funding of at least 1 million Baht within the past 3 academic years.
- 2.3 Research Team Leader must be capable of overseeing research activities and leading a research team.

2.4 Research Team Leader must be able to build collaborative networks with research organizations and academic institutions both domestically and internationally.

2.5 Research Team Leader must have the expertise to mentor postdoctoral researchers and support their professional advancement.

Item 3: Scope of Work and Responsibilities

3.1 Develop high-quality research and ensure publication in international research journals.

3.2 Actively participate in and support the University's research activities, such as organizing seminars, drafting research proposals, and mentoring graduate students.

3.3 Foster academic collaborations with institutions or organizations both domestically and internationally.

3.4 Provide regular progress reports on research work to the University within the specified timeline.

3.5 Conduct research on topics assigned by the University each year, ensuring they align with the University's strategic plans.

3.6 Work closely with the research team, which consists of faculty members within the University who have experience in international-level research, to ensure the research is carried out efficiently.

3.7 Research Team Leader with prior experience in securing external research funding will be given special consideration.

Item 4: Remuneration and Support

4.1 Remuneration: Determined based on the level of expertise and experience, in accordance with the University's policies (as outlined in the Addendum).

4.2 Accommodation Support: For international postdoctoral researcher candidates, the University will provide accommodation support in accordance with the University's policies (as outlined in the Addendum).

4.3 Travel Support: For international postdoctoral researcher candidates, the University will provide travel support for their initial travel to Thailand and for the return trip upon contract completion.

Item 5: Expected Publication Results

Postdoctoral researchers must publish no less than two research articles annually in international journals indexed in Scopus or Web of Science, fulfilling the following requirements:

5.1 At least one article must be published with the researcher as either the First Author or Corresponding Author.

5.2 At least one article should be a collaborative publication with an international university.

Item 6: Selection Process

6.1 The job opening will be announced through the University's website and other platforms.

6.2 Research Team Leader who wishes to recruit postdoctoral researchers should submit their request, along with a research topic that aligns with the University's strategic plans, to the Research Institute for Creative Economy, with prior approval from the Department/Division.

6.3 Applicants must provide supporting documents, including a CV, a publication list, and an initial research proposal.

6.4 The Research Promotion and Monitoring Committee will assess the applicants' qualifications and achievements, including an interview if required.

Item 7: Criteria for Performance Evaluation

7.1 The number and quality of publications in international research journals

7.2 Involvement in and support for the University's research activities

7.3 The ability to build networks of research collaboration

7.4 The ability to collaborate effectively with the research team and BU faculty

7.5 Providing progress reports on research every 3 months to Vice President for Research and Educational Innovation Development, with the outcomes in accordance with the specified objectives

Item 8: Additional Conditions

8.1 The postdoctoral researcher must comply fully with the professional ethics and regulations set by the University.

8.2 If the postdoctoral researcher does not fulfill the contract or the performance does not meet the specified objectives, the University reserves the right to terminate the contract early.

Item 9: Intellectual Property

Intellectual property that arises from the research conducted under this Announcement shall be subject to the guidelines set forth in Bangkok University Announcement No. 34/2024 regarding the Guidelines for the Management of Intellectual Property and the Distribution of Benefits Derived from Intellectual Property.

Item 10: Any issues related to the enforcement of this announcement will be subject to the discretion of the President of Bangkok University, and the President's decision shall be deemed final.

This Announcement shall take effect from February 11, 2025 onwards.

Announced on February 10, 2025

(Asst. Prof. Sansern Milindasuta)
for President of Bangkok University

Addendum No. 5/2025
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Renumerations and Benefits

Item 1: Renumeration

Publication Result	Renumeration			Project Completion Guarantee (Payment to be made upon delivery of the results)	
	Postdoctoral Researcher (Thai National)	Postdoctoral Researcher (Foreign National)	Research Team Leader	Postdoctoral Researcher	Research Team Leader
Publication in a Scopus Q1 indexed journal, co-authored with Research Team Leader	Monthly Allowance of 30,000 THB	Monthly Allowance of 40,000 THB	Renumeration of 30,000 THB/Year	120,000 THB (10,000 THB/Month)	30,000 THB (30,000 THB/Year)

Remarks:

1. For Research Team Leader and postdoctoral researchers who fulfill the requirements outlined in Item 5 and deliver their work on time or request an extension of no more than 6 months
2. Research Team Leader may claim publication fees (Page charges) for publishing in journals in accordance with the guidelines specified in Bangkok University Announcement No. 4/2025 on Rewards/Incentives for Faculty Members Producing Academic/Creative Publications.
3. If the research is published in a top-tier journal (Ranked in the top 10 or Tier 1 in Scopus), the postdoctoral researcher will receive an additional reward of 120,000 THB, and Research Team Leader can claim an additional remuneration of 10,000 THB.
4. Accommodation support for postdoctoral researchers (foreign nationals) is included in the specified monthly allowance.

Item 2: Travel support for foreign nationals without permanent residency in Thailand:

- 2.1. The University will cover the initial travel costs to Thailand, providing an economy-class flight ticket, based on the distance and the following criteria:

- 2.2. For countries in Asia: Up to 30,000 THB (reimbursed based on actual expenses).
- 2.3. For countries outside Asia: Up to 50,000 THB (reimbursed based on actual expenses).
- 2.4. Return travel: The University will support return travel expenses upon completion of the contract, under the same conditions as the initial travel.

Item 3: Benefits

- Social Security and Accident Insurance
- Annual Health Check-ups and Influenza Vaccinations
- Expenses Related to Work Permit and Visa Applications for Foreign Nationals

Item 4: Research Grant and Conference Participation Support

4.1 Research Grant

- Postdoctoral Researcher: Initial research project grants ranging from 100,000 to 200,000 THB per year, depending on the scope and complexity of the research project.
- Research Team Leader: Additional research project fundings are available for application at the Research Institute for Creative Economy.

4.2 Conference Participation Support

Researchers are entitled to financial support for international academic conference participation, covering expenses up to 50,000 THB per conference, as per the regulations outlined in Bangkok University Announcement No. 4/2025 on Rewards/Incentives for Faculty Members Producing Academic/Creative Publications.

Item 5. Additional Conditions

5.1 All financial support disbursements must follow the University's established rules and procedures.

5.2 Benefits may be subject to change according to the University policies, with prior notification.