Postdoctoral Position in AI Ethics for the Public Sector

The Department of Business Development and Technology at Aarhus University invites applications for an 18-month postdoctoral position in AI Ethics for the Public Sector, starting 1 September 2026 or as soon as possible thereafter.

Project

The position is affiliated with the research project 'Practice Resonant AI Ethics for the Public Sector' (PRAI) funded by the Independent Research Fund Denmark, which is a collaboration between the Department of Business Development and Technology and the Department of Digital Design and Information Studies.

The project 'Practice Resonant AI Ethics for the Public Sector' (PRAI) explores how practitioners who design, develop and procure AI technologies in the public sector understand and navigate ethical challenges. While ethical guidelines for AI are widespread, they often remain abstract and disconnected from real-world practice. This project adopts a practice-oriented approach to ethics examining how ethical concerns emerge within everyday activities such as development and procurement, shaped by social, organisational, and technical factors.
The project pursues a threefold aim:

1. to map the strategies used by Danish municipalities to address the ethical issues AI practitioners navigate,

2. to conduct a series of case studies for an in-depth understanding of the practices and ethical challenges faced by AI practitioners, and

3. to develop a practice resonant toolkit that support AI practitioners in embedding ethical principles.

Together, the project aims to support responsible, inclusive, and effective use of AI in the public sector.

Position and Qualifications

The successful candidate will take a central role in the empirical research of the PRAI project, particularly in analyzing how Danish municipalities address ethical issues in their AI-related work. The position also includes participation in case studies and other project activities. A limited amount of teaching and supervision may also become relevant.

Applicants must hold a PhD or demonstrate equivalent qualifications in a relevant field related to qualitative studies of technology in organisational contexts such as Information Studies or Management.

We are looking for a candidate with an internationally oriented research profile within organisational studies, Computer-Supported Cooperative Work, Human-Computer Interaction or related research areas as documented by a PhD dissertation and/or research publications.
Applicants should have experience with qualitative methods such as interviews, observations, and discourse or document analysis, ideally in relation to AI and ethics. Strong interpersonal and communication skills, the ability to manage independent research, and a high level of English proficiency are required. Advantages include a solid publication record relative to career stage, participation in research networks, experience within AI or technology ethics and international research stays. Danish skills will be considered as an advantage.

Work environment

Active participation in the department's daily academic life is important, and the successful applicant is expected to maintain a regular on-site presence. As the project is interdepartmental, collaboration with colleagues from both departments will be a natural part of the role. Aarhus University offers a supportive work environment with a strong emphasis on work–life balance, and provides career development opportunities for postdoctoral researchers, including the Junior Researcher Development Programme.

Who we are

BTECH is part of Aarhus BSS, Aarhus University – a top 100 university. Aarhus BSS has achieved the triple-crown AACSB, AMBA and EQUIS accreditations.

BTECH is located in the business-oriented and entrepreneurial city of Herning. The department excels in business, IT and engineering disciplines and emphasises the

importance of company collaborations. We have around 1,200 students and close to 100 academic staff members. Each year, approximately 500 students are involved in company projects in more than 250 companies ranging from SMEs to leading multinationals. Our incubator Business Factory launches 10 new companies each year.

We influence society through business development and technology. For this reason, many research projects are conducted in close collaboration with industry on the basis of new data and new technologies. These projects are generously supported by the ERC, Horizon Europe, the Independent Research Fund Denmark and the Danish Industry Foundation, among others

More information about BTECH is available here.

The School of Communication and Culture is a part of the Faculty of Arts.

You will find information about the school and its research programmes, departments, and diverse activities on its website.

International applicants

International applicants are encouraged to read about the attractive working conditions and other benefits of working at Aarhus University and in Denmark, including healthcare, paid holidays and, if relevant, maternity/paternity leave, childcare and schooling. Aarhus University offers a wide range of services for international researchers and accompanying families, including a relocation service and an AU Expat Partner Programme. You can also find information about the taxation aspects of international researchers' employment by AU.

Contact

For further information about the position, please contact Madalina Pop (co-PI) by email at madast@btech.au.dk or by phone at +45 29429888 or Christian Dindler (PI), by email: dindler@cavi.au.dk.

If you need help uploading your application or have any questions about the recruitment process, please contact HR Supporter, Charlotte Thomsen, e-mail: charlotte@au.dk

Application deadline

30 April 2026

Place of work

Aarhus University
Birk Centerpark 15
7400 Herning

Terms of employment

The appointment is made in accordance with the Memorandum on Job Structure for Academic Staff at Danish Universities as well as the circular on the Collective Agreement for Academics Employed by the State (in Danish).
The job content and qualification requirements are described in further detail in the Ministerial Order on the Appointment of Academic Staff at Universities.

Application procedure

When you apply for this position it is mandatory to attach the following:

- Application
- Curriculum Vitae. You are encouraged to declare any periods of leave without research activity, including, for example, maternity leave, since your research activities are assessed in relation to your actual research time
- Education (diploma for master's, PhD and possibly higher doctoral degree)
- List of publications (the enclosed publications must be clearly marked on the list of publications)
- Publications. Up to three publications can be included in the application. In the event of several authors the publications must be accompanied by a co-author statement concerning the applicant's share of the collaborative work with the consent of the co-authors. This template may be used for the purpose
- Teaching portfolio. The specific requirements regarding the documentation can be found here

Materials which cannot be uploaded together with the application may be submitted in three copies to Aarhus BSS HR & PhD, Aarhus University, Bartholins Allé 16, DK-8000 Aarhus C.

Read more about how to apply for an academic post at Aarhus BSS here

The evaluation process

After the application deadline, an assessment committee is appointed. Please note that the assessment of applicants is based solely on the material received prior to the application deadline. For further information, see Guidelines for Assessment Committee, Aarhus BSS.

Aarhus University's ambition is to be an attractive and inspiring workplace for all and to foster a culture in which each individual has opportunities to thrive, achieve and develop. We view equality and diversity as assets, and we welcome all applicants. *The application must be submitted via Aarhus University's recruitment system, which can be accessed under the job advertisement on Aarhus University's website.*

Om Aarhus Universitet

Aarhus Universitet er et fagligt bredt og forskningsintensivt universitet med høj kvalitet i uddannelse og forskning, og et stærkt engagement i samfundsudviklingen nationalt og globalt. Universitetet tilbyder et inspirerende uddannelses- og forskningsmiljø for 37.000 studerende og 8.700 medarbejdere med en årlig omsætning på 8,3 mia. kr. Læs mere på www.au.dk