Human Resource Management
and Human Resource Development
Why joining the KMUTNB?

Working with KMUTNB is more than just a career. It's a life-changing experience that you can utilize your knowledge and capabilities to the fullest which leads to the happiness staying with us that you will never want to leave.
KMUTNB Value Proposition

KMUTNB gives employees the opportunity to have the freedom of thought of how to use your potentials and experiences to develop the excellence of our university.

KMUTNB lets employees be a part of the university's development to be internationally recognized as a leading organization in science, technology and innovation.

KMUTNB pays attention to the work-life balance of our employees to let them fulfill both the work progression and the personal life’s goal.

KMUTNB has been developing constantly and systematically towards the sustainable learning organization.

KMUTNB has a strong human resource management system to continuously increase the employees’ potentials, regarding the knowledge, competency and efficiency to produce high quality work results and new innovations.
Faculty Academic Staff (Full-time)

Teaching
• Teaching and training
• Study and develop academic knowledge
• Student consultant

Research
• Research in advanced academic and high vocational fields

Academic service and others
• Provides academic service to society
• Art and cultural conservation
• Other related tasks
Executive & Professional, E&P (Full-time)

Collaborate with knowledgeable and experienced lecturers and board of directors and manage the important projects to develop the university to be efficient and effective.

Working with scholars, researchers, board of directors and involved staff in the development of educational quality to drive the organization into an internationally recognized leading university in science, technology and innovation.

Support academic services and student activities in order to further develop students to become desirable graduates.

Working with students and enterprise to exchange knowledge on conducting of curriculum, policy and academic services support.
Teaching assistants will be assigned to teach undergraduate students and will receive advice or guideline from the lecturer to perform the teaching and learning management effectively as follows:

• Attended a meeting to help developing teaching and learning methodology with the department.
• Contribute the support and administration in the classroom.
• Conduct teaching or helping preparation in a laboratory.
• Help evaluate the student’s performance.
• Assigned to conduct a curriculum related to teaching and learning.
Research Assistant (Full-time)

Research assistants will be assigned to undertake research work with faculty lecturer and staff in which they would receive teaching advice on how to conduct the experiment, including gathering information necessary for study in the area of research. This will be specific and different for each type of research being undertaken as follows:

• Contribute to writing a research proposal
• Conducting a literature review to understand the purpose of the research and what is being researched.
• Design the experiment
• Set up / coordinate experiments to collect data.
• Data analysis
• Evaluating the information to make sure it is correct and complete.
• Report the result
Career Path: Growth & Development

- **Lecturer**
- **Assistant Professor**
- **Associate Professor**
- **Professor**

**Lecturer**
- Working as an assistant professor at least 2 years

**Assistant Professor**
- Choose one of the following qualification
  - Ph.D. graduate at least 1 Year
  - Master’s Degree graduate at least 4 years

**Associate Professor**
- Working as an associate professor at least 2 years

**Professor**
- Working as an associate professor at least 2 years

Academic Staff Career Path
Career Path: Growth & Development

Academic Support Staff Career Path

Senior Expert Level

Expert Level

Working as an Senior Professional Level at least 3 years

Senior Professional Level

Professional Level

Working as an Professional Level at least 4 years

Choose one of the following qualification
- Ph.D. graduate at least 2 Year
- Master’s Degree graduate at least 4 years
- Bachelor’s Degree graduate at least 6 years

Practitioner Level

Senior Experienced Level

Experienced Level

Choose one of the following qualification
- Dip./High Voc. Cert. at least 2 Year
- Certificate of Technical Vocation at least 4 years
- Voc. Cert. at least 6 years

Operation Level
Perks & Benefits

- Medical expenses for self and family
- Annual health check
- Social security
- Accident insurance
- Group health insurance
- Provident fund
- Savings and credit cooperatives
Employee Excellence

Outstanding Staff

Outstanding Lecturer

Outstanding Research

Outstanding Researcher
King Mongkut’s University of Technology North Bangkok anticipates the importance of the human resources development for improving their knowledge, skills and positive attitudes towards work and organization in compliance with the KMUTNB’s human resources development policy for the fiscal years 2019 – 2021. In particular, the 3rd policy emphasizing on the development of the personnel’s knowledge, skills, positive attitudes towards work and organization, has been implemented as follows;

1. Each year the plan for arranging projects involved in personnel development is created in advance, so every section can make a plan and prepare their staff to attend the projects.

2. To develop the personnel’s core competencies and professional competencies, the training projects for improving the core competencies and professional competencies are organized for both new academic staff and non-academic staff.

3. To develop the personnel’s administrative competencies and promote the organizational strength in the succession of a key position, the training on the job coaching competencies and administrative competencies will be held continually.

4. The personnel in all fields are encouraged to participate in the programs for improving their knowledge and expertise both arranged in the university and outside.

5. The personnel in all fields are supported and encouraged to reach a higher position.

6. The personnel are encouraged to improve their knowledge by themselves through the information technology system for the human resources development for the fiscal years 2019 – 2021.
Why did you choose to work at KMUTNB?
“I got the scholarship for PhD study from Thai Government and the position was belong to KMUTNB.”

What is your appreciation of KMUTNB?
“The University is flexible and open to conduct the research based on researcher's interest.”

What is an outstanding point of KMUTNB?
“The students have opportunity to work in corporates and industries, so they are trained to be skilled-grads.”

Why do you have a long working experience with KMUTNB?
This is the "home" that helps making my dream from the past to the present and the future come true.
Testimonials

Mr. Phasakon Phanrawd
Faculty of Applied Science

How do you feel working with KMUTNB?

“Working at KMUTNB allows us to learn things that are not taught in textbooks which is the learning that develop us endlessly.”

Mrs. Sasikanya Thongrukse
Central Library

Why do you have a long working experience with KMUTNB?

“I can exercise the capabilities to the fullest potential, I am proud being a part of KMUTNB.”

Miss Chatchaya Rattanaliam
Office of The President

How do you feel working with KMUTNB?

“I feel proud working here because I can utilize my knowledge to the fullest, in addition, my mental health is good due to the supportive working environment.”
Contact & Inquiry

Select the contact us button and type what you want to know.

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www.hrd.kmutnb.ac.th