

JOB OFFER
Research Engineer / Project Manager for Robotic Demining
MECA > Robotics and Autonomous Systems
Project eUGS
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The Robotics & Autonomous Systems research unit at the Royal Military Academy is hiring a **full-time researcher** to support its research activities and project management in mobile manipulation for demining. This job offer is for an experienced research engineer / project manager (+3 years of experience). On the same project, we have also launched a job offer for a junior research engineer.

CONTEXT

[The Royal Military Academy \(RMA\)](#) is fully recognized as a university, fulfilling the same criteria as civilian universities. The RMA conducts scientific research on behalf of the Belgian Defence and through competitive research projects funded by national and international sources, including the European Union.

The [Robotics & Autonomous Systems](#) (RAS) research unit is part of the Department of Mechanics of the Faculty of Polytechnics at RMA. RAS does applied research on all types of autonomous robots and systems, including marine vessels, unmanned aerial vehicles, and mobile ground robots. We focus on defensive and security applications, such as reconnaissance, surveillance, and demining, aiming to improve the autonomy of robot systems in the field.

The RAS unit's ground robot division working on demining consists of around ten researchers. The successful applicant can therefore expect to collaborate heavily with other researchers on similar topics with supervision and guidance by a senior researcher of the RAS unit.

PROJECT

The research is embedded in the eUGS project (Engineering Unmanned Ground Systems), which is an international project with 10 partners funded by the European Defense Action (EDA) programme. The main aim of the project is to develop tools that make it easier to control and manage one or more unmanned ground robots for combat engineering tasks, such as clearing obstacles and demining. These tools involve a Human-Machine Interface (HMI) using Virtual Reality and Haptic Feedback to provide a better perception of the scene to the remote operator. It also involves researching AI-assisted shared-control strategies to make it easier and faster to perform certain manipulation tasks through teleoperation.

MAIN TASKS

- **Lead the development of the Concept of Operations (CONOPS):** Coordinate the project partners in this task to formulate operational requirements for the system architecture and suggest intended use-cases by interacting with the project partners and end users.
- **Select and purchase necessary equipment:** Select required sensors (force/torque sensor, cameras, LIDARs, ...) to integrate on the dual-arm robot system corresponding to the requirements of the system for teleoperation.
- **Research into the scientific state of the art** on VR-enabled teleoperation and shared control strategies to select the appropriate methodologies to implement in the project.
- **Implement the perception and control modules of the HMI:** Together with the junior researcher, implement and test the VR- and haptic feedback perception modules, as well as the shared-control modules for remote teleoperation.
- **Supervise the junior researcher working on the project:** Organize the work to be done by setting reasonable goals and making a schedule of the deliverables, follow up on the activities and give feedback, providing support when needed.
- **Act as project manager from RMA** by organizing and attending meetings with the partners, answering questions from partners and contributing to the project deliverable reports.
- **Coordinate and lead the writing of deliverables:** For the tasks that RMA leads, coordinate and lead the efforts of all project partners in contributing to the writing of the report.
- **Organize logistics for doing the field trials** to test the developed system together with the project partners.
- **Contribute to the writing of conference papers and journal articles** and presenting the research results at international scientific conferences, workshops and symposia.

SKILLS AND EXPERIENCE

This position is open for **experienced profiles** (3+ years of experience).

We are looking for candidates with a Master's degree in Engineering (e.g., Mechatronics, Robotics, Mechanical, Electrical or Computer Engineering), Applied Sciences, or a closely related field.

Must-have skills

- Strong programming skills in C++ and/or Python.
- Project management skills.
- Training and experience in robotics.
- Experience with ROS or ROS2, and system-level software integration.

Nice-to-have skills

- Background in robotic manipulation, perception and control.
- Knowledge or experience with deep learning and/or vision-language-action models
- Experience with mobile robots and embedded systems.
- Experience with software development tools (e.g. Docker, Git, ...).
- Prior experience as a researcher or work in the defense sector is a plus.

Personal skills

- Capable of working independently.
- Excellent communication skills in English (both oral and written).
- Minimum knowledge of French or Dutch is an added value for collaboration with peers.

SPECIFIC REQUIREMENTS

- The researcher may be exposed to classified information and will therefore have to obtain the required security clearance. The candidate must consent with the background check required to obtain this clearance, which will be executed by Belgian Defense.
- **Only applicants with a nationality of a country that is both part of NATO and the EU will be eligible.**
- Working for RMA-Patrimony requires living in Belgium for the duration of the study.

APPLICATION

Please send by email:

- your CV
- a motivation letter

to Dr. Maxim Vochten (maxim.vochten@mil.be) and to ERM-DEAO-STAFF-HRMGT-PATRIMONY@mil.be

Please use the following format in the email subject header: **"eUGS experienced application <Firstname> <Lastname>"** and **mention your nationality in the email body.**

The application deadline is: **18/01/2026**, after which we make a selection of the candidates. The interviews will take place online. The date and time of the interview will be communicated to the preselected candidates.

CONTRACT

- Probable date of recruitment: From **March 2026**, earlier or later in consultation with the applicant.
- Status: Full-time employment based on an open-ended contract with the Patrimony of the Royal Military Academy (you will not be a civil servant).
 - Please note that your contract will be open-ended, but the financing of the contract will be tied to the funding project, which is guaranteed until **the beginning of 2029**. The financing of your contract beyond that period is therefore not 100% guaranteed. However, the Patrimony has a policy to keep the good elements on board and the research focus of this job offer fits within our core research activities, so there is a high chance that we will be able to offer you follow-up projects beyond that date if you decide to stay.
- Wage scale: class **NA11** (holder of a Master's degree in Science or equivalent), class **NA21** (holder of an Ir degree or equivalent Master's in Engineering Sciences, Doctor's degree in the same area of expertise). RMA-Patrimony applies a merit-based research career track, allowing researchers to advance in wage scale based upon annual evaluations. Wage simulator: [Simulateur de salaire | BOSA](#).
- Holiday pay.

EXTRA LEGAL BENEFITS

- Possibility to benefit from a bilingualism allowance (Dutch/French) following a SELOR test.

- End-of-year bonus.
- Free DKV hospitalization insurance. Possibility of additional affiliation for one or more persons living under the same roof: spouse, child(ren) (50% of the price per additional member).
- Bike allowance / Free public transport (home-work commute).
- Meal vouchers (6€/ day).
- Free access to campus sports facilities outside working hours.
- On-campus restaurant and cafeteria with democratic prices (discount on the daily menu).
- Flexible working hours within the 38-hour week.
- Teleworking possible with allowance (2 days / week max).
- Holidays:
 - 29 days holiday / year from the 1st year of contract (then from 45 years: +1-day holiday every 5 years)
 - 1 week OFF every year between Christmas and New Year's Eve (independent of the annual balance of holidays).
- Advantages and interesting offers thanks to the Benefits@work card (discounts, vouchers...).
- Entitlement to services offered by the 'Office Central d'Action Sociale et Culturelle de la Défense' (OCASC): among others holiday centres, discount on travel organised by the tour operator...
- Possibility to benefit from the nursery funded by Belgian Defence (subject to availability).

WORKPLACE

Royal Military Academy, Avenue de la Renaissance 30, 1000 Brussels.

Occasional travels abroad for scientific conferences.

We value diversity and equal opportunities. Whether you are a man, a woman or X, or come from any background, we firmly believe that diversity enriches our community, and we encourage all qualified candidates to apply.