



UNIVERSITY OF MAURITIUS

VACANCY

Applications are invited from suitably qualified candidates for the post of **Research Assistant, for a Task-Based Assignment** to work on the research project entitled “*Transforming Workplaces Through Diversity, Equity, Inclusion and Belonging (DEIB) and AI Innovation*”. The Research Assistant will be required to support the AI and machine learning component of the project and will need to contribute to the development of AI/ML-based approaches for analyzing organizational DEIB data, detecting possible workplace bias, monitoring DEIB indicators, and supporting the development of a web-based DEIB analytics system/dashboard.

Qualifications Required

- A Degree in Computer Science, Information Technology, Engineering or any other related field with good writing and analytical skills, and together with knowledge in software development, machine learning and data-driven model development.

Profile

Candidates must have:

- Good programming skills, preferably in Python;
- Knowledge of data preprocessing, model development, evaluation and interpretation;
- Knowledge of NLP, LLMs, predictive modelling, classification, clustering or bias detection techniques;
- Familiarity with web development, dashboards, data visualisation or database systems would be an advantage;
- Good analytical, problem-solving and technical writing skills;
- Exposure to DEIB will be an added advantage;
- Carry out any other cognate duties as required;
- Adhere to deadlines set for the project.

This work package involves six tasks:

Task 1: Duration 1 Month, All-inclusive allowance of Rs 35,353/

- Review literature on AI, machine learning, DEIB analytics, bias detection and responsible AI;
- Familiarise with data collected from the 10 participating organisations;
- Identify relevant DEIB indicators, workplace bias variables and suitable analytical methods;
- Assist in preparing the technical plan for dataset preparation, model development, system/dashboard design, testing and reporting;
- Carry out documentation and any other cognate duties related to the project.

Task 2: Duration 1 Month, All-inclusive allowance of Rs 35,353/

- Assist the research team in preparing the datasets required for training and testing AI/ML models;

- Clean, code, organise and preprocess organisational data collected from participating organisations;
- Prepare datasets suitable for machine learning, predictive analytics, NLP or LLM-based analysis, where applicable;
- Document the data preparation process.

Task 3: Duration 1 Month, All-inclusive allowance of Rs 35,353/

- Identify and select suitable AI/ML algorithms, predictive models, NLP methods or LLM-based approaches for DEIB data analysis;
- Design AI/ML models for detecting possible bias patterns and monitoring DEIB indicators;
- Assist in designing the structure of a web-based DEIB analytics system/dashboard;
- Define system functions such as data entry/upload, data processing, prediction, visualisation and report generation;
- Document the model and system design process.

Task 4: Duration 1 Month, All-inclusive allowance of Rs 37,290/

- Develop and test AI/ML models using the prepared datasets;
- Support the development of a web-based system or dashboard for DEIB analytics;
- Enable basic functions for users to enter or upload new organisational data;
- Generate visual summaries, charts or dashboards showing DEIB trends, bias indicators and model outputs;
- Test the system and models using available organisational data;
- Prepare preliminary technical findings for review by the research team.

Task 5: Duration 1 Month, All-inclusive allowance of Rs 37,290/

- Finalise the system/dashboard functions for data entry/upload, prediction and visualisation;
- Prepare predictive analytics outputs showing trends and patterns in DEIB metrics;
- Assist in generating AI-driven recommendations for bias mitigation and improved DEIB strategies;
- Support the preparation of research outputs, including technical findings and possible material for publication.

Task 6: Duration 1 Month, All-inclusive allowance of Rs 37,290/

- Refine the AI/ML models, system/dashboard, outputs and recommendations based on feedback from the research team;
- Prepare the final technical documentation, including model description, system functions and limitations;
- Assist in preparing a user guide or handover document for the system/dashboard;
- Organise and hand over datasets, code, models, dashboard/system files and supporting documents.

Duration of Contract

Appointment will be offered for a contractual period of 6 (Six) months. The tentative starting date will be **1st October 2026**.

Mode of Application

Letter of application together with a detailed *Curriculum Vitae* and photocopies of qualifications, birth certificate, marriage certificate (if applicable), testimonials and equivalence of qualifications (where applicable) should reach the **Dean of the Faculty of Information, Communication and Digital Technologies (Attention: Associate Prof. (Dr) Sheeba Armoogum as Principal Investigator), University of Mauritius, Réduit**, OR **PREFERABLY BY** email to Principal Investigator on **s.armoogum@uom.ac.mu** and copied to Dean of Faculty on **deanfoicdt@uom.ac.mu** by **22nd September 2026**, at latest.

The envelope should be clearly marked “Tasked-Based Assignment DEIB Project” on the top right hand corner. Alternatively, the email should have the subject: “Tasked-Based Assignment DEIB Project”

Applications received **after** the closing date will not be considered.

The University reserves the right:

- to call for interview only the most appropriately and best qualified applicants.
- not to make any appointment as a result of this advertisement.
- to conduct a written/aptitude test as and when required.

Dean, Faculty of Information, Communication and Digital Technologies
14/09/2026