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About the job

*If you are passionate about AI, eager to make a real impact, and ready to work on solutions that truly matter, this is your opportunity to tackle exciting challenges, shape the future of advanced AI technologies, and make a meaningful difference - then you should apply now!*

We are facing an exciting future with considerable growth and demanding changes, as we deliver advanced technologies and mission critical solutions for the defense and aerospace industry. Our systems provide security for people on land, at sea and in the air. Therefore, we are looking for a Data Scientist to become part of this journey and contribute to our overall purpose – securing people through advanced technology.

Your role in our team

As a Data Scientist in AI & Advanced Analytics, you will play a pivotal role in developing advanced AI capabilities that directly support critical defense operations. Working with complex, real-world data and mission-driven challenges, you will help shape the next generation of intelligent systems used by Denmark and our international partners. You will:

**Build state-of-the-art AI capabilities** – Work with untamed data, train deep learning models, and evaluate them to ensure top-tier quality and generalization. A strong foundation in statistics and mathematics is essential, along with the ability to apply new deep learning techniques and architectures.

**Take ownership of AI and data modeling for key projects** – Develop AI models for impactful projects in collaboration with a talented team, solving a wide range of real-world challenges.

**Ensure top-tier quality and security** – Handle classified information and mission-critical systems while adhering to military-grade security standards.

**Collaborate and engage with end users** – Work closely with stakeholders to ensure AI solutions meet operational needs, delivering real-world impact.

Since early 2022, the global security landscape has changed significantly. Denmark and its NATO allies face increasingly complex challenges that require rapid, innovative technological responses. Within Terma's AI & Advanced Analytics team, we develop and deploy AI-driven capabilities that strengthen decision-making and enhance situational awareness in this evolving environment.

We are a passionate and dedicated group that takes full ownership of our AI products – from initial ideas to development, delivery, and long-term maintenance. Our work extends far beyond coding; we engage directly with customers and end users to understand operational needs and ensure that our solutions make a real difference. This means you will work closely with those who rely on our technology, gaining unique insights that go well beyond the traditional developer role.

You will join a team that values innovation, diversity, and psychological safety. We support each other, challenge ideas constructively and ensure everyone has the opportunity to grow and contribute to delivering meaningful solutions.

How you will make a meaningful contribution

Your key responsibilities include:

- Developing and training cutting-edge Machine learning models using complex, real-world and simulated data
- Taking ownership of data pipelines, AI modeling, and algorithm development for high-impact projects
- Ensuring high-quality, secure, and reliable AI solutions that meet military-grade standards
- Evaluating model performance and driving continuous improvements in accuracy, robustness, and generalization
- Collaborating closely with end users to understand operational needs and translate them into effective AI solutions
- Working with peers across engineering, domain experts, and customers to deliver mission-critical capabilities

Bring your world class expertise into play

You are fluent in English both in writing and verbal at a professional level. Danish is an advantage but not a requirement. Moreover, we are also looking for a new colleague who has:

- 5+ years of experience in data science with a proven track record of delivering impactful data-driven solutions, a strong background in AI/ML, and familiarity with modern software development processes
- Strong technical skills, including proficiency in statistical analysis, deep learning methods, and AI/ML frameworks such as TensorFlow or PyTorch
- Experience with AI/ML deployment, Python programming, data analysis, data manipulation, and visualization tools
- A degree in Engineering, Computer Engineering, Physics, Data Science, Mathematics, Statistics, or a related field - or equivalent work experience
- Familiarity with Linux environments and containerization tools such as Docker
- Most importantly, genuine passion and creativity - if you have fun side projects, unconventional experiences, or unique perspectives, we would love to hear about them

As a person, you are creative, and you believe in teamwork and thrive in an environment built on mutual trust and collaboration. We challenge ourselves and one another through sparring and collaboration. We have a team of nice friendly people, and we expect you to fit this description as well. Being successful is a team effort. We have built our team on mutual trust in each other's expertise and an informal cooperative culture. We all understand what role we play in keeping Denmark safe and are motivated by the impact we can make individually and particularly as a team.

We are an international company representing world-class expertise, delivering complex and high-tech products. We value our colleagues and our meaningful contributions to securing people through advanced technology. You will also experience that we have a strong focus on your development, teaching you useful new competences and further strengthening current ones, both professionally and personally. Our company culture is autonomous and engaging, and we acknowledge the importance of flexibility in a great working environment.

When joining Terma, we promise that you will experience: Great people, challenging tasks, world-class expertise, and meaningful contribution in your daily work.