

**Building of Consortia for the Development of Human Resources in Science and Technology****Home for Innovative Researchers and  
Academic Knowledge of Users (HIRAKU)  
Outline of the Consortium**

The "HIRAKU or Home for Innovative Researchers and Academic Knowledge Users," (referred as "the Consortium" herein after) is an industry-government-academia consortium, driven by Hiroshima University as Lead Partner Organization, Yamaguchi University and Tokushima University as Co-Partner Organizations, in collaboration with other member organizations that consist of national/public/private universities, private sectors and public institutions in western Japan (mainly in the Chugoku/Shikoku region). It aims to develop doctorate resources who assume leading roles to resolve variety of problems in highly-complicated society.

The Consortium serves therefore as a platform that supports the operation of the two programs: (1) Practical Training and Engagement of Innovators and (2) Promotion of Young Researchers' Independence and Mobility through the introduction of tenure-track positions. Through these programs, the Consortium provides comprehensive support to doctoral students, postdoctoral researchers, and tenure-track researchers according to the respective stages of their career development.

**(1) Program for the Practical Training and Engagement of Innovators**

In this program, the Consortium prepares a practical development environment for young researchers (including doctoral students) who belong to member organizations of the Consortium so that they can be independent innovators to reform regional communities and the international society. The Consortium, in partnership with member organizations, also provides young researchers various opportunities to contribute to resolve problems in private sector or in local society, such as collaborative research, PBL-oriented internships, etc. Here are the four key streams of the program:

- ① To develop young researchers' competencies in driving research and planning capabilities
- ② To send young researchers to the long-term internship program (for

more than 2 months)

- ③ To offer interactive opportunities to exchange seeds and needs
- ④ To provide advice and guidance as a career matchmaker

(2) Program for the Promotion of Young Researchers' Independence and Mobility through the introduction of tenure-track positions

The member organizations of the Consortium will launch a joint call for applications for tenure-track researcher's positions from promising young researchers within and outside Japan. Upon appointment of selected applicants, the Consortium will provide research environment in which they can independently work as PI and, through the introduction of diverse and highly mobile employment schemes (including laboratory rotation and cross appointment), provide them with diversified opportunities to build network with researchers at other institutions as well as to have learning experiences, and work as a matchmaker to find final host organizations. A few positions will be secured for female applicants to increase active opportunities for talented females. Here are the details of the program/support:

- ① To set URA and research administrators prepared, and provide environment to concentrate on research as well as a scheme to support research promotion.
- ② To offer financial support for start-up grants as well as other research expenses
- ③ To support development of member organizations and researchers and create employment opportunities to find the right researcher for the right position.
- ④ To keep mentors available