

## **4th Job Openings for Tenure-Track Consortium Associate/Assistant Professor Positions through the HIRAKU Consortium, Japan (Pomology, Yamaguchi University)**

October 2015

Hiroshima University, Yamaguchi University, and Tokushima University have jointly established a consortium called “Home for Innovative Researchers and Academic Knowledge Users (HIRAKU).” The consortium focuses on human resource development and the allocation of young researchers and graduate students in cooperation with firms, universities, and institutes in the Chugoku and Shikoku regions. Supported by Funds for the Development of Human Resources in Science and Technology through Japan’s Ministry of Education, Culture, Sports, Science and Technology, the consortium aims to improve regional potential in science, technology, and innovation. As a main part of its activities, the consortium will manage some of the job openings at each university to promote capable young researchers in the regions and encourage them to become distinguished researchers. For these purposes, the ideal candidate for the position will be able to conduct active independent research in the specified research fields, collaborate with diverse actors, and develop research careers in an uncertain world.

For this job opening, Yamaguchi University invites applications by **women** researchers for one full-time associate or assistant professor position. Under Article 8 of the Equal Employment Opportunity Law (Special Provisions of Measures Pertaining to Women Workers), in order to actively improve the present situation of a considerably low percentage of women researchers, applicants are limited to women researchers only.

### **1. Number of Positions Available, Areas of Research and Institution**

1 Job classification: Associate Professor (Tenure-track) or  
Assistant Professor (Tenure-track)

2 Number of positions available: one

3 The affiliated school and its preferred research area:.

- Laboratory of Pomology, Graduate School of Sciences and Technology for Innovation, Yamaguchi University (The school will be established in April 2016.)
- Pomology

(Note) Recruitment standards for this research area in Yamaguchi University

Associate Professor:

- Have more than ten books or academic papers (refereed), and more than five as the first author out of these publications.
- Have more than three books or academic papers (refereed) during the last five years, and more than two as the first author out of these publications

Assistant Professor:

- Have more than two books or academic papers (refereed), and more than two as the first author out of these publications.

## **2. Application Requirements**

Applicants must satisfy all of the following requirements.

- 1) Applicants of women researchers should hold a PhD that was acquired after April 1, 2005, or have equivalent research experience, and should be under 40 years old (\*1) as of April 1, 2015.
- 2) Applicants should be able to communicate in English.
- 3) Applicants should be able to lecture and provide research supervision to undergraduate and graduate students in Japanese or English.
- 4) Applicants should be able to begin working immediately after April 1, 2016, and no later than the end of the Japanese fiscal year 2016.
- 5) Applicants should actively contribute to science, technology, and innovation.

\*1: Applicants who participated in the mandatory clinical practice in Japan are eligible to apply unless they are 43 years old or older as of April 1, 2015. Since this project is supported by Funds for the Development of Human Resources in Science and Technology under MEXT, these age restrictions are subject to exceptional treatment by the Ordinance for Enforcement of the “Koyou taisaku” Act 1-3 (1-(3-2)).

## **3. Processes for Employment and Career Development, and Directions of the Evaluation for Appointment**

- Application materials should be submitted to the secretariat of the HIRAKU consortium. The council of the consortium will determine the successful candidates after consulting with the organizations that will accept the candidates. The successful candidates will then be hired by the organizations as a faculty member (hereinafter referred to as a Consortium Associate/Assistant Professor).
- For the betterment of his or her development as a researcher, a Consortium

Associate/Assistant Professor might be able to conduct his or her research at other organizations within or outside of the consortium. Such arrangements should be made through an agreement between the consortium and the Consortium Associate/Assistant Professor.

- Consortium Associate/Assistant Professors will be expected to not only conduct excellent research but also be involved in consortium-related teaching, networking, and training activities to further their development as researchers.
- Consortium Associate/Assistant Professors are expected to help construct the systems for human resource development and allocation for young researchers. This may be achieved through the activities described above, through evaluation and training processes with their mentors, and by providing data for the human resource database in the consortium.
- Thus, applicants will be evaluated based on not only their research results and potential but also their ability to collaborate with diverse actors and develop their research careers by utilizing the research and training opportunities described above.

#### **4. Employment Conditions**

##### **(1) Term of Appointment**

- The term of appointment is from April 1, 2016, to March 31, 2021.
- A Consortium Associate/Assistant Professor could possibly change his or her workplace within the consortium organizations through an agreement between the consortium and the Consortium Associate/Assistant Professor. In such a case, the term of appointment will remain the same, and the Consortium Associate/Assistant Professor will adhere to the standards of each of organization.
- Consortium Associate/Assistant Professors will receive midterm evaluations by March 2019 and final evaluations by September 2020. Consortium Associate/Assistant Professors who pass their tenure reviews with Yamaguchi University will receive tenured positions, which are on a permanent basis with a mandatory retirement age.
- At the end of the term of the appointment, a Consortium Associate/Assistant Professor without a tenured position could be appointed by an organization that participates in the consortium through an agreement between the Consortium Associate/Assistant Professor and the organization.

##### **(2) Annual Salary**

- ① Annual salary, including allowances, will be approximately 4,800,000-6,600,000 yen depending on the successful applicant's research experience (salaries will be calculated according to the annual salary rules of

Yamaguchi University).

- ② Various types of insurance (health, mutual aid pension fund, unemployment, and accident compensation) are available to Consortium Associate/Assistant Professors.

### **(3) Work Conditions**

- ① The employment conditions and regulations of Yamaguchi University shall apply as deemed appropriate.
- ② The first place of employment will be located on the Yoshida campus of Yamaguchi University.
- ③ A discretionary working-hour system is in place for professional work. This means Consortium Associate/Assistant Professors can manage their own working hours, although formal working hours are considered to be 7 hours, 45 minutes a day.
- ④ A maternity and childcare leave system will be applied.

## **5. Work Description**

- ① Conducting research activities inside and outside the consortium based on the research plan submitted after employment begins (“research effort” should be more than 60%)
- ② Actively working to obtain external research funds
- ③ Producing research outputs (e.g., publication in SCI journals and/or patents)
- ④ Disseminating research outputs to society, including presenting results at international conferences
- ⑤ Giving lectures and advising undergraduate and graduate students in their research
- ⑥ Participating in activities related to external research funds (even research activities related to external funds will be included as part of the research effort)
- ⑦ Planning and operating international meetings, symposiums, and network activities organized or co-organized by the consortium
- ⑧ Attending training, lectures on faculty development, etc., conducted by organizations in the consortium
- ⑨ Being involved in other duties as considered necessary by the head of the executive committee of the consortium

## **6. Research Environment**

### **(1) Research Funds**

During the first fiscal year, about 4,000,000 yen (\*2) will be provided to each Consortium Associate/Assistant Professor as a start-up fund. During the second fiscal year, about 2,000,000 yen (\*2) will also be provided (the total amount will be about 6,000,000 yen). In addition, during the term of appointment, about 500,000 yen per year (\*2) will be provided for research support, training, and registration costs for domestic or international conferences as the consortium activities. These funds must be used in accordance with the regulations of the workplace, the funding agencies, and the Japanese government.

\*2: The amount could change depending on the grant-in-aid situation.

### **(2) Personnel Support**

- ① Research and teaching education will be supported by mentors who are senior researchers in the consortium.
- ② Other research and teaching activities will be supported by university research administrators (URAs).

### **(3) Additional Remarks**

Personal research spaces (offices and laboratories) will be preferentially allocated for Consortium Associate/Assistant Professors.

## **7. Application Materials**

### **(1) Application Documents**

- ① Curriculum vitae (including expected research field and workplace as bellow, using application form 7)  
Laboratory of Pomology, Graduate School of Sciences and Technology for Innovation, Yamaguchi University  
Pomology
- ② List of research activities (e.g., books, reviews, original papers, conference proceedings); attach copies of no more than five major papers
- ③ Summary of past research activities (up to four pages on A4 paper including figures)
- ④ Research plan at the consortium (up to four pages on A4 paper including figures, a future research plan for five years to come)
- ⑤ Aspirations for contributions to science, technology, and innovation (one page on A4 paper)

⑥ List of references

\*All of the above documents must be written in English or Japanese and be filled in the application form. The application form can be downloaded from the following URL: <http://www.hiroshima-u.ac.jp/wakateyousei/platform/>

**(2) Inquiries about Applications**

Please contact us with any questions by e-mail at:

General information and procedure about this job opening:

[consortium-koubo@office.hiroshima-u.ac.jp](mailto:consortium-koubo@office.hiroshima-u.ac.jp)

(Secretariat of the HIRAKU consortium)

Specific information for the research environment about this job opening:

[shigy@yamaguchi-u.ac.jp](mailto:shigy@yamaguchi-u.ac.jp)

(Masayoshi SHIGYO, Professor of Horticultural Sciences,  
Faculty of Agriculture, Yamaguchi University)

**(3) Protection of Private Information**

Private information related to the application is protected by the Personal Information Protection Law and the consortium's regulations (for the moment, we will invoke the regulations of Hiroshima University). Personal information related to submitted documents may be provided to other organizations in the consortium, through the council and/or executive committee of the consortium, with strict measures to avoid information leakage.

**8. Deadline for Submission and the Selection Process**

**(1) Deadline for Submission**

The deadline for submitting the application is 10 a.m. on December 10, 2015 (Japan Standard Time).

**(2) Submission**

All documents should be submitted in PDF format with the file name Consortium(4)\_(last name of applicant\_first initial) (e.g., Consortium(4)\_(Einstein\_A)) to the following e-mail address:

**[consortium-koubo@office.hiroshima-u.ac.jp](mailto:consortium-koubo@office.hiroshima-u.ac.jp)**

(Secretariat of the HIRAKU consortium)

The total file size must not exceed 10 MB. Larger documents may be submitted in separate files numbered as follows: 1/2, 2/2, etc. File compression must not be used. The secretariat will send a confirmation of receipt to each applicant. It is strongly advisable to make sure this confirmation message arrives after submitting

the application.

### **(3) Selection Schedule**

- ① The first screening (by the specific research area)
  - The results of the first screening will be announced by e-mail to applicants around late January 2016.
  - Successful candidates from the first screening will be given information about the second screening (by interview).
  - There is a possibility that an interview will also be conducting during the first screening. In this case, the transportation cost for the interview will not be reimbursed.
- ② The second screening (by interview) will be conducted around in February 2016.
  - The results of the second screening will be announced to the applicants by the end of February 2016.

### **(4) Selection Standards**

The first and second screening will evaluate in terms of research activities, the originality and realization of research plans, and potential research impact (e.g., contribution to science, technology, and innovation).

## **9. Additional Remarks**

- (1) We strongly welcome applications from international researchers.
- (2) Yamaguchi University enforces support for female researchers.
  - ① Each female Consortium Associate/Assistant Professor will receive guidance related to job environment preparation and maintenance via the Yamaguchi University Support Office for Female Researchers in collaborations with Gender Equality Promotion Office and each Department.

(References)

Yamaguchi University: <http://www.yamaguchi-u.ac.jp/english.html>

Yamaguchi University Gender Equality Promotion Office (Japanese):

[http://www.yamaguchi-u.ac.jp/institute/\\_3694.html](http://www.yamaguchi-u.ac.jp/institute/_3694.html)

Yamaguchi University Support Office for Female Researchers (Japanese)

<http://wr-shien.kenkyu.yamaguchi-u.ac.jp/>

<Home pages related to this job opening>

HIRAKU consortium (Japanese): <http://home.hiroshima-u.ac.jp/hiraku/>

Yamaguchi University

Graduate School of Sciences and Technology for Innovation (Japanese):

<http://www.gsti.yamaguchi-u.ac.jp/>

Faculty of Agriculture:

<http://www.agr.yamaguchi-u.ac.jp/en/index.html>

Tenure track program related to the consortium (Japanese)

<http://kenkyu.yamaguchi-u.ac.jp/tenure/faculty/>