

## **HIRAKU (Outline)**

### **Building of Consortia for the Development of Human Resources in Science and Technology**

Today's global society allows various countries and organizations to closely interact with each other, which has been diminishing Japan's presence in the globe. The declining birth rate and aging population are the growing issue in Japan, leading to marked depopulation particularly in the rural districts, seriously affecting the national power. Under such circumstances, human resources in science and technology are required to be more than specialists in their respective fields in science and technology, but to propose solutions to highly complex problems in the modern society. In view of this, the Consortium "HIRAKU or Home for Innovative Researchers and Academic Knowledge Users," ("the Consortium") centering on Hiroshima University, Yamaguchi University and Tokushima University as joint executive bodies working in collaboration with other national and private universities, research organizations and private sectors in the Chugoku/Shikoku region, conducts a program outlined below. It aims to develop scientific doctorates who excel in humanities and social science, vice versa, to develop those with humanities specialization who excel in science, both of whom will contribute themselves to revitalize the whole region.

The Consortium serves therefore as a platform that supports the operation of the two programs: (1) Promotion of Young Researchers' Independence and Mobility through the introduction of tenure-track positions, and (2) Practical Training and Engagement of Innovators. 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 Promotion of Young Researchers' Independence and Mobility**

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. A few positions will be secured for female applicants. 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 obtain learning experiences, and ultimately to find final host research organizations.

## (2) Program for the Practical Training and Engagement of Innovators

In this program, the Consortium prepares a practical training environment for young researchers (including doctoral students) who belong to member organizations of the Consortium so that they can be independent innovators to reform local communities and the international society. In pursuit of this ultimate objective, the Consortium provides young researchers, in partnership with private sectors and local governments, the opportunity to contribute themselves to propose solutions to problems in corporates or in society, through joint research (potentially to include cross appointment opportunity) or PBL-oriented internships. These experiences will improve their transferrable skills to be maximized in various opportunities in the real society. This is what we aim as the practical training and effective engagement of the young researchers in this Consortium.