

Hiroshima University (HU) herewith makes an open international job offer and seeks to appoint a Tenure-Track Assistant Professor in the research area of A.I. research, specializing on the research of image analysis. This position is based on the “policy for recruiting/cultivating excellent faculty members”. The University introduced this policy to create a secure environment in which junior-positioned faculty members can concentrate on their research/education.

The post above has been newly created at HU to enable the promotion of the applicant to the senior position of Associate Professor on the condition that they pass the tenure-track review before the tenure-track period expires. Such a system assumes that the recruited person will settle down in one place so that they can dedicate themselves to research and education in accordance with their proposed research.

Therefore, when processing an application for recruitment, we evaluate not only each applicant’s performance on research/education, but also the contents and the scope of their research plan. Thus, we assess whether or not the applicant’s research plan is mid-to-long term (i.e. about 10 years) in scope, exceeding the tenure-track period. When the review for the tenured promotion is undertaken, we comprehensively evaluate the applicant’s achievements during their term at HU and the future prospects of their research.

HU provides startup support money for assistant professors. By assigning a mentor to each newly-recruited faculty member on the tenure-track, HU continues to develop an environment where such faculty members can engage themselves in research activities independently. In the case of the recruited member not being able to secure tenure, they will be able to extend their term of employment for up to one year as a specially appointed faculty member. The special appointment starts on the day following the end date of the existing employment contract for the tenure-track position.

We are looking forward to welcoming those who are prepared to go along with the principles, medium-term targets and long-term vision of HU (<https://www.hiroshima-u.ac.jp/en/about>), and who are motivated and can play key roles by committing themselves to research and education at HU.

OCHI Mitsuo, President of Hiroshima University

**The 14th & 15th Job Openings for the Tenure-Track Assistant Professor Positions through the HIRAKU Consortium, Japan (A.I. research, specializing on the research of image analysis / Assistant Professor (Tenure-Track) / Hiroshima University)**

June 2020

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 national/public/private universities, industry and public 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 (MEXT), the Consortium aims to contribute to the reinvigoration of the region by solving societal problems, whilst improving regional potential in science, technology and innovation. As a main part of its activities, the Consortium has launched a joint call for applications for tenure-track researcher's positions from promising young researchers within and outside of Japan in order to promote them in these regions and encourage them to become distinguished researchers. For these purposes, the ideal candidate for the position will be expected to conduct active independent research in the specified research fields as a tenure-track assistant professor at each university and broaden their own research career horizon.

For this job opening, Hiroshima University invites applications for one full-time tenure-track assistant professor position who possesses a deep understanding and capabilities in regard to A.I. research, especially on the subject of image analysis. The position requires the successful applicant to perform the roles expected by the Consortium and collaborate with diverse actors from different disciplines/sectors, industry and society.

We are particularly seeking researchers who can, strengthen international research collaborations, improve their competencies as researchers and increase their international visibility.

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

### **(1) Job classification:**

Assistant Professor (Tenure-Track)

### **(2) Number of positions available:**

One (1)

### **(3) Areas of Research:**

A.I. research, specializing on the research of image analysis.

Applicants are expected to have scientific research achievements in regard to image analysis by using Deep Learning and/or applications of Deep Learning.

### **(4) Affiliation (Appointment):**

Academy of Hiroshima University (Graduate School of Advanced Science and Engineering)

## **2. Applicant Criteria**

Applicants must satisfy all of the following criteria.

- ① Applicants should hold a Ph.D. that was acquired from April 1, 2010 onwards (\*1), or have equivalent research experience (\*2), and should be under 40 years old (\*3) as of April 1, 2020. Note that applicants who participated in the mandatory clinical practice in Japan are eligible to apply unless they are 43 years old or older.
- 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, 2021, and no later than the end of the Japanese Fiscal Year 2021 (March 31, 2022).
- ⑤ Applicants should be actively contributing to science, technology and innovation.

\*1 Applicants who took maternity and/or childcare leave/s after they acquired their Ph.D. degrees, are exempt from such time constraints.

\*2 Applicants who have been enrolled in doctoral programs for longer than the standard period of time and acquired the necessary credits to complete those programs without formally acquiring doctoral degrees from April 1, 2010 onwards.

\*3: As this project has been funded by MEXT's program, "Development of Human Resources in Science and Technology" since 2014, it is subject to the Ordinance for Enforcement of the "Koyou taisaku" Act 1-3 (1-(3-2)).

### **3. Employment Conditions**

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

- The Term of Appointment is five (5) years (Tenure-Track position(s)). (\*4)
- The starting date of the appointment should be set at the earliest possible date from April 1, 2021 to March 31, 2022 (within FY2021). This date should be decided by mutual agreement between the Consortium and the assistant professor (tenure-track) of this job opening (hereinafter referred to as the Consortium Assistant Professor).
- The Consortium Assistant Professor could possibly transfer to different institutions within the Consortium during the term of appointment via mutual agreement between the Consortium and the Assistant Professor. In such a situation, salary, working conditions, etc. will be adjusted within the Consortium, and the Consortium Assistant Professor will adhere to the regulations in place at each organization.
- All tenure-track faculty members at Hiroshima University undergo a tenure review six (6) months prior to the completion of their term of appointment. Those who successfully pass the review process will be granted tenure along with promotion to associate professor. Granting tenure is subject to two reviewing process: an intermediate and final review. If a candidate is not granted tenure in the final review, they will be dismissed from the University upon the completion of the term of appointment. If a candidate takes leave because of life events such as delivering a baby, child-rearing and caregiving, they may extend the term of appointment according to the length of leave. (\*5)
- Depending on the final evaluation by the Consortium, the Assistant Professor could be appointed within a different organization that participates in the Consortium if an agreement can be established between the Assistant Professor and the organization.

\*4 Five (5) years from the starting date of the appointment.

\*5 If you would like to know more about the process for tenure review, please contact the office listed below for any enquiries

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

- ① The annual salary system (the new system enforced as of April 2020) will be applied to the successful candidates.
- ② Hiroshima University faculty members enter MEXT's Mutual Aid Association, Employment Insurance and Accident Compensation Insurance provided by the Ministry of Health, Labour and Welfare. (The insurance premium will be calculated based on the legally defined rate and automatically deducted from their salary).

### **(3) Conditions of Employment**

- ① The employment conditions and regulations of Hiroshima University shall apply as deemed appropriate.
- ② The initial place of employment will be located on the Higashi-Hiroshima campus of Hiroshima University.
- ③ A discretionary working-hour system is in place for professional work, which means assistant professors can manage their own working hours. Therefore, as long as the assistant professors come to the workplace, it will be considered that they have worked for 7 hours and 45 minutes, as per the formal working hours for a single day, (with a weekly total considered to be 38 hours and 45 minutes).
- ④ A maternity and childcare leave system will be applied.

### **4. Work Responsibilities**

The Consortium Assistant Professor will be required to carry out an assistant professor's work at each organization and contribute to the Consortium as listed below.

- ① Conducting research activities inside and outside the Consortium based on the research plan, ("research effort" should be more than 60%).
- ② Actively working to apply and obtain external research funds.
- ③ Producing research outcomes, (e.g., publication in SCI journals and/or acquisition of patents).
- ④ Disseminating and publishing research outcomes to society and the general public, including presenting research outcomes at international conferences, etc.
- ⑤ Giving lectures and supervising undergraduate and graduate students in their research.
- ⑥ Conducting activities related to external funding, (if those activities are related to their research, they will be included as part of the above-mentioned research effort).
- ⑦ Undertaking other duties as considered necessary by each organization.
- ⑧ Participating in international meetings, symposiums and network activities organized or co-organized by the Consortium.
- ⑨ Attending respective training courses, such as lectures on faculty development, training on research ethics, etc., conducted by organizations in and outside the Consortium.
- ⑩ Undertaking other duties as considered necessary by the Chair of the Operating Committee of the Consortium.

## **5. Special Notices Related to the Consortium**

### **(1) The role of the Consortium in this job opening, processes for selection, employment and career development in the Consortium**

- Application materials should be submitted to the Secretariat of the HIRAKU Consortium (details of which are shown below within 6(2)). The Operating Council of the Consortium will determine the successful candidate after consulting with the organization that will accept the candidate.
- The successful candidate will then be hired by the organization as a Consortium Assistant Professor. The term of appointment as the Consortium Assistant Professor will be the same in length as stated in 3(1), (five (5) years).
- For the betterment of their career development as a researcher, the Consortium Assistant Professor might be able to conduct their research at other organizations inside or outside of the Consortium. Such arrangements should be made through an agreement between the Consortium and the Consortium Assistant Professor.
- The Consortium Assistant Professors are expected not only to conduct excellent education and research activities, but also to be involved in teaching, networking and training activities such as research ethics, to further their career development as researchers.
- The Consortium Assistant Professors receive advice and get evaluated by their mentors on their activities described above. They are also expected to provide information on their undertaken activities to the Consortium by updating their profile and research information in the core IT system called the “Young Researchers’ Portfolio (HIRAKU-Portfolio)”, in order to assist us in improving the career development support system.
- Thus, potential applicants will be considered not only by their previous research achievements and future potentials, but also by their ability to further enrich their research careers as a result of proactively utilizing the research and training opportunities which are to be provided as per described above.

### **(2) Research Funds**

During the first fiscal year from the date of appointment, about 2,000,000 yen will be provided to each Consortium Assistant Professor as a start-up fund. These funds must be used in accordance with the regulations of their respective institutions.

### **(3) 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).

#### **(4) Additional Remarks**

The Consortium will request the affiliated department to preferentially allocate personal research spaces (offices and laboratories) for the Consortium Assistant Professors.

## **6. Application Materials**

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

All of the required information listed below must be correctly filled in the standard application form, in English or Japanese. The standard application form (“応募様式 Application form”) can be downloaded from the following URL:

[https://home.hiroshima-u.ac.jp/hiraku/younger\\_tenuretrack/the\\_14thand15th-job-openings/](https://home.hiroshima-u.ac.jp/hiraku/younger_tenuretrack/the_14thand15th-job-openings/)

- ① List of your personal details and background, (make sure to state the “Expected Research Field and Workplace in the Job Opening” (as shown below) in section 7 on p.1)
  - A.I. research, specializing on the research of image analysis
  - Graduate School of Advanced Science and Engineering
- ② List of Research Activities, (make sure to state your ResearcherID or ORCID in section 10(8) on p.2). Also, separately attach copies of no more than five major papers with your application.
- ③ Summary of Past Research Activities (up to four pages on A4-sized paper, including figures)
- ④ Research Plan at the Consortium (up to four pages on A4-sized paper, including a future research plan for a span of five years)
- ⑤ Aspirations for contributions to science, technology and innovation (one page on A4-sized paper)
- ⑥ List of References (required to supply two references with their names, affiliations/titles, phone numbers and e-mail addresses)

### **(2) Inquiries**

Please contact us with any questions by e-mail:

- ① For general information in regard to this job opening:  
[consortium-koubo@office.hiroshima-u.ac.jp](mailto:consortium-koubo@office.hiroshima-u.ac.jp)  
(Secretariat of the HIRAKU Consortium)
- ② For specific information in regard to the research environment of this job opening:  
[kou-jinji@office.hiroshima-u.ac.jp](mailto:kou-jinji@office.hiroshima-u.ac.jp)  
(Support Office for the field of Engineering, Graduate School of Engineering, Hiroshima University)

**(3) Employer**

Hiroshima University

**(4) Probationary employment period**

Six (6) months

**(5) 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 Operating Council and/or Operating Committee of the Consortium, etc., with strict measures in place to protect personal information. We will keep your application confidential and not disclose any information to third parties, but we may directly contact references listed in the application form as deemed necessary for the selection process.

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

**(1) Deadline for Submission**

The deadline for submitting the application is 10 a.m. on September 7 (Monday), 2020 (Japan Standard Time).

**(2) Submission**

All documents should be submitted in PDF format with the file name Consortium(14)\_(last name of applicant\_first initial)

(e.g., Consortium(14)\_(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. Make sure this confirmation message arrives after submitting the application (usually within a day or two, excluding weekends).

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

- The final results of the screening process will be announced by e-mail to applicants around late December, 2020.
- For applicants who pass the initial screening process, a subsequent screening process will be undertaken, (such as a face-to-face interview, presentation, etc.). In the case of a face-to-face interview, any associated transportation costs will not be covered/reimbursed by the University.

### **(4) Selection Criteria**

The candidates' research activities will be examined in terms of research achievements, research plan originality and feasibility, potential for the broadening of their research in regard to increasing the overall contribution to science, technology and innovation, cross-disciplinary research, collaboration with industry, etc.

## **8. Additional Remarks**

- (1) We strongly welcome applications from international researchers.
- (2) Hiroshima University implements support for women researchers.
  - ① A female Consortium Assistant Professor will receive guidance related to job environment preparation and maintenance via the Gender Equality Promotion Office and a section of the Career-up Program for Women Researchers in the Human Resources Training Promotion Office of Hiroshima University.
  - ② For a female Consortium Assistant Professor, at least one female mentor will be assigned.
  - ③ On- and off-campus nurseries are available. The support staff of the University will assist in finding a nursery.

Hiroshima University administers gender equality. Details can be found on the website of the Gender Equality Promotion Office.

(References)

Hiroshima University Home Page:

<https://www.hiroshima-u.ac.jp/en>

Home Page of the Gender Equality Promotion Office:

<https://www.hiroshima-u.ac.jp/en/gender>

<Home Pages related to this job opening>

Home Page of the HIRAKU Consortium:

<https://home.hiroshima-u.ac.jp/hiraku/en/>

Home Page of the Graduate School of Advanced Science and Engineering:

<https://www.hiroshima-u.ac.jp/adse>

- (3) All the faculty members of Hiroshima University belong to the "Academy", which is the single university-wide faculty organization, and each faculty as a member of the Academy of the University is appointed to educational and/or research organizations such as an individual undergraduate school, graduate school, research center and institute. The faculty member will be engaged in the education and research in the appointed department, but may also be assigned to undertake education of common subjects and/or education and research within other departments or university-wide projects/activities.
- (4) For each specialized field of faculty, Hiroshima University has defined Minimum standards for hiring new faculty ("the minimum standards"). We use the minimum standards for the initial screening process of the applicants, and only those who have cleared the minimum standards will qualify as the candidates for the post concerned. The minimum standards used for this international job offer can be viewed by clicking the following URL link.  
<https://www.hiroshima-u.ac.jp/en/employment/kyoinkobo/senshin>
- (5) Hiroshima University promotes a gender-equal society in accordance with the legislative intent of the Basic Law for a Gender-Equal Society. When candidates of both genders show equal capabilities in terms of the evaluation of their performances (which includes research achievements, educational achievements, social contributions, etc.) and their personalities, preference will be given to women researchers.
- (6) HU provides various employment opportunities (research jobs, office jobs, etc.). If your spouse wishes to work for HU, please refer to the following URL link.

Employment information: <https://www.hiroshima-u.ac.jp/en/employment/>

- (7) Hiroshima University will filter applicants based on the documents submitted to the above Secretariat. Applicants may be requested to submit additional documents if necessary.