

## **15th Job Openings for Tenure-Track Associate Professor Positions through the HIRAKU Consortium, Japan (Architectural Planning, City Planning and Urban Design/ Associate Professor (Tenure-Track) / Yamaguchi University)**

January 2021

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 (MEXT), the consortium aims to improve the regional potential in science, technology, and innovation. As a main part of its activities, the member organizations of the Consortium have launched a joint call for applications for tenure-track researcher's positions from promising young researchers within and outside Japan in order to promote in these regions and encourage them to become distinguished researchers. For these purposes, the ideal candidate for the position will be required to conduct active independent research in the specified research fields as a tenure-track associate professor at each university, collaborate with diverse actors, contribute to the Consortium, and develop the research career in an uncertain world.

For this job opening, Yamaguchi University invites applications by women researchers for one full-time tenure-track associate professor in Architectural Planning, City Planning and Urban Design. 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. 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.

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:** Associate Professor (tenure-track)

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

**(3) Areas of Research:**

Architectural Planning, City Planning and Urban Design

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

Division of Architectural Design and Engineering, Graduate School of Science and Technology for Innovation, Yamaguchi University

## **2. Application Requirements**

Applicants must be women researchers who satisfy all of the following criteria:

- ① Applicants should have had acquired a Ph.D. by the time they begin their appointment.
- ② 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 of age (\*3) as of April 1, 2020. Note that applicants from medical fields who participated in the mandatory clinical practice in Japan are eligible to apply if they are under 43 years of age.
- ③ Applicants should be able to lecture and provide research supervision to undergraduate and graduate (doctoral) students.
- ④ Applicants must have research performance in architectural planning, city planning and urban design. Applicants must have produced a number of published articles in recognized peer reviewed journals and international conference papers. Applicants are expected to hold a first-class architect license.
- ⑤ Applicants must be enthusiastic about education in both undergraduate and graduate courses.
- ⑥ Applicants should be able to communicate in Japanese or English.  
If applicant is unable to communicate in Japanese, by the end of the appointment, she has to improve her Japanese skill enable to lecture and provide research supervision to undergraduate and graduate students.
- ⑦ Applicants should be able to begin working immediately after October 1, 2021, and no later than the end of the Japanese fiscal year 2021.
- ⑧ Applicants should actively contribute to science, technology, and innovation.

\*1: Applicants who took maternity and/or childcare leaves 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: 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. Employment Conditions**

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

- The term of appointment is 5 years since arrival at the position.
- An associate professor (tenure-track) of this job opening could possibly change her workplace within the consortium organizations through an agreement between the consortium and the associate professor. In such a case, the term of appointment will remain the same, and the associate professor will adhere to the standards of each organization.
- Criteria for evaluation will be established within three months after she is appointed. Intermediate evaluation will be made in the 3rd year and final evaluation by 6 months prior to the end of the appointment, respectively based on research and teaching performance. The associate professor who passes her tenure reviews with Yamaguchi University will receive a tenured position (associate professor), which is on a permanent basis with a mandatory retirement age.
- Depending on the final evaluation by the consortium, an associate professor holding this position could be appointed by an organization that participates in the consortium through an agreement between the associate professor and the organization.

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

- ① Salary will be commensurate with experience according to the University’s regulations.
- ② Various types of insurance (The Ministry of Education, Culture, Sports, Science and Technology Mutual Aid Association, unemployment, and accident compensation) are available to an associate professor of Yamaguchi University.

#### **(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 Tokiwa campus of Yamaguchi University.
- ③ A discretionary working-hour system is in place for professional work. This means associate professors can manage their own working hours, although

formal working hours are considered to be 7 hours and 45 minutes a day.

- ④ A maternity and childcare leave system will be applied.
- ⑤ According to the rule of Yamaguchi University, the intellectual properties produced in the duties belong to Yamaguchi University.
- ⑥ The terms of employment are subject to change according to the amended Labor Contract Law.

#### **4. Work Description**

An associate professor holding this position will be required carry out the associate professor's work of each organization and contributions for 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 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 Being involved in other duties as considered necessary by each organization
- ⑧ Planning and operating international meetings, symposiums, and network activities organized or co-organized by the consortium
- ⑨ Attending training, lectures on faculty development, etc., conducted by organizations in the consortium
- ⑩ Being involved in other duties as considered necessary by the head of the executive committee of the consortium

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

##### **(1) Role of the consortium in this job opening, processes for employment and career development in the consortium**

-Application materials should be submitted to the secretariat of the HIRAKU consortium. The 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 faculty member (hereinafter

referred to as a Consortium Associate Professor).

- The term of the Consortium Associate Professor will be same as 3(1).
- For the betterment of her development as a researcher, the Consortium Associate Professor might be able to conduct her research at other organizations inside or outside of the consortium. Such arrangements should be made through an agreement between the consortium and the Consortium Associate Professor.
- Consortium Associate Professors are expected not only to conduct excellent research but also to be involved in consortium-related teaching, networking, and training activities to further their career development as researchers.
- Consortium Associate Professor are expected to provide experiences and information for the consortium through the activities described above, via evaluation and training processes with their mentors in order to assist us in improving this system.
- 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.

## **(2) Research Funds**

As a start-up fund, 2,000,000 yen for the 1st fiscal year (FY), 1,500,000 yen for the 2nd FY, 1,000,000 yen for the 3rd and the 4th each FY will be provided at a maximum to the Associate Professor. These funds must be used in accordance with the regulations of the workplace, the funding agencies, and the Japanese government.

## **(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**

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

# **6. Application Materials**

## **(1) Application Documents**

- ① Curriculum vitae (including expected research field, using application form 7)- Architectural Planning, City Planning and Urban Design, Division of Architectural Design and Engineering, Graduate School of Science and Technology for Innovation, Yamaguchi University

- 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://home.hiroshima-u.ac.jp/hiraku/younger\\_tenuretrack/](http://home.hiroshima-u.ac.jp/hiraku/younger_tenuretrack/)

## **(2) Inquiries about Applications**

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

General information and procedure of 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 of this job opening:

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

(Professor Makoto Koganei, Division of Architectural Design and Engineering, Graduate School of Science and Technology for Innovation, 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.

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

### **(1) Deadline for Submission**

The deadline for submitting the application is 10 a.m. on March 31, 2021 (Japan Standard Time).

### **(2) Submission**

All documents should be submitted in PDF format with the file name

Consortium(15)\_(last name of applicant\_first initial)  
(e.g., Consortium(15)\_(Einstein\_A)) to the following e-mail address:

**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**

- There is a possibility that an interview including a seminar presentation in Yamaguchi University will be also conducted during the screening by document review. In this case, the transportation cost for the interview will not be reimbursed.
- The results will be announced by e-mail to applicants at the latest by the middle of June, 2021.

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

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

## **8. Additional Remarks**

- (1) We strongly welcome applications from international researchers.
- (2) Yamaguchi University promotes gender equality, and hires female academic staff in accordance with the spirit of the Basic Act for a Gender Equal Society.

(References)

Yamaguchi University:

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

Yamaguchi University Diversity Support Office (Japanese)

<http://www.yamaguchi-u.ac.jp/diversity.html?revision=0>

<Home pages related to this job opening>

HIRAKU consortium:

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

Yamaguchi University Graduate School of Science and Technology for Innovation:

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

Yamaguchi University Faculty of Engineering:

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

Yamaguchi University Tenure track program related to the consortium (Japanese)

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