

Hiroshima University (HU) herewith makes an open international job offer and seeks to appoint a Tenure-Track Assistant Professor in the research area of Biotechnology (Environmental Biotechnology). 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 he/she passes 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 he/she can dedicate himself/herself to research and education in accordance with his/her 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 his/her 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. At the time of the review for the tenured promotion, we comprehensively evaluate the applicant's achievements during his/her term at HU and the future prospect of his/her research.

HU provides startup support money for assistant professors. By assigning a mentor to each newly-recruited faculty member on tenure track, HU continues to develop an environment where such faculty member can engage himself/herself in research activities independently. In case the recruited member does not secure tenure, he/she will be able to extend his/her 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, long-term vision and medium-term target 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.

Mitsuo Ochi, President of Hiroshima University

**14-15th Job Openings for Tenure-Track Assistant Professor Positions through the HIRAKU Consortium, Japan (Biotechnology [Environmental Biotechnology] /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 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 assistant 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, Hiroshima University invites applications by women researchers for one full-time tenure-track assistant professor position in Biotechnology (Environmental Biotechnology). 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, strengthen international research collaboration, 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

**(3) Areas of Research:** Biotechnology (Environment Biotechnology)

Applicants are expected to have the scientific research achievements in Applied Microbiology and Biological Interaction in Environment Related Research directed to materials development.

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

Academy of Hiroshima University (Graduate School of Integrated Sciences for Life)

## **2. Application Requirements**

Applicants must satisfy all of the following requirements.

- ① Women researcher applicants should hold a PhD that was acquired after April 1, 2010, or have equivalent research experience, and should be under 40 years old (\*1) as of April 1, 2020.
- 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.
- 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, 2019. 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 Five years (Tenure-track position(s)).

-An assistant professor (tenure-track) of this job opening could possibly change his or her workplace within the consortium organizations through an agreement between the consortium and the assistant professor. In such a case, the term of appointment will remain the same, and the assistant professor will adhere to the standards of each organization.

- Tenure-track faculty members will undergo a tenure review at least six (6) months or

more in advance of the expiration date of appointment. Those who have successfully passed 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, he/she will be dismissed from the university upon completion of the term of appointment.

If a candidate takes leave because of life events such as delivering a baby, child-rearing and caregiving, he/she may extend the term of appointment according to the length of such leave.

\*If you would like to know more about the standards for tenure review, please contact the office shown below for any enquiries.

-Depending on the final evaluation by the consortium, an assistant professor holding this position could be appointed by an organization that participates in the consortium through an agreement between the assistant professor and the organization.

## **(2) Annual Salary**

- ① The annual salary system (the new system enforced in April 2020) will be applied to the successful candidates.
- 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 assistant professor of Hiroshima University.

## **(3) Work Conditions**

- ① The employment conditions and regulations of Hiroshima University shall apply as deemed appropriate.
- ② The first 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. This means assistant 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.

## **4. Work Description**

An assistant professor holding this position will be required carry out the assistant 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 Assistant Professor).
- The term of the Consortium Assistant Professor will be same as 3(1).
- For the betterment of his or her development as a researcher, the Consortium Assistant Professor might be able to conduct his or 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 Assistant Professor.
- Consortium Assistant 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 Assistant Professors 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**

During the first fiscal year, 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 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 Assistant Professors.

# **6. Application Materials**

## **(1) Application Documents**

- ① Curriculum vitae (including expected research field and workplace as bellow, using application form 7 and ResearcherID or ORCID in form 10)
  - Graduate School of Integrated Sciences for Life
  - Biotechnology (Environmental Biotechnology)
- 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: [https://home.hiroshima-u.ac.jp/hiraku/younger\\_tenuretrack/](https://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:

[sentan-bk-sien@office.hiroshima-u.ac.jp](mailto:sentan-bk-sien@office.hiroshima-u.ac.jp)

(HR Administrator, Support Branch Office for the fields of Science,  
Management Support Division of Higashi-Hiroshima Campus,  
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 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 September 25th, 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. It is strongly advisable to make sure this confirmation message arrives after submitting the application.

**(3) Selection Schedule**

- The results of the screening will be announced by e-mail to applicants around late December 2020.
- There is a possibility that an interview will also be conducted during the screening. In this case, the transportation cost for the interview will not be reimbursed.

#### **(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) Hiroshima University enforces support for female researchers.
  - ① Each 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 provide assistance in finding a nursery.

Hiroshima University enforces 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>

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

Home page of the Graduate School of Integrated Sciences for Life:

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

- (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.

- (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/ilife>

- (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 employment information (research job, desk job and 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/>