

The 14th & 15th Job Openings for the Tenure-Track Assistant Professor Positions through the HIRAKU Consortium, Japan (Information Network / Assistant Professor (Tenure-Track) / Tokushima University)

Feb. 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 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, Tokushima University invites applications by researchers for one full-time tenure-track assistant professor position who possesses a deep understanding and capabilities in regard to information networks and communication networks. 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:

Information and Communication Network

(4) Affiliation (Appointment):

Graduate School of Technology, Industrial and Social Sciences, Tokushima University

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 August 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 August 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 Tokushima University undergo a tenure review one (1) 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 assistant 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, including allowances, will be approximately 4,800,000-6,600,000 yen (One-twelfth of annual salary is paid as base salary monthly amount) depending on the successful applicant's research experience (salaries will be calculated according to the annual salary rules of Tokushima University).
- ② Various types of insurance (health, mutual aid pension fund, unemployment, and accident compensation) are available to an assistant professor of Tokushima University.

(3) Conditions of Employment

- ① The employment conditions and regulations of Tokushima University shall apply as deemed appropriate.
- ② The initial place of employment will be located on the Josanjima campus of Tokushima 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/

- 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)
 - Information and Communication Network
 - Graduate School of Technology, Industrial and Social Sciences, Tokushima University
- 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
(Secretariat of the HIRAKU Consortium)
- ② For specific information in regard to the research environment of this job opening:
kazuhiko@is.tokushima-u.ac.jp
(Support Office for the field of Computer Science, Graduate School of Technology, Industrial and Social Sciences, Tokushima University)

(3) Employer

Tokushima University

(4) Probationary employment period

Six (6) months (Tokushima University Work Regulations for Employees.)

(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 April 30 (Fri.), 2021 (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

(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 June 2021.
- 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) Tokushima University implements support for women researchers.
 - ① AWA Support Center offers several types of supporting activities for female researchers.
 - ② There is an on-campus nursery in Kuramoto Campus.

(References)

Tokushima University Home Page:

<https://www.Tokushima-u.ac.jp/english/>

Home Page of the AWA Support Center (in Japanese):

<http://www.awasapo.tokushima-u.ac.jp/>

<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 Tokushima University:

https://www.tokushima-u.ac.jp/about/adoption/public_appeal.html