

11th Job Openings for Tenure-Track Assistant Professor Positions through the HIRAKU Consortium, Japan (Plant Production/ Assistant Professor (Tenure-Track) / Hiroshima University)

March 2019

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 Plant Production. 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.

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: Plant Production

(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, 2008, or have equivalent research experience, and should be under 40 years old (*1) as of April 1, 2018.
- 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 October 1, 2019, and no later than the end of the Japanese fiscal year 2019.
- 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, 2018. 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 from October 1, 2019, to September 30, 2024.

-An assistant professor (tenure-track) of this job opening could possibly change 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.

-The assistant professor will receive midterm evaluations by September 2022 and final evaluations by March 2024. The assistant professor who passes her tenure reviews with Hiroshima University will receive a tenured position, which is on a permanent basis with a mandatory retirement age.

-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 A monthly salary system will be applied to the successful applicant.

(Regulations Concerning Salaries of Hiroshima University Faculty Members will be applied.)

- 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 her development as a researcher, the Consortium Assistant 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 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. In addition, during the term of appointment. 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 in form 7 and ResearcherID or ORCID in form 10)
 - Graduate School of Integrated Sciences for Life
 - Plant Production
- 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/

(2) Inquiries about Applications

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

General information and procedure of this job opening:

Secretariat of the HIRAKU consortium

E-mail: consortium-koubo@office.hiroshima-u.ac.jp

Specific information for the research environment of this job opening:

Dr. Yoshihiro Sambongi

(Graduate School of Biosphere Science, Hiroshima University)

E-mail: sambongi@hiroshima-u.ac.jp

(3) Employer

Hiroshima University

(4) Probationary employment period

six (6) months (Hiroshima 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 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 May 27, 2019 (Japan Standard Time).

(2) Submission

All documents should be submitted in PDF format with the file name Consortium(11)_(last name of applicant_first initial) (e.g., Consortium(11)_(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

- The results of the screening will be announced by e-mail to applicants around late July 2019.
- 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 A female mentor will be assigned to each female Consortium Assistant Professor as well as a normal mentor as described in 5 (3)-①.
- 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/>

Graduate School of Integrated Sciences for Life: <https://www.hiroshima-u.ac.jp/en/ilife>