

Hiroshima University (HU) herewith makes an open international job offer and seeks to appoint Assistant Professor on Tenure Track System in the research area of Fisheries Oceanography. 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

Please refer to the following URL for details about personnel system reform of Hiroshima University.

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

Date: September 24, 2025

## Faculty Open Position(s)

### 1. Affiliation (Appointment)

Academy of Hiroshima University (Seto Inland Sea Carbon-neutral Research Center)

### 2. Work location

Takehara Station (Fisheries Research, School of Applied Biological Science) in Seto Inland Sea Carbon-neutral Research Center

5-8-1, Minato-Machi, Takehara city, Hiroshima Prefecture, Japan

Other places of work designated by the University.

### 3. Position(s) and the number of opening(s)

Assistant Professor, one (1)

### 4. Commencing date of employment

May 1st, 2026 at earliest

### 5. Terms of employment

Tenure-track position Period of employment

- 5 years

- (1) Tenure-track faculty members will undergo a tenure review at least six (6) months or more in advance of the expiration date of appointment, and those who have successfully passed the review process will be granted tenure along with promotion either to associate professor.
- (2) Granting a candidate for tenure is subject to two reviewing process: an intermediate and final review. If a candidate is not granted tenure in final review, he/she will be dismissed from the university upon completion of the term of appointment.
- (3) If a candidate has taken a leave because of some life events such as delivering a baby, child-raising and caregiving, he/she may extend the term of appointment up to certain period according to the length of such leave.

### 6. Planned responsibilities

(Immediately after hiring)

- (1) Duties related to research in "7. Field of specialization".
- (2) Duties related to teaching the scheduled courses and supervising graduate and undergraduate students under "8. Teaching responsibilities".

- (3) Duties related to the administration and management of the entire university, graduate schools, faculties, centers, etc. (participation in various meetings, activities as a member of various committees, etc.).
- (4) Duties related to student admissions (exam supervision, question creation, grading, interviewers, etc.).
- (5) Other duties as directed by the head of the educational and research organization.

(Scope of changes)

Tasks determined by the university.

## 7. Field of specialization

Fisheries Oceanography

(especially, candidates with field experience in lower trophic level of marine ecosystems, particularly in ecosystem analysis and carbon cycling)

## 8. Teaching responsibilities

- (1) Undergraduate level (general education courses): Introductory Seminar for First-Year Students, Introduction to Applied Biological Sciences toward SDGs, Introduction to Field Sciences, etc.
- (2) Undergraduate level (discipline specific courses): Fifteen times of lesson for the classes of Introduction to Applied Biological Sciences, Exercise in Integrative Hydrospheric Science I, Seminar in Field Science, Practical Work in Hydrospheric Field Science II, and Graduate Thesis, etc. In addition, the classes of Practice and Field Work in Fisheries Science, Seminar in Fieldwork on Community Coasts, Practice on Primary Production (Plankton and Benthos) in the Marine Ecosystem, Practice on economic marine invertebrates and seaweeds in the Seto Inland Sea.
- (3) Graduate level (master's programs): Academic Approach to SDGs, Fisheries Oceanography, Support for Master Thesis Research----, etc.
- (4) Graduate level (doctoral programs): Support for Doctoral Thesis Research, etc.
- (5) In addition to the courses listed above, he or she may be asked to teach other general education courses and/or discipline specific courses in other department(s) and graduate school(s).

## 9. Qualifications

Applicants must satisfy all of the following requirements:

- (1) Hold a doctorate or an equivalent degree by the time the appointment begins
- (2) Be able to supervise doctoral students in preparation of doctoral dissertations
- (3) Have experience in supervising graduate students in a master's and/or doctoral program(s) in preparation of thesis/dissertation

- (4) Be able to teach classes and supervise students in English

#### 10. Application materials required

The application form is available on the following web site.

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

Please prepare the required documents in English or Japanese and send them by E-mail to the address listed below. The documents should be arranged in the following order as a single PDF file [the file name: “your name”\_Application 2025 (Applied Hydrosphere Environmental Life Science)].

Performance Summary (Form7) should be sent in the original file format (xlsx) with the same file name as the PDF file above.

##### (1) Curriculum vitae (Form 1)

If you have a history of being employed by Hiroshima University (as a TA, RA, researcher, etc.) in the past five years, be sure to state all positions you have held. At least one of the Your Researcher ID or ORCID information is necessary.

N.B. The ID above or ORCID information can be confirmed from Clarivate Analytics or ORCID website.

##### (2) List of Research Achievements (Form 2)

##### (3) States of acquisition of external funds in the last ten years as a Representative (Form3)

##### (4) Outline of the past teaching and research activities (one page of A4) (Form4)

##### (5) Research Plans after taking office (one page of A4) (Form5)

##### (6) Aspirations for education after taking office (one page of A4) (Form6)

##### (7) Performance Summary (Form7)

##### (8) Five (5) major papers (reprints or photocopies)

#### 11. Application deadline

All application materials must reach us by [November 30th, 2025 (Japan time)].

#### 12. Please send all application documents to the following address

Blue Innovation Division, Seto Inland Sea Carbon-neutral Research Center

E-mail: setouchi-koubo2025\*ml.hiroshima-u.ac.jp (Replace \* with @)

#### 13. Selection procedure

(1) Selection will be made based on all application documents submitted.

(2) Interviews will be conducted as needed. As a general rule, we will conduct simulated lessons in English. In such cases, please note that travel expenses will

be the responsibility of the applicant. Applicants who pass the initial document review will be informed of interview date, time and format.

- (3) Hiroshima University promotes a gender-equal society in accordance with the legislative intent of the Basic Law for a Gender-Equal Society.

#### 14. Employment status

- (1) If you are agreeable to the application of the Discretionary Labor System for Professional Work, you are deemed to work for 7 hours and 45 minutes a day. If not, working hours are from 8:30 to 17:00 (from Monday to Friday) and break time is from 12:00 to 12:45.
- (2) Workdays are from Monday to Friday (excluding public holidays) in principle.
- (3) Holidays are Saturdays, Sundays and public holidays in principle.

#### 15. Salary, etc.

- (1) The annual salary system (II) which was enforced in October 2021 will be applied to the successful candidates.
- (2) Successful candidates may be reimbursed for travel expenses incurred for the trip from their home or former place of work to the new place of work to assume their post in accordance with the relevant regulations of Hiroshima University. For more information, please contact us.

※Hiroshima University has introduced a system whereby researchers' personnel expenses are paid out of direct expenses such as competitive research grants and joint research grants, and the obtained research financial resources can be used to improve the treatment of researchers themselves (additional Salary) and to improve the research environment.

#### 16. Evaluation

We conduct individual performance evaluations for all Hiroshima University faculty members after their employment, numerically rate their performance, and salary and benefits are commensurate with performance indicators.

#### 17. Employer

Hiroshima University

#### 18. Miscellaneous

- (1) Probationary employment period: six (6) months
- (2) Personal information obtained from application documents will not be used or provided to any third party for purposes other than the necessary procedures

related to personnel affairs, salary, and welfare. Application documents of applicants whom we have decided not to employ will be returned to those applicants in an appropriate manner, after the completion of relevant selection processes.

- (3) The retirement age is 65 years old.
- (4) 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.
- (5) Faculty members may also be assigned to teaching and/or research activities in other organizations of Hiroshima University and university-wide projects.
- (6) 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/>
- (7) HU provides other 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/>
- (8) Hiroshima University has been entirely smoke-free from January 2020.

## 19. Contact

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