

Hiroshima University (HU) herewith makes an open international job offer and seeks to appoint Professor with tenure; Associate Professor on Tenure Track System in the research area of Electrical Engineering, Integrated circuits, and related field . 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 for Associate Professor on Tenure Track System has been newly created at HU to enable the promotion of the applicant to the position of Associate Professor with tenure or of 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.

By providing startup support money and assigning a mentor to each newly-recruited faculty member on tenure track, HU continues to develop an environment where such faculty members 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

Date: March 16, 2020

Faculty Open Position(s)

1. Affiliation (Appointment): Academy of Hiroshima University (Research Institute for Nanodevice and Bio Systems)
2. Position(s) and the number of opening(s): Professor, or Associate Professor , one (1)
(Depending on the result of the performance reviews of the applicant at the time of employment, he/she may be decided on any of the following titles: Professor with tenure; Associate Professor on Tenure Track System)
3. Commencing date of employment: December 1, 2020
4. Terms of employment
Tenure-track position(s)
Period of employment: 7 years
Tenure-track faculty members will undergo a tenure review within six (6) months prior to completion of the term of appointment, and those who have successfully passed the review process will be granted tenure along with promotion either to professor or associate professor.
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.
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.
*If you would like to know more about the standards for tenure review, please contact the office shown below for any enquiries.
5. Field of specialization: Electrical Engineering, Integrated circuits, and related field
6. Teaching responsibilities
 - Undergraduate level: Classes and supervising of graduation thesis for Cluster 2 (Electrical, Electronic, and Systems Engineering) in School of Engineering
 - Graduate level (master's and doctoral programs): Classes and supervising of master and doctor thesis for Quantum Matter Program, Graduate School of Advanced Science and Engineering

7. Qualifications

Applicants must satisfy all of the following requirements:

- (1) Be able to promote the projects of Research Center for Biomedical Engineering (see below Web site)
- (2) Hold a doctorate or an equivalent degree by the time the appointment begins
- (3) Be able to supervise doctoral students in preparation of doctoral dissertations
- (4) Be able to teach classes and supervise students in English

<http://www.tmd.ac.jp/ibbc/>

8. Application materials required

- (1) Curriculum Vitae (including recent portrait, current e-mail address, affiliated academic societies and activities in those societies. Official title of academic degrees i.e. bachelor, master and doctor should be given. Precise dates should be listed in the field of academic background and employment record.).

*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.

- (2) A list of academic achievements (Achievements should be listed in reverse chronological order and categorized as thesis, books, original papers, reviews, reports and others, with additional information if applicable (with/without peer-review, journal impact factors (the Thomson Reuters, latest version)).
Please mark 5 MAJOR PUBLISHED works that best represent your highest achievements).
- (3) Submit pdf files of hard copies (offprints or color Xerox copies) of the 5 major published works.
- (4) A list of teaching achievements (list each title and the term of the lectures including a brief description of the contents and your contributions, the number of thesis supervisions of MA and PhD students, and so on).
- (5) A list of achievements of social contributions.
- (6) Major activities in university/institutional management and administration.
- (7) List of acquired external funding over the last five years
- (8) Statement of intent (Please describe your interests in teaching and research in approximately 1,000 words, should you take this position.)
- (9) A list of two references with their names, phone numbers and e-mail addresses (We may contact them directly at the first screening of the applicants if necessary).
- (10) Your Researcher ID or ORCID information (in any format)

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

*All these documents must be written in English or Japanese.

9. Application deadline: All application materials must reach us by [5:00 pm on Tuesday, June 30, 2020 (Japan time)].

10. Make all the application documents PDF files, and send them to the following E-mail address as the attached files:

`gakujutu-ssoumu@office.hiroshima-u.ac.jp`

Academic Research and Industry-Government Collaboration Support Group, Department of Academic Research and Industry-Government Collaboration, Office of Academic Research and Industry-Government Collaboration, Hiroshima University

* The subject and attachment file name of the E-mail shall be the sum of the applicant's name and surname in parentheses after the word of "RNBS2020" (for example, in the case of Taro Yamada, it will be RNBS2020 (Yamada_T)).

If the capacity exceeds 10 MB, send mail separately. At that time, make sure that the number of divisions of the application documents such as 1/2, 2/2, etc. is known at the end of the subject of the E-mail. Also, do not use compression software.

Please note that we will reply to you by E-mail of acceptance notice.

11. 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.

12. 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 and 38 hours and 45 minutes a week. 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.

13. Salary, etc.

- (1) The annual salary system (the new system enforced in April 2020) 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.

14. 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.

15. Employer: Hiroshima University

16. 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) 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/ed>
- (5) HU provides employment information (research job, desk job and etc.).
If your spouse wishes to work for HU, please refer to the following URL.
employment information: <https://www.hiroshima-u.ac.jp/en/employment/>

17. Contact

Specific information:

Prof. Seiichiro Higashi

Director, Research Institute for Nanodevice and Bio Systems, Hiroshima University

E-mail. sehiga@hiroshima-u.ac.jp

Tel. +81-82-424-7655

General information and procedure about this job opening:

Academic Research and Industry-Government Collaboration Support Group,
Department of Academic Research and Industry-Government Collaboration, Office
of Academic Research and Industry-Government Collaboration, Hiroshima
University

E-mail. gakujut-ssoumu@office.hiroshima-u.ac.jp