

Hiroshima University (HU) herewith makes an open international job offer and seeks to appoint a Tenure-Track Assistant Professor in the research area of stem cell biology, optics, and biophysics. 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 a 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.

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 24, 2020

## Faculty Open Position(s)

1. Affiliation (Appointment): Academy of Hiroshima University (Research Institute for Radiation Biology and Medicine )

2. Position(s) and the number of opening(s): Assistant Professor , one (1)

3. Commencing date of employment: The earliest possible date from October 1, 2020

4. Terms of employment

Tenure-track position(s)

Period of employment: Five (5) 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 to 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: stem cell biology, optics, and biophysics

6. Teaching responsibilities

- Graduate level (master's programs): Advanced Seminar on Stem Cell Biology,  
Advanced Research on Stem Cell Biology
- Graduate level (doctoral programs): Advanced Seminar on Stem Cell Biology,  
Advanced Research on Stem Cell Biology

\* 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).

7. 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

#### 8. Application materials required

- (1) Curriculum Vitae
- (2) Publication list (Form 1)
- (3) Your contribution in education and research for Epidemiology and Biostatistics  
Please outline your research so far in 1-2 pages of A4 paper.
- (4) Statement of intent (Please describe your interests in teaching and research as well as your mid- to long-term research plan in approximately 1,000-1,500 words, should you take this position.) (in any format)
- (5) Reprints or photocopies of up to 3 major publications as mentioned in (2)
- (6) Recommendation letter or names and contact information of three reference persons for the applicant

\* All of the above documents must be written in English or Japanese.

\* The application form is available on the following web site.

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

9. Application deadline: All application materials must reach us by 5 pm on May 29, 2020 (Japan Standard Time).

#### 10. Address to Which to Send Application Documents

All application documents should be sent by registered mail to:

Personnel Affairs, General Affairs Group, Kasumi Campus Management Support Office, Hiroshima University

1-2-3, Kasumi, Minami-ku, Hiroshima 734-8553, JAPAN

\* Write in red "Application (Stem Cell Biology)" on the envelope.

\* Please submit CD-R with "Form 1" saved in Excel format.

\* Submitted application documents will not be returned.

#### 11. Selection procedure

- (1) The screening will be based on application documents.
- (2) Applicants screened by submitted documents may be invited for an interview as needed. As a general rule, we will conduct simulated lessons in English. In such a case, please note that no travel expenses will be provided. If we hold the interview,

we will inform them of the details.

- (3) Hiroshima University promotes the gender-equality. In accordance with the spirit of the Basic Law for a Gender-Equal Society, our university will recruit a female applicant rather than a male applicant when their achievements (including research achievements, academic achievements, societal contributions, etc.) and characters are considered as equivalent.

#### 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/bhs>

- (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 link.  
employment information: <https://www.hiroshima-u.ac.jp/en/employment/>

## 17. Contact

Personnel Affairs, General Affairs Group, Kasumi Campus Management Support Office, Hiroshima University

E-mail: [kasumi-jinji\[at\]office.hiroshima-u.ac.jp](mailto:kasumi-jinji@office.hiroshima-u.ac.jp) (please replace “[at]” with “@”)