

Hiroshima University (HU) herewith makes an open international job offer and seeks to appoint an Associate Professor with tenure; Associate Professor/Assistant Professor on the Tenure Track System in the Biomedical and Health Sciences research area. 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 s/he 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 s/he can dedicate him- or 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 the applicant's research plan is mid-to-long term (i.e. comprising about 10 years) in scope and exceeds 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 funds to assistant professors. By assigning a mentor to each newly recruited faculty member on a tenure track, HU continues to develop an environment where such a faculty member can engage him- or herself in research activities independently. In case the recruited member does not secure tenure, s/he will be able to extend his/her term of employment for up to one year as a specially appointed faculty member. This 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>

**Announcement of Faculty Position**  
**Graduate School of Biomedical and Health Sciences, Hiroshima University, Japan**

July 22, 2020

Hiroshima University has been selected as one of the 13 Type A (top type) universities under the fiscal 2014 program to support the creation of super global universities. Hiroshima University aims to become one of the global top 100 universities by continuously producing global talents and creating knowledge while promoting university reforms centering on the twin pillars of educational and research capabilities.

The Graduate School of Biomedical and Health Sciences, Hiroshima University seeks applicants for one (1) Associate Professor or Assistant Professor position to strengthen our functions concerning international dental education and research. Ideally, the candidate has skills and experience to work on education and research in the field of life sciences.

Concerning the educational aspect of the position: we seek a person who can instruct graduate and undergraduate students in the following topics: Cell Biology, Genomic Medicine, Cancer Biology and related subjects. Ideally, the candidate also has sufficient expertise to train students as advanced dental professionals and/or researchers in the School of Dentistry (Program of Dentistry and Program of Oral Health Science) and the Graduate School of Biomedical and Health Sciences. The School of Dentistry at Hiroshima University launched an International Dental Course in 2011 and is implementing student education to improve global student competency. In this school, the candidate must be able to conduct "Dual Linguistic Education lectures" using both English and Japanese.

Concerning the research aspect of the position: we seek a person who can conduct research on Cancer Biology, Genomic Oncology, Translational Cancer Research and related fields. The candidate must be able to conduct research projects in cooperation with laboratories both in- and outside Hiroshima University.

We seek a person in the abovementioned fields who has enthusiasm for educational and clinical activities and who can achieve excellent research results. The person must understand the principles and visions of our schools, hospital and university and have belief in and passion for our schools as well as being adept at university administration.

We would appreciate it if this announcement could be sent to the relevant audiences. Also, we would be grateful if the reader could recommend someone who meets the abovementioned requirements and/or encourage competent candidates to apply for this position.

**1. Affiliation (Appointment):**

The Academy of Hiroshima University (Graduate School of Biomedical and Health Sciences)

**2. Position and the Number of Openings:**

Associate Professor or Assistant Professor, one (1) position available.

(Depending on the result of the performance reviews of the applicant at the time of employment, the selected applicant may be assigned any of the following titles:

Associate Professor with tenure; Associate Professor/Assistant Professor on the Tenure Track System)

**3. Starting date of employment: April 1, 2021**

#### **4. Terms of employment:** Tenure-track position(s)

Period of employment: 7 years (in case of Associate Professor)

5 years (in case of Assistant Professor)

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 a promotion to Associate Professor.

Granting a candidate tenure is subject to two reviewing process: an intermediate and a final review. If a candidate is not granted tenure in final review, s/he will be dismissed from the University upon completion of the term of appointment.

If a candidate has taken a leave because of particular high-impact life events such as delivering a baby, child-raising, and caregiving, s/he may have the term of appointment extended 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:**

Cancer Biology, Genomic Oncology, Translational Cancer Research

#### **6. Teaching Responsibilities:**

- Undergraduate level (General Education Courses): Cell Biology, Life Science, etc.
- Undergraduate level (Discipline Specific Courses): Basics of Genomic Medicine, Cancer Biology, International Future Dentistry with Research Outcomes, Topics in Dental Research, Startup Course Work, etc.
- Graduate level (Master Program): Advanced Seminar on Genomic Oncology and Oral Medicine, Advanced Research on Genomic Oncology and Oral Medicine, etc.
- Graduate level (Doctoral program): Advanced Seminar on Genomic Oncology and Oral Medicine, Advanced Research on Genomic Oncology and Oral Medicine, etc.

- \* In addition to the courses listed above, the candidate may be asked to teach other general education courses and/or discipline specific courses in other departments and graduate schools.

#### **7. Qualifications:**

Applicants must satisfy all the following requirements:

- (1) Hold a doctorate or an equivalent degree by the start time of the appointment.
- (2) Be able to supervise doctoral students (including support when students are preparing their doctoral dissertations).
- (3) Have experience in supervising graduate students during their master and/or doctoral program(s) and provide support when they are preparing their thesis and/or dissertation.
- (4) Be able to teach classes and supervise students in English.
- (5) Applicants who possess Japanese nationality must meet at least one of following conditions.
  - 1) Holding a degree conferred by a foreign university or institution
  - 2) Having teaching or research experiences at foreign universities or educational institutions for 1 year or more in total

## **8. Required Application Materials:**

- (1) Recommendation letter (Self-recommendation is allowed) (Free format)
- (2) Curriculum Vitae (Form 1, Form2)
- (3) List of Achievements (Form 3)
- (4) Summary of 5 Major Publications (Free format)  
Write short summaries which indicate the contents and implication of 5 of your highest impact publications in the last 10 years in either Japanese (approximately 200-400 characters for each publication) or English (approximately 100-200 words for each publication).
- (5) Overview of Education and Research Achievements and Future Development / Aspiration (Free format)  
Please elaborate on the following items in either Japanese (approximately 1,500 characters in total) or English (approximately 750 words in total).
  - 1) Your overview of education and research.
  - 2) Plans and aspirations for your future education and research.
  - 3) Your ideas or opinions on future university reform.
- (6) Offprints of all publications you wrote summaries for under (4) (Copies are allowed.)

\* All 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/bhs>

## **9. Application Deadline:**

All application documents must reach us by 5 p.m. on August 31, 2020 (Japan Time).

## **10. Please send all application documents to the following address:**

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 (Genomic Oncology and Oral Medicine)" on the envelope.
- \* Please submit a CD-R with "Application Documents (2)-(5)" saved in Excel or Word format.
- \* Submitted application documents, etc. will not be returned.

## **11. Selection Procedures:**

- (1) Selection will be made based on all submitted application documents.
- (2) Interviews will be conducted as needed. Generally, we will conduct simulated lessons in English. In such case, 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 agree 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.
- (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) With the aim of achieving medium to long-term growth to join the top 100 world university rankings list, Hiroshima University plans to recruit and develop excellent researchers. Furthermore, in order to make the age structure of the faculty more balanced, the University plans to implement a campus-wide initiative to provide a diverse group of faculty members—especially young, female, and non-Japanese faculty members—with more opportunities to play a leading role on campus, thereby invigorating research and education activities at the University. The University seeks applications from young researchers this time around.
- (6) HU provides employment information (research job, desk job, 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:**

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E-mail: fujiim [at]hiroshima-u.ac.jp (please replace "[at]" with "@")