

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 Urology. 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 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 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>

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

Date: October 29, 2020

Hiroshima University is working on forming and developing a Center of Excellence with the aim of being a world-class comprehensive research university ranked among the world's top 100 universities creating new forms of knowledge. We have also been selected by MEXT for "the Top Global University Project" and "the Program for Promoting the Enhancement of Research Universities".

The Graduate School of Biomedical and Health Sciences, Hiroshima University seeks applications for a faculty member (Professor or Associate Professor) in the research area of Urology.

1. Affiliation (Appointment):

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

2. Position and the Number of Opening: 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 or Associate Professor on Tenure Track System.

3. Date of Appointment: The earliest possible date after June 1, 2021

4. Period of Employment:

Tenure-track position(s) Period of employment: 7 years (in case of Associate Professor)

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 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: Urology

6. Teaching responsibilities

Undergraduate programs (Liberal arts and Specialized education courses):

Early exposure of undergraduates to medicine, Introductory Seminar for First-Year Students, Social medicine and disease control, Clinical diagnosis and treatment II, Practice for medical research, Bedside Learning I, Bedside Learning II, etc.

Graduate programs (doctoral programs):

Advanced Seminar on Urology, Advanced Research on Urology, etc.

* Besides the above subjects, the applicant may be requested to take charge of MD-PhD course, liberal arts education subjects and specialized education subjects of other schools or graduate schools.

7. Application Requirements

Applicants must satisfy all of the following qualifications.

- (1) Holding a Japanese medical license
- (2) Holding a doctoral degree (or equivalent degree)
- (3) Being able to supervise doctoral students in thesis preparation and research
- (4) Being able to teach classes and supervise students in English
- (5) Being a Japanese Board Certified Urologist

8. Application Documents

- (1) Recommendation Letter (Free Format)
- (2) Curriculum vitae (Form 1)
- (3) List of achievements (Form 2)
- (4) List of surgical cases in the last three years and ten major surgical performances (Form 3-1, 3-2)
- (5) Summary of 10 Major Publications (Free format)
Write each summary of the above 10 major publications in either Japanese (200-400 characters), or English (100-200 words).
- (6) Overview and aspirations for research (Free format)
Write past achievements and future perspectives of your research plan envisages a mid-to-long term (i.e. about 10 years) in scope in either Japanese (1200 and 800 characters), or English (600 and 400 words).
- (7) Overview and aspirations for education (Free format)
Write past achievements and future perspectives of your educational activities in either Japanese (1200 and 800 characters), or English (600 and 400 words).
- (8) Overview and aspirations for clinical practice (Free format)
Write past achievements and future perspectives of your clinical practice in either Japanese (1200 and 800 characters), or English (600 and 400 words).
- (9) Two copies of each 10 major publications or presentations (Reprints, photocopies, books, etc.)

* 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/bhs>

9. Application Deadline

All application documents must reach us by 5 p.m. on November 30, 2020 (Japan Standard Time).

10. Postal Address for Application Submission

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 (Urology)" on the envelope.
- * Please submit CD-R with "Form1, Form2, Form3" 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, and may be asked to show your medical cares at the institute or the hospital where the candidates are currently belonging. As a general rule, we will conduct simulated lessons in English. 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 performance evaluations for all faculty members after their employment. The scored result will be reflected in their treatment.

15. Employer: Hiroshima University

16. Additional Remarks

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

17. Contact information

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

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

E-mail: kasumi-jinji[at]office.hiroshima-u.ac.jp (replace the "[at]" with "@")