

Hiroshima University (HU) herewith makes an open international job offer and seeks to appoint Associate Professor with tenure; Associate Professor/Assistant Professor on Tenure Track System in the research area of Biomedical and Health Sciences. 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>

## Announcement of Faculty or Research Manager Position

Graduate School of Biomedical and Health Sciences, Hiroshima University, Japan

October 11, 2022

Graduate School of Biomedical and Health Sciences, Hiroshima University seeks applicants for one Associate Professor, Assistant Professor, or Research Manager position to strengthen our functions with regard to biodental education and research. The candidate is desired to have a comprehensive and highly specialized knowledge and skills who is responsible for the overall management and operation of the “Central Research Laboratory” in the School of Dentistry and who is capable of operating advanced and precision instruments smoothly and guiding users.

Currently, in the Central Research Laboratory, we are maintaining and managing common equipment for the material analysis system (X-ray photoelectron spectrometer, X-ray diffractometer, etc.), histology and cell analysis system (cell sorter, cryostat microtome, fluorescence microscope, phase-contrast microscope, scanning electron microscope, etc.), expression analysis system (ultra-centrifuge, chemiluminescence imaging system, UV-visible spectrophotometer, etc.) and genetic engineering system (10x Genomics single cell analysis, multiplex assay system, laser microdissection, etc.), which are characteristic of the dental field and/or indispensable for life science research. Based on molecular biology techniques, etc., therefore, we seek a person who can conduct translational research including biomarker discovery on oral and systemic health promotion and disease prevention, promote the drug discovery research in the field of interdisciplinary dentistry, and further develop a novel technology to advance such projects and find solutions to social problems by effectively utilizing the equipment in the Central Research Laboratory. Additionally, this person shall be able to promote project-type research and domestic and international joint research in collaboration with research facilities and hospitals inside and outside Hiroshima University.

For education, we seek a person as Associate Professor or Assistant Professor who can instruct graduate and undergraduate students regarding utilization and application of cutting-edge equipment and technology to the diagnosis, treatment, and research in dentistry and related fields, while having sufficient knowledge to train students as advanced dental professionals or researchers in the School of Dentistry (Program of Dentistry and Program of Oral Health Science) and Graduate School of Biomedical and Health Sciences. Our School of Dentistry launched an International Dental Course in 2011 and is implementing student education to improve global student competency. In the school, the Associate Professor or Assistant Professor must conduct lectures as “Dual Linguistic Education” using English and Japanese. Since the Central Research Laboratory also contributes to liberal arts education subjects, specialized education subjects, seminars, and practical training at undergraduate and graduate schools, the Research Manager is expected to cooperate and support education in these subjects.

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

We would appreciate if you send this announcement to relevant audiences. Also, we would be grateful if you could recommend someone who meets our requirements or encourage competent candidates to apply for this position.

### 1. Affiliation (Appointment)

For Faculty: Academy of Hiroshima University (Graduate School of Biomedical and

Health Sciences)

For Research Manager: Graduate School of Biomedical and Health Sciences,  
Hiroshima University

2. Position(s) and the number of opening(s)

Associate Professor, Assistant Professor or Research Manager, 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: Associate Professor with tenure; Associate Professor/Assistant Professor on Tenure Track System

\*Please refer to the following URL for the definition of Research Manager.

[https://www.hiroshima-u.ac.jp/jinji\\_seido/kyoshokuin](https://www.hiroshima-u.ac.jp/jinji_seido/kyoshokuin) (Japanese Page)

3. Commencing date of employment

The earliest possible date after June 1, 2023

4. Terms of employment

For Tenure-track position(s)

Period of employment

- 7 years (in case that tenure-track Associate Professor gets promoted to tenured Associate Professor)
- 5 years (in case that tenure-track Assistant Professor gets promoted to tenured Associate Professor)

- (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.

For Research Manager

Period of employment

- (1) Retirement age: 60 years old
- (2) About terms of employment

In the third year after employment, an interim evaluation of work performance will be

conducted, and in the fifth year, a final evaluation will be conducted based on a document review and an interview by the judging committee. As a result of the final evaluation, those who are recognized for their excellent performance will be hired without fixed term. If a candidate does not pass the final review, he/she will be dismissed from the university upon completion of the term of appointment (5 years).

#### 5. Field of specialization

Molecular Biology

#### 6. Teaching responsibilities

- (1) Undergraduate level (general education courses): Introductory Seminar for First-Year Students, etc.
- (2) Undergraduate level (discipline specific courses): Biomedical Sciences, Dental Research Practices, Basic Biochemistry, Practice on Basic Dental Sciences, etc.
- (3) Graduate level (master's programs): Start-Up Coursework of Biomedical Sciences, etc.
- (4) Graduate level (doctoral programs): Advanced Coursework of Biomedical Sciences, 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).

#### 7. Qualifications

For Faculty: Applicants must satisfy the following requirements #1, 2, 3, 4, 5, and 6

For Research Manager: Applicants must satisfy the following requirements #1, 2, 3, and 7

- (1) Hold a doctorate or an equivalent degree by the time the appointment begins
- (2) Have experience and/or knowledge of the operation of a wide variety of equipment mentioned above and have strong communication skills in both Japanese and English necessary for operating equipment smoothly and guiding users
- (3) Be able to support researchers for initiation of research projects (planning/drafting, negotiation, application document creation support, planning/proposal for developing a research network, etc.) and for research promotion (intra-institutional coordination and inter-institutional negotiations, progress management, budget management, management response to evaluations, material creation support, etc.).
- (4) Have experience in supervising graduate students in a master's and/or doctoral program(s) in preparation of thesis/dissertation
- (5) Be able to supervise doctoral students in preparation of doctoral dissertations
- (6) Be able to teach classes and supervise students in both Japanese and English
- (7) Be able to support teaching classes and supervising students in both Japanese and

## English

### 8. Application materials required

For Faculty: Applicants must submit the following requirements #1, 2, 3, 4, 5, and 6

For Research Manager: Applicants must submit the following requirements #1, 2, 3, 4, 5 and 7

- (1) Recommendation letter (Self-recommendation is allowed.) (Free format)
- (2) Curriculum Vitae (Form 1, Form2)  
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.
- (3) List of Achievements (Form 3)
- (4) Summary of 5 Major Publications (Free format)  
Write summaries of the 5 major 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) Offprints of all publications (Copies are allowed.)
- (6) Overview of Education and Research Achievements and Future Development / Aspiration (Free format)  
Write about 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 the future education and research
  - 3) Your ideas or opinions for the future university reform
- (7) Overview of your current and/or previous research, and Summary of Achievements and Future Aspiration regarding duties mentioned above (Free format)  
Write in either Japanese (approximately 1,500 characters in total) or English (approximately 750 words in total).

\* 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 materials must reach us by [5:00 pm on Wednesday, November 30, 2022 (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 (Central Research Laboratory / Faculty or Research Manager (please select one))" on the envelope.

\* Please submit CD-R with the following Application Documents saved in Excel or Word format.

For Faculty: # 2, 3, 4, and 6

For Research Manager: # 2, 3, 4, and 7

\* Submitted application documents, etc. will not be returned.

Online Submission is available

\* Please send an email to the following address to notify us of your intention to apply before November 16, 2022 (Japan time).

When you send the email, the subject should be “Application (Central Research Laboratory / Faculty or Research Manager (please select one))” and your name should be clearly stated in the text. Please do not attach any application documents to the email.

Email: [kasumi-jinji\[at\]office.hiroshima-u.ac.jp](mailto:kasumi-jinji@office.hiroshima-u.ac.jp) (Replace [at] with @)

\* Within a week of sending your email, you will receive a reply email with instructions on how to submit online.

\* We recommend that you use your institution's e-mail address or your provider's e-mail address. Free e-mail addresses are not recommended.

## 11. Selection procedure

- (1) Selection will be made based on all application documents submitted.
- (2) Interviews will be conducted as needed. 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.  
As a general rule, we will conduct simulated lessons in English for faculty applicants.
- (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) For Faculty: 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.  
For Research Manager: 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 17:15 (from Monday to Friday) and break time is from 12:00 to 13:00.
- (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 (II) which 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'(only faculty) 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.

#### 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) Faculty members may also be assigned to teaching and/or research activities in other organizations of Hiroshima University and university-wide projects.
- (5) 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/>

- (6) 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/>
- (7) Hiroshima University has been entirely smoke-free from January 2020.

## 17. Contact

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