

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

Date: February 5, 2024

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

The Graduate School of Biomedical and Health Sciences, Hiroshima University seeks applications for one Lecturer or Assistant Professor position in the research area of Physiology and Biophysics

1. Affiliation (Appointment)

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

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

Lecturer or Assistant 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: Lecturer /Assistant Professor on Tenure Track System)

3. Commencing date of employment

The earliest possible date after August 1, 2024

4. Terms of employment

Tenure-track position(s) Period of employment

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

- (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 Lecturer/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.

5. Field of specialization

Physiology, Biophysics

6. Teaching responsibilities

- (1) Undergraduate level (general education courses): Introductory Seminar for First-Year Students, Cell

Science, etc.

- (2) Undergraduate level (discipline specific courses): Introduction for medical research, Practice for medical research, Physiology and Biochemistry, Practice of Physiology and Biochemistry, etc.
- (3) Graduate level (master's programs): Seminar, Research, Methods in Biomedical Sciences A, Physiology and Biological Chemistry, etc.
- (4) Graduate level (doctoral programs- Division of Integrated Health Sciences): Advanced Seminar, Advanced Research, etc.
- (5) Graduate level (doctoral programs- Division of Biomedical Sciences): Advanced Seminar on Physiology and Biophysics, Advanced Research on Physiology and Biophysics, Methods in Biomedical Sciences B, etc.
- (6) In addition to the courses listed above, he or she may be asked to teach MD-PhD course, 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 master's and/or doctoral students in preparation of theses /dissertations
- (3) Be able to teach classes and practices on Biophysics in Program of Medicine, School of Medicine
- (4) Be able to teach classes and supervise students in Japanese and English

8. Application materials required

Applicants must submit all of the following materials in PDF files. Please also submit Excel files for (2) and (3).

- (1) Recommendation Letter (Free Format)
- (2) Resume (No.1, 2)

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 (No.3, 4)
- (4) Summary of 5 Major Publications (Free format)

Write each summary of the above 5 major publications in the last 10 years in either Japanese (200-400 characters), or English (100-200 words).

- (5) 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).

- (6) 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).

(7) PDF files of 5 major publications or presentations

9. Application deadline

All application materials must reach us by [5:00 pm on March 8, 2024 (Japan time)].

10. Online Application

* Please send an email to the following address to notify us of your intention to apply.

When you send the email, the subject should be “Application (Physiology and Biophysics)” 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 (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 email address or your provider's email address. Free email 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. 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. 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 (II) which was 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' 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. 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) 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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