

Hiroshima University (HU) herewith makes an open international job offer and seeks to appoint Professor with tenure in the research area of Professional and Career Development for Researchers or related fields. This position is based on the 'Policy for recruiting/cultivating excellent faculty members'.

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: March 19, 2024

Faculty Open Position

Hiroshima University (HU) invites applications for a position as a Professor whose main task will be taking a project manager (PM) role to design and deliver a new researcher development program.

HU is one of the leading national universities in Japan, recognized for our expertise across a range of disciplines. Based on its founding principle, “A single unified university, free and pursuing peace,” HU is committed to promoting advanced scientific research that benefits the future of humankind while also fostering globally competitive talents. HU has three campuses in and around to Hiroshima City, the international symbol of peace. It is situated in the highly renowned region; Setouchi, or one of the seas containing the most islands in the world with high international tourism value with multiple world heritage sites, making for a rich cultural experience.

HU is one of the three universities participating in the HIRAKU-Global Program (the Program), newly funded by a 10-year MEXT (Ministry of Education, Culture, Sports, Science and Technology) grant called “Strategic Development Program for World-Class Researchers.” HU serves as a leading organization in this initiative, in collaboration with the other three national universities in western Japan (Yamaguchi University, Tokushima University, Ehime University). We aim to develop world-leading researchers by promoting international collaborative research and providing the researchers with the relevant opportunities, beneficial environment and quality support for their personal development as researchers, which would ultimately raise their profile in the global community and accelerate their career development. Integrated effort to promote the Program will eventually expand the global presence of HIRAKU-Global member organizations in the Setouchi region as well as Japan.

We are recruiting an exceptional individual for the professor position who can act as a Program Manager to execute and manage the whole Program.

1. Affiliation (Appointment)

Academy of Hiroshima University (Office of Academic Research and Industry-Government Collaboration)

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

Professor, one (1)

3. Commencing date of employment

The earliest date after the 1st of September 2024

4. Terms of employment

Tenured

5. Field of specialization

Professional and Career Development for Researchers or related fields

6. Job Description

The successful applicant in this position will play a leading role in designing, delivering and managing a development program to pursue its objectives, which are to nurture world-leading researchers with international presence and influence. This will be in collaboration with the HIRAKU-Global member organizations as well as overseas institutions. The person appointed will design and deliver training, workshops and events aimed at developing the capabilities of young researchers and faculty members. The person is also expected to teach undergraduate and/or graduate courses. The primary work location will be at Hiroshima University, Higashi-Hiroshima Campus.

7. Qualifications

Applicants must satisfy all of the following requirements:

- Hold a doctorate or an equivalent degree by the time the appointment begins, or have work experience equivalent thereto;
- Be able to teach classes and supervise students in English;
- Excellent, proven skills in project management;
- Good working knowledge and experience in the end-to-end management of a program related to researcher career/academic development;
- Be able to negotiate with international counterparts in writing and speaking in English at native level;
- Ability to influence relevant stakeholders and teams to gain involvement in initiatives.

8. Application materials required

(1) Resume (use the specified forms as shown on the website / Please remember to attach your photo on the CV)

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.

(2) List of publications and oral presentations (Number each publication/presentation, and underline the numbers of refereed articles. Affix an asterisk (*) to the numbers of your five major publications or presentations.)

(3) List of your three major publications or presentations (attach a copy of these

publications to your application email. In case of open access publications, including the URL will suffice)

(4) Highlights of your past research in the subject field or related to the subject topics. (approximately 400 words)

(5) Major educational activities, teaching experience and social contributions (approximately 400 words)

(6) Major activities in university/institutional management and administration, especially focusing on the activities related to researcher development (approximately 400 words)

(7) List of acquired external funding over the last ten years

(8) Statement of intent (Please describe your interests in teaching and research as well as your aspiration and mid- to long-term plan in researcher development in approximately 1,000 to 1,500 words)

(9) Your Researcher ID or ORCID information (in any format) N.B. The ID above or ORCID information can be confirmed from Clarivate Analytics or ORCID website.

9. Application deadline

All application materials must reach us by 5 p.m. on May 27th, 2024 (Japan time).

10. Please send all application documents to the following address

【By E-mail】

Submit the application documents in PDF format with the file name:

HGPM(FY2024)(last name of applicant_first initial) (e.g., HGPM(FY2024)_(Einstein_A)) to the following e-mail address: hiraku-global@office.hiroshima-u.ac.jp.

To: HIRAKU-Global Office (Office of Academic Research and Industry-Government Collaboration, Hiroshima University)

* The total file size must not exceed 10 MB. Larger documents may be submitted in separate files numbered as follows: 1/2, 2/2, etc. File compression must not be used. The secretariat will send a confirmation of receipt to each applicant.

【By postal mail】

HIRAKU-Global Office (Office of Research and Academia-Government-Community Collaboration, Hiroshima University) , Kagamiyama, Higashi-Hiroshima 739-8511, JAPAN.

*Print in red “Application documents for faculty position of HIRAKU-Global” on the envelope containing the application documents and send it by registered mail.

11. Selection procedure

(1) Selection will be made based on all application documents submitted. Shortlisted

candidates will be invited for interviews in July, 2024.

(2) Interviews will be conducted at Hiroshima University in principle. Where this is not possible under unavoidable circumstances, we may offer virtual interviews (e.g. via Skype or Zoom). Please note that travel expenses will be the responsibility of the applicant.

(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. Approximately JPY6,900,000 to JPY9,200,000 per annum, which may vary depending on qualifications and experience.

(Regulations Concerning Salaries of Hiroshima University Faculty Members Employed under Annual Salary System will be applied.)

(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

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 facilitates the employment of foreign faculty members (those who are nationals of a country other than Japan) with the aim of promoting globalization of the university.
- (8) Hiroshima University has been entirely smoke-free from January 2020.

17. Contact

To explore the post further or for any queries you may have, please contact:
HIRAKU-Global Office (Office of Research and Academia-Government-Community
Collaboration, Hiroshima University)
E-mail: hiraku-global@office.hiroshima-u.ac.jp