

Hiroshima University (HU) herewith makes an open international job offer and seeks to appoint a woman Assistant Professor on Tenure Track System in the research area of Crop Stress Biology. 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: September 22, 2025

Faculty Open Position

1. Affiliation (Appointment)

Academy of Hiroshima University (Graduate School of Integrated Sciences for Life)

2. Work location

Higashi-Hiroshima Campus: 1-4-4 Kagamiyama, Higashi-Hiroshima, Hiroshima, Japan

Other places of work designated by the University.

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

Assistant Professor, one (1), Woman

(Depending on the result of the performance reviews of the applicant at the time of employment, he/she may be decided on the following title: Associate Professor with tenure)

4. Commencing date of employment

April 1, 2026 (or earliest time thereafter)

5. Terms of employment

Tenure-track position Period of employment

- 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 to an 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.

6. Planned Responsibilities

(Immediately after hiring)

- (1) Duties related to research in “7. Field of Expertise”.

- (2) Duties related to teaching the scheduled courses and supervising graduate and undergraduate students under "8. Scheduled Courses".
- (3) Duties related to the administration and management of the entire university, graduate schools, faculties, centers, etc. (participation in various meetings, activities as a member of various committees, etc.).
- (4) Duties related to student admissions (exam supervision, question creation, grading, interviewers, etc.).
- (5) Other duties as directed by the head of the educational and research organization.

(Scope of changes)

Tasks determined by the university.

7. Field of Expertise

Crop Stress Biology

- Required research achievements of crop cultivation in fields or greenhouses
- Desirable to have achievements of international collaborative research

8. Scheduled Courses

The following courses are scheduled to be taught.:

- (1) Undergraduate level (general education courses): Introductory seminar for first-year student, Introduction to applied biological sciences toward SDGs, etc.
- (2) Undergraduate level (discipline specific courses): Introduction to applied biological sciences, Research front of bioresource science, Physiology of field crop production, Reading of foreign literature in applied animal and plant science, Laboratory work in general chemistry, Laboratory and field works in plant production, Graduate thesis I, II, III, etc.
- (3) Graduate level (master's programs): Plant Production Science I, II, etc.
- (4) Graduate level (doctor's programs): Interdisciplinary Seminar B, etc.
- (5) In addition to the above, educational and research activities utilizing the farmland

Note: The subjects you are responsible for may be changed or added.

9. 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 and doctoral students in preparation of thesis/dissertation
- (3) Be able to teach classes and supervise students in both Japanese and English

10. Application materials required

- (1) Curriculum vitae (Form 1)

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 the positions you have held. Your Researcher ID and/or ORCID number is required.

N.B. The ID numbers can be confirmed at the Clarivate Analytics or ORCID website.

(2) List of Achievements (Form 2)

Please assign numbers to each research achievement, underline the numbers of peer-reviewed papers, and mark the five major research achievements with an asterisk (*) at the beginning of the number

(3) List of external funds in the last ten years (Form3)

Please indicate the amount of funds obtained as direct expenses and clearly state whether it is representative or shared. For shared expenses, please indicate the amount shared by the candidate.

(4) Outline of the past teaching and research activities (one page of A4) (Form4)

(5) Research Plan (one page of A4) (Form5)

(6) Aspirations for education (one page of A4) (Form6)

(7) List of Achievements in Excel format (Form 7)

(8) Up to 5 publications (pdf)

(9) Contact information on two references

Name, affiliation, email address, telephone number, relationship to applicant (format optional)

During the selection process, the Personnel Selection Committee may contact references without prior notice.

11. Application deadline

All application materials must reach us by [5:00 pm, November 21,2025 (Japan time)].

12. Please send all application documents to the following address

Program of Bioresource Science, Graduate School of Integrated Sciences for Life, Hiroshima University

E-mail: sakumotsu*ml.hiroshima-u.ac.jp (replace * with @)

The application form is available on the following web site.

<https://www.hiroshima-u.ac.jp/en/employment/kyoinkobo/ilife>

Please prepare the required documents in English or Japanese and send them by email to the address above. Please send the documents arranged in the following order as a single PDF file (file name: "Name_Application2025 (Crop Stress Biology)"). Performance Summary (Form7) should be sent as an Excel file with the same file name as the PDF file above.

When the file capacity exceeds 10MB, please divide and send them in a series of separated

files. Please do not use the compression software. Confirm E-mail of the receive notice from us.

13. Selection procedure

- (1) Initial selection will be made based on all the application documents submitted.
- (2) Interviews will be conducted as needed. Please note that travel expenses will be the responsibility of the applicants. Applicants who pass the initial document review will be informed of interview date, time and format. In principle, you will be asked to conduct a mock class in English.

Hiroshima University promotes a gender-equal society. In line with the purpose of the amendment of Act on Equal Opportunity and Treatment between Men and Women in Employment, based on the current situation where the proportion of female faculty is considerably small, this recruitment is carried out only for women as a measure to actively improve the gap between men and women, according to the special provisions of the Act (Article 8).

14. 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.

15. 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.

16. Evaluation

Hiroshima University conducts individual performance evaluations for all faculty members after their employment and numerically rate their performance. Salary and benefits are commensurate with the performance indicators.

17. Employer

Hiroshima University

18. Miscellaneous

- (1) Probationary employment period: 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) The retirement age is 65 years old.
- (4) 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.
- (5) Faculty members may also be assigned to teaching and/or research activities in other organizations of Hiroshima University and university-wide projects.
- (6) 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/>
- (7) Hiroshima University promotes gender equality including supports for career development, research activities, and balancing work and family life. For more details, please visit the following URL.
<https://www.hiroshima-u.ac.jp/gender>
- (8) 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/>

(9) Hiroshima University has been entirely smoke-free from January 2020.

19. Contact

Professor Rumi Tominaga

Graduate School of Integrated Sciences for Life, Hiroshima University

E-mail: rtomi*hiroshima-u.ac.jp (replace * with @)