

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 Ecology of humans and ecosystems. 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>

Faculty Open Position(s)

1. Affiliation (Appointment)

Academy of Hiroshima University (Graduate School of Integrated Sciences for Life, Faculty of Integrated Arts and Sciences)

2. Work location

Higashi-Hiroshima Campus, 1-7-1 Higashi-Hiroshimashi Kagamiyama
Other places of work designated by the University.

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

Associate Professor 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: Associate Professor with tenure; Associate Professor/Assistant Professor on Tenure Track System)

4. Commencing date of employment

October 1, 2026

5. Terms of employment

Tenure-track position, 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.

6. Planned Responsibilities

(Immediately after hiring)

- (1) Duties related to research in "7. Field of specialization".
- (2) Duties related to teaching the scheduled courses and supervising graduate and undergraduate students under "8. Teaching responsibilities".
- (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 specialization

Ecology of humans and ecosystems

8. Teaching responsibilities

The following courses are scheduled to be taught.:

- (1) Undergraduate level (general education courses): Introductory Seminar for First-Year Students (in Japanese), Biology (in Japanese), Experimental Methods and Laboratory Work in Biology I · II (in Japanese), Experimental Methods and Laboratory Work in Science A (in English), etc.
- (2) Undergraduate level (discipline specific courses): Practical Methods in Natural Environmental Sciences and Laboratory Course in Natural Environmental Sciences A · B · C (in Japanese), Environment and Ecology (in Japanese and English), Fundamental Methodology in Biology and Fundamental Laboratory Work in Biology (in Japanese), Lecture and Field Work In Natural Environment (in Japanese), Graduation Thesis (in Japanese), etc.
- (3) Graduate level (master's programs): Ecosystem ecology (in Japanese and English), Introduction to Integrated Arts and Sciences (in Japanese and English), Exercises in Life and Environmental Sciences A · B (in Japanese and English), Research for Academic Degree Dissertation in Life and Environmental Sciences (in Japanese and English), etc.
- (4) Graduate level (doctoral programs): Exercises in Integrated Life Sciences (in Japanese and English), Research for Academic Degree Dissertation in Integrated Life Sciences (in Japanese and English), etc.

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 graduate students in a master's and/or doctoral program(s) in preparation of thesis/dissertation
- (3) Be able to teach classes and supervise students in both Japanese and English

10. Application materials required

The application form is available on the following web site. (We only accept the designed form.) <https://www.hiroshima-u.ac.jp/en/employment/kyoinkobo/ilife>

Please prepare the required documents in English or Japanese and send them by e-mail to the address below. Please send the documents arranged in the following order as a single PDF file (file name: "Name_Application2026 (Ecology of humans and ecosystems)").

Performance Summary (Form7) should be sent as an Excel file with the same file name as the PDF file above.

(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 positions you have held.

At least one of the Your Researcher ID or ORCID information is necessary.

N.B. The ID above or ORCID information can be confirmed from Clarivate Analytics or ORCID website.

(2) List of Achievements (Form 2)

(3) States of acquisition of external funds in the last ten years as a Representative (Form3). Indicate the amount of direct expenses and whether you represent or share the project's cost.

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

(5) Research Plans after taking office (one page of A4) (Form5)

(6) Aspirations for education after taking office (one page of A4) (Form6)

(7) Performance Summary (Form7)

(8) Five (5) major papers (PDF)

11. Application deadline

All application materials must reach us by 5 pm on Tuesday, March 31, 2026 (Japan time)].

12. Please send all application documents to the following address

Selection Committee of Ecology of humans and ecosystems, Graduate School of

Integrated Sciences for Life, Hiroshima University

Email: ecology-koubo2026*ml.hiroshima-u.ac.jp (Replace * with @.)

*When capacity exceeds 10 MB, please divide an email. And the number of partitions should be identified using, e.g., 1/2 and 2/2. Please do not use the compression software. Confirm e-mail of the acceptance notice.

13. 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 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

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.

17. Employer

Hiroshima University

18. 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 disposed 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

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