

Hiroshima University (HU) herewith makes an open international job offer and seeks to appoint an Assistant Professor on the Tenure Track System in the research area of evolutionary developmental genetics and genomics using amphibians. 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 prospects 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 members 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 the personnel system reform of Hiroshima University.

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

Date: March 18th, 2026

Faculty Open Position(s)

1. Affiliation (Appointment)

Academy of Hiroshima University (the successful candidate will be appointed to the Amphibian Research Center, Graduate School of Integrated Sciences for Life, and School of Science, Hiroshima University)

2. Work location

Higashi-Hiroshima Campus 1-3-1 Kagamiyama, Higashi-Hiroshima, Hiroshima.
Other places of work designated by the University.

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

Assistant Professor (tenure-track position: 1 person)

4. Commencing date of employment

October 1 or the earliest possible date after October 1, 2026.

5. Terms of employment

Tenure-track position(s) 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 the appointment, and those who have successfully passed the review process will be granted tenure along with promotion to associate professor.
- (2) Granting a candidate for tenure is subject to two review processes: an intermediate and final review. If a candidate is not granted tenure in the 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 a 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

Studies on evolutionary developmental genetics and genomics using amphibians.

8. Teaching responsibilities

The following courses are scheduled to be taught.:

- (1) Undergraduate level (general education courses): The Life Science of Amphibians, Introductory Seminar for First-Year Students, etc.
- (2) Undergraduate level (discipline-specific courses): Regulation of Animal Morphology, Practice for Fundamental Biology I and II, etc.
- (3) Graduate level (master's programs): Exercises in Biomedical Science A and B, Biomedical Science Seminar A and B, etc.
- (4) Graduate level (doctoral programs): Biomedical Science Seminar C, 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).

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 teach undergraduate and graduate-level classes and lead discussions and research guidance in both Japanese and English.
- (3) Possess the enthusiasm and high level of ability to pursue research and education in the fundamental life sciences and their applications, as well as carry out the amphibian bioresource project.
- (4) Upon joining our university, you will be required to conduct educational and research activities primarily using clawed frogs. However, prior experience in developmental biology, evolutionary genetics, and genomics research using small fish and/or other organisms is desirable. We are seeking a young researcher who can apply cutting-edge knowledge from such non-amphibian experimental systems

to advance amphibian research in collaboration with Professor Hajime Ogino. This includes the National Bio Resource Project (NBRP Clawed Frogs & Newts), evolutionary developmental genetics, and comparative genomics using amphibians. Particularly, we are interested in evolutionary studies of transcriptional regulatory networks. You will also be required to contribute to the conservation research on giant salamanders.

10. Application materials required

- (1) Curriculum Vitae (Form1) (including recent portrait, current e-mail address, affiliated academic societies, and activities in those societies. Official titles of academic degrees, i.e., bachelor's, master's, and doctoral, should be given. Precise dates should be listed in the field of academic background and employment record.) If an applicant has experience of employment as a teaching assistant, research assistant, or researcher at Hiroshima University within the last 5 years, please write it.
- (2) A list of academic achievements. (Form2)
Achievements should be listed in reverse chronological order and categorized as thesis, books, original papers, reviews, reports, and others, with additional information if applicable (with/without peer review). Please mark three to five MAJOR PUBLISHED works that best represent your highest achievements. Please indicate journal impact factors (those of the published year of your work) for these major works, and other works published in the last five years. If the impact factor of the published year is not available, please indicate the closest one with the calculated "year" (ex. IF 10.9 (2015)).
- (3) Submit the three to five major published works.
- (4) A list of acquired external funds and grants with the titles, terms, amounts, and main/sub-recipient names, and awards received at academic conferences, etc. (Form3)
- (5) A list of teaching achievements (list each title and the term of the lectures, including a brief description of the contents and your contributions, the number of thesis supervisions of MA and PhD students, and so on). (Form2)
- (6) A list of achievements of social contributions. (Form2)
- (7) One-page (US letter or A4 paper) summary of your academic and educational achievements.
- (8) One-page (US letter or A4 paper) summary of your plans for research, education, and the BioResource Project.
- (9) One-page (US letter or A4 paper) summary of your experiences in breeding of any experimental animals (e.g., amphibians, small fishes) and techniques for biological experiments and/or analyses.

(10) A list of two references with their names, phone numbers, and e-mail addresses (We may contact them directly at the first screening of the applicants if necessary).

(11) Researcher ID or ORCID information (optional format)

*Can obtain this information from Clarivate Analytics or ORCID web page.

11. Application deadline

All application materials must reach us by 17:00 pm on Friday, April 24th, 2026 (Japan time).

12. Application procedure

Make all the application documents PDF files, and send them to the following email address as the attached files: gakujutu-ssoumu@office.hiroshima-u.ac.jp

Academic Support Group, Department of Academic Affairs, The Academic Research Office, Hiroshima University

* The E-mail subject title and the attachment file name shall be the sum of the applicant's surname and first name initial in parentheses after the word of "Amphibian_Assistant_Prof" (for example, in the case of Taro Yamada, it will be "Amphibian_Assistant_Prof (Yamada_T)").

If the total size of the application documents exceeds 10 MB, please send them separately. In such a case, make sure that the number of divisions of the application documents, such as 1/2, 2/2, etc., is clearly indicated at the subject title end of the email. Do not use compression software.

Please note that we will reply to you by email of 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 the 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.

14. Employment status

(1) If you agree 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) With the aim of achieving medium to long-term growth to join the top 100 world university rankings list, Hiroshima University plans to recruit and develop excellent researchers. Furthermore, in order to make the age structure of the faculty more balanced, the University plans to implement a campus-wide initiative to provide a diverse group of faculty members—especially young, female, and non-Japanese faculty members—with more opportunities to play a leading role on campus, thereby invigorating research and education activities at the University. With this in mind, the University seeks applications from young researchers this time around.
- (3) 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 of in an

appropriate manner after the completion of the relevant selection processes.

- (4) The retirement age is 65 years old.
- (5) All the faculty members of Hiroshima University belong to the "Academy", which is the single university-wide faculty organization, and each faculty member, 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.
- (6) Faculty members may also be assigned to teaching and/or research activities in other organizations of Hiroshima University and university-wide projects.
- (7) 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 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/>
- (8) 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/>
- (9) Hiroshima University has been entirely smoke-free from January 2020.

19. Contact

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