Hiroshima University (HU) herewith makes an open international job offer and seeks to appoint Associate Professor with tenure; Associate Professor on Tenure Track System in the research area of Biomedical and Health Sciences. 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.

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: November 2, 2026

Announcement of Faculty Position
Graduate School of Biomedical and Health Sciences, Hiroshima University, Japan
(Application Deadline Extended)

Graduate School of Biomedical and Health Sciences, Hiroshima University seeks applicants for 1 Associate Professor position to strengthen our functions with regard to international dental education and research. The candidate is desired to have skills and experience to work on education and research in the field of Oral Oncology.

In education, we seek a person as Associate Professor who can instruct graduate and undergraduate students in Oral Oncology, Oral Surgery, and related subjects, while having sufficient knowledge to train students as advanced dental professionals or researchers in the School of Dentistry (Program of Dentistry and Program of Oral Health Science) and Graduate School of Biomedical and Health Sciences. Our School of Dentistry launched an International Dental Course in 2011 and is implementing student education to improve global student competency. In the school, the Associate Professor must conduct lectures as “Dual Linguistic Education” using English and Japanese.

In research, we are promoting translational research that integrates clinical data and biological samples. To realize our vision of becoming a “regional core university with distinctive research strengths,” we seek individuals who can significantly contribute to enhancing our university’s research brand and strengthening our international competitiveness. Furthermore, we seek individuals capable of promoting project-based and collaborative research in partnership with research facilities and hospitals both within and outside Hiroshima University.

In clinical practice, we are seeking individuals who possess advanced clinical skills in the treatment of oral cancer and can contribute to the realization of next-generation medical care that integrates diagnosis, treatment, and prognosis prediction.

We seek a person in the abovementioned fields who has enthusiasm for educational and clinical activities and can achieve excellent research results. The person shall understand the principles and visions of our schools, hospital and university and have belief in and passion for our schools and university administration.

We would appreciate if you send this announcement to relevant audiences. Also, we would be grateful if you could recommend someone who meets our requirements or encourage competent candidates to apply for this position.

1. Affiliation (Appointment)
Academy of Hiroshima University (Graduate School of Biomedical Health Sciences)

2. Work location

Kasumi Campus　1-2-3　Kasumi, Minami-ku, Hiroshimashi

Other places of work designated by the University.

3. Position and the number of opening

Associate 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 on Tenure Track System ; Associate Professor with tenure)

4. Commencing date of employment

The earliest possible date after August 1, 2027

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)

(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

Oral Oncology, Oral Surgery

8. Teaching responsibilities

The following courses are scheduled to be taught.:

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

(2) Undergraduate level (discipline specific courses): Oral and Maxillofacial Surgery Ⅰ・Ⅱ, Dental Research Practicum Ⅰ・Ⅱ・Ⅲ, Basic Practicum in Oral and Maxillofacial Medicine Ⅰ・Ⅱ, Advanced Topics in Applied Oral Medicine, Advanced Topics in Oral and Maxillofacial Medicine, Clinical Practicum, Orofacial Function, etc.

(3) Graduate level (doctoral programs): Special Seminar and Special Research in Oral Oncology, 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) Must be certified as a specialist in oral and maxillofacial surgery by the Japanese Dental Specialty Board and as a specialist in oral cancer by the Japanese Society of Oral Oncology.

(3) Be able to supervise doctoral students in preparation of doctoral dissertations

(4) Be able to teach classes and supervise students in English

10. 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 (Self-recommendation is allowed.) (Free format)

(2) Resume (Form 1, Form2)

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 (Form 3)

(4) Offprints and/or photocopies of 5 major publications with summaries (Free format)
Write summaries of the 5 major publications in the last 10 years in either Japanese (approximately 200-400 characters for each publication) or English (approximately 100-200 words for each publication).

(5) Aspirations and Medium- to Long-Term Plans for Research, Education, and Clinical Practice in either Japanese (approximately 1,500 characters in total) or English (approximately 750 words in total).

* All of the above documents must be written in English or Japanese. The application form is available on the following web site.
https://www.hiroshima-u.ac.jp/en/employment/kyoinkobo/bhs

11. Application deadline

All application materials must reach us by [5:00 pm on January 15, 2027 (Japan time)].

12. Online Application

* Please send an email to the following address to notify us of your intention to apply before the application deadline.
When you send the email, the subject should be "Application (Oral Oncology)" 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 e-mail address or your provider's e-mail address. Free e-mail addresses are not recommended.

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 accordance with the legislative intent of the Basic Law for a Gender-Equal Society.

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.

(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) 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/

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

19. Contact

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