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 Commercial Law/Company Law. 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: August 26, 2026
October 31,2026 : Partial revision

Faculty Open Position(s)t

1. Affiliation (Appointment)

Academy of Hiroshima University (Graduate School of Humanities and Social Sciences)

* The Graduate School of Humanities and Social Sciences, Hiroshima University, will be renamed the "Graduate School of Education, Humanities and Social Sciences" on April 1, 2027

2. Work location

Higashi-Senda Campus 1-1-89 Higashi Senda-Machi, Naka-ku, Hiroshimashi
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

The earliest possible date from April 1st, 2027

5. Terms of employment

Tenure-track position(s) Period of employment

- 7 years (in case of Associate Professor)
- 5 years (in case of Assistant Professor)

(1) Tenure-track faculty members will undergo a tenure review within six (6) months prior to completion of the term 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 Expertise”.

(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

Commercial Law/Company Law

8. Teaching responsibilities

The following courses are scheduled to be taught.:

(1) Undergraduate level (general education courses): Introductory Seminar for First Year Students (Japanese), Law and Politics Ⅱ (English) , etc.

(2) Undergraduate level (discipline specific courses): Company Law 1(Japanese), Company Law 2 (Japanese), Special Lecture in Company Law (Japanese), Law of Commercial Transactions (Japanese), Basic Seminar (Japanese), Seminar 1-4(Japanese), etc.

(3) Graduate level (master’s programs): Law on Enterprise Organization (Japanese), Law on Enterprise Organization Seminar (Japanese), Special Research I-IV (Japanese), etc.

(4) Graduate level (doctoral programs): Special Research I-Ⅵ (Japanese), etc.

(5) In addition to the courses listed above, he or she may be asked to teach courses offered by the Law School (Japanese), other general education courses and/or discipline specific courses in other department(s) and graduate school(s).

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 doctoral students in preparation of doctoral dissertations
(3) Have experience in supervising graduate students in a master's and/or doctoral program(s) in preparation of thesis/dissertation
(4) Be able to teach and supervise research in both Japanese and English

10. Application materials required
(1) Resume (use the attached electronic file: Form1)
(2) List of research achievements (use the attached electronic file: Form2.)
(3) Five major publications or presentations (Reprints, photocopies, or books)
(4) Major educational activities and teaching experience
(5) Major social contributions
(6) Major activities in university/institutional management and administration
(7) Statement of intent (Please describe your interests in teaching and research as well as your mid- to long-term research plan in approximately 2,000-3,000 words, should you take this position.)

11. Application deadline
All application materials must reach us by [5:00 pm on Monday, November 30, 2026 (Japan time)].

12. Please send all application documents to the following address
* Upload "10. Application Documents" to a cloud server of your choice and send a link to the file to the following e-mail address.
Prof. MATSUBARA Shoji
E-mail : housei-koubo4[at]ml.hiroshima-u.ac.jp(replace the "[at]" with "@")
* The subject line of the e-mail should read "Commercial and Corporate Law Faculty Application Form"
* If you do not receive an e-mail receipt within one week, please contact the above e-mail address.

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 and 38 hours and 45 minutes a week. 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 discarded 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) 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

Higashi-Senda Area Support Office (Personnel Dept.)
E-mail: senda-bk-sien[at]office.hiroshima-u.ac.jp(replace the "[at]" with "@")
＊Inquiries should be sent by e-mail. The subject line of the e-mail should read "Inquiries about open positions for Commercial Law/Company Law faculty members. "