

Hiroshima University (HU) herewith makes an open international job offer and seeks to appoint Professor with tenure; Associate Professor with tenure; Associate Professor/Assistant Professor on Tenure Track System in the research area of Psychology (Student Guidance / Educational Counseling). 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 22, 2024

※November 25,2024:Partial revision

## Faculty Open Position(s)

### 1. Affiliation (Appointment)

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

Educational Design for Teacher Educators Program

### 2. Work location

Higashi-Hiroshima Campus 1-1-1 Higashi-

- (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. Field of specialization

Psychology (Student Guidance / Educational Counseling)

#### 7. Teaching responsibilities

- (1) Undergraduate level (general education courses): Introductory Seminar for First-Year Students, etc.
- (2) Undergraduate level (discipline specific courses): Introduction to Career in Teaching, Introduction to Primary School Teaching Practice, Educational Counseling, The practice of the psychological support to the child I, etc.
- (3) Graduate level (master's programs): Seminar on Psycho-Educational Assessment, Seminar on School Counseling, Basic Study in Classroom Environment Design, Advanced Study in Learning and Curriculum Development, etc.
- (4) Graduate level (doctoral programs): Advanced Study in Learning and Curriculum Development, Research into Learning and Curriculum Development, 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).

#### 8. 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 research achievements in Student Guidance and Educational Counseling
- (4) Be able to teach classes and supervise students in both Japanese and English
- (5) Have experience in cooperation with local residents for supporting to the child

#### 9. Application materials required

- (1) Resume (use the attached electronic file: Form1)
- (2) List of publications and oral presentations (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 (If you have experience)
- (7) Statement of intent (Please describe your interests in teaching and research as well as

your mid- to long-term research plan in approximately 1,000-1,500 words, should you take this position.)

(8) Electronic Media (CD-ROM, etc.) that stores all of the above (other than (3)) along

10. Application deadline

All application materials must reach us by [5:00 pm on Day of week, February 28, 2025 (Japan time)].

11. Please send all application documents to the following address

Professor Noritsugu Yamauchi

Hiroshima University Graduate School of Humanities and Social Sciences

1-1-1 Kagamiyama, Higashi-hiroshima 739-8524, JAPAN

\* Print in red “Application documents for faculty open position in the Graduate School of Humanities and Social Sciences (Educational Design for Teacher Educators Program (Student Guidance / Educational Counseling))” on the envelope containing the application documents and send it by registered mail.

12. 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.

13. 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.

14. 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.

#### 15. 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.

#### 16. Employer

Hiroshima University

#### 17. 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 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) 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.

## 18. Contact

Hiroshima University Graduate School of Humanities and Social Sciences

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