

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 Japanese Language Pedagogy. 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: December, 6th,2024

Faculty Open Position(s)

1. Affiliation (Appointment)

Academy of Hiroshima University (Morito Institute of Global Higher Education)

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

Associate Professor or Assistant Professor , one (1)

Japanese ~ , etc.

- (2) Undergraduate level (discipline specific courses): (For international students)
Intermediate Japanese, Advanced Japanese, etc.
- (3) Japanese Language Training: Japanese training course, etc.
- (4) 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).

* He or she will be in charge of courses from (1) to (4) for a total of 32 credits per year in principle. These classes are mainly language courses designed for international students (some from outside the university) at Hiroshima University to learn Japanese language and culture.

* He or she may be asked to perform short-term dispatch to partner universities abroad.

7. Qualifications

Applicants must satisfy all of the following requirements:

- (1) Hold a doctorate or an equivalent degree by the time the appointment begins
- (2) Have experience in Japanese language teaching at a university or other
institution of higher education.
- (3) Be able to teach classes and supervise students in English
- (4) Be actively engaged in the development of Japanese language teaching methods
utilizing generative AI and ICT.
- (5) Be able to supervise doctoral or master's students in preparation of doctoral or
master's dissertations

8. Application materials required

- (1) Resume (use the specified forms as shown on the website / Please remember to
attach your photo on the CV)
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.
- (2) List of publications and oral presentations (Number each publication/presentation,
and underline the numbers of refereed articles. Affix an asterisk (*) to the numbers
of your five major publications or presentations.)
- (3) Five major publications or presentations (Reprints, photocopies, or books)
- (4) Major educational activities and teaching experiences
- (5) Major social contributions
- (6) Major activities in university/institutional management and administration
- (7) List of acquired external funding over the last five years
- (8) 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.)

9. Application deadline

All application materials must reach us by [17:00 on February, 14, 2025 (Japan time)].

10. Make all the application documents PDF files, and send them to the following E-mail address as the attached files:

kokusai-soumu@office.hiroshima-u.ac.jp

Global Initiatives Group, , , Hiroshima
University

* The subject of the e-mail should be “Morito Gakuin Faculty Application (XX)” (XX is the applicant's name) and the file name of the PDF file should be “Morito_Application_XX.pdf” (XX is the applicant's name)

If the size of the attachment exceeds 10 MB, put the PDF of the application in a cloud folder and inform the applicant of its URL by e-mail.

Please note that we will reply to you by E-mail of acceptance notice within 4 business days.

If it is difficult to send Application Document (3) as data, please send it to the following address.

Global Initiatives Group, , , Hiroshima
University

1-3-2 Kagamiyama, Higashi-hiroshima, 739-8511, JAPAN

- * Print in red “Application documents (3) for faculty open position MORITO” on the envelope containing the application documents and send it by registered mail.
- * Please let us know by E-mail that you sent it.

11. 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.

12. 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.

13. Salary, etc.

- (1) The annual salary system (II) which 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.

14. 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.

15. Employer

Hiroshima University

16. 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

