

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 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.

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>



review process will be granted tenure along with promotion to Associate Professor.

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.

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.

- \* If you would like to know more about the standards for tenure review, please contact the office shown below for any enquiries.

## 5. Field of Specialization:

Bacteriology, Oral Bacteriology

## 6. Teaching Responsibilities:

Undergraduate level (general education courses): Introductory Seminar for First-Year Students etc.

Undergraduate level (discipline specific courses): [Program of Dentistry] Microbiology I, Microbiology II, Practice of Oral Microbiology and Immunology, [Program of Oral Health Science] Microbiology and Oral Microbiology, [Program of Medicine] Lecture on Host Reactions (Bacteriology)

Graduate level (master's programs): Seminar on Bacteriology (4)-11.4 (ri)-20.1 (ol)-20.1 (og)-8.5 (y)] TJ 0 T education courses and/r discipline specific courses in other departments in preparation of thesis/dissertation.

(4) Be able to teach classes and supervise students (9.4 (t)-2.4 (s i) 14 (n(:)8. )) TJ -0.012 Tw [0

(1) Recommendation letter (Self-recommendation is allowed.) (Free format)

(2) Curriculum Vitae (Form 1, Form2)

(3) List of Achievements Form 3 )

(4) Summary of 5 Major Publications (Free format)

Write summaries of the 10 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) Overview of Education and Research Achievements and Future Development / Aspiration (Free format)

Write about the following items in either Japanese (approximately 1,500 characters in total) or English (approximately 750 words in total).

1) Your overview of education and research

- 2) Plans and aspirations for the future education and research
- 3) Your ideas or opinions for the future university reform
- (6) Offprints of all publications (Copies are allowed.)

\* 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>

## **9. Application Deadline:**

All application documents must reach us by 5 p.m. on January 29, 2021 (Japan Time).

## **10. Please send all application documents to the following address:**

All application documents should be sent by registered mail to:

Personnel Affairs, General Affairs Group, Kasumi Campus Management Support Office,  
Hiroshima University  
1-2-3, Kasumi, Minami-ku, Hiroshima 734-8553, JAPAN

- \* Write in red "Application (Bacteriology)" on the envelope.
- \* Please submit CD-R with "Application Documents (2)-(5)" saved in Excel or Word format.
- \* Submitted application documents, etc. will not be returned.

## **11. Selection Procedures:**

- (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 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.

## **13. Salary, etc.**

- (1) The annual salary system (the new system enforced in April 2020) 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.

## **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.
- (3) 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.
- (4) 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/bhs>
- (5) 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.
- (6) HU provides 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/>

**17. Contact:**

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