

Hiroshima University (HU) herewith makes an open international job offer and seeks to appoint woman Assistant Professor on Tenure Track System in the research area of plant cell signaling. 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: July 25, 2024

## Faculty Open Position

### 1. Affiliation (Appointment)

Academy of Hiroshima University (Graduate School of Integrated Sciences for Life)

### 2. Work location

Higashi-Hiroshima Campus, 1-3-1 Kagamiyama, Higashi-Hiroshimashi

Other places of work designated by the University.

### 3. Position(s) and the number of opening(s)

Assistant Professor, one (1), Woman

### 4. Commencing date of employment

Apr 1, 2025 (earliest time thereafter)

### 5. Terms of employment

Tenure-track position Period of employment

- 5 years (in case that tenure-track Assistant Professor gets promoted to tenured Associate Professor)

- (1) Tenure-track faculty members will undergo a tenure review by 6 months before the period of the tenure track period, and those who pass the review will be granted tenure as an associate professor. Tenure review will be conducted through an interim review and a final review.
- (2) 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 leave.

### 6. Field of specialization

Plant Cell Signaling (including Plant Developmental Biology and Plant Physiology).

After taking office, the successful candidates will collaborate with Professor Yuki Hirakawa.

### 7. Teaching responsibilities

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

- Year Students (Japanese), Introduction to Biology (English) etc.
- (2) Undergraduate level (discipline specific courses): Plant Physiology A (Japanese), Practical Course in Basic Biology I/II (Japanese) etc.
  - (3) Graduate level (master's programs): Special Lectures in Integrated Sciences for Life (Japanese/English), Seminar for Advanced Research in Basic Biology A/B/C/D (Japanese/English) etc.
  - (4) Graduate level (doctoral programs): Seminar for Advanced Research in Basic Biology E /F (Japanese/English) 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) Be able to teach classes and supervise students in both Japanese and English
- (4) Women

Hiroshima University promotes a gender-equal society. In line with the purpose of the amendment of Act on Equal Opportunity and Treatment between Men and Women in Employment, based on the current situation where the proportion of female faculty is considerably small, this recruitment is carried out only for women as a measure to actively improve the gap between men and women, according to the special provisions of the Act (Article 8).

## 9. Application materials required

The application form is available on the following web site.

<https://www.hiroshima-u.ac.jp/en/employment/kyoinkobo/ilife>

Please prepare

N.B. The ID numbers can be confirmed at the Clarivate Analytics or ORCID website.

- (2) List of Achievements (Form 2)
- (3) List of external funds in the last ten years (Form3). Indicate the amount of direct expenses and whether you represent or share the project's cost.
- (4) Outline of the past teaching and research activities (one page of A4) (Form4)
- (5) Research Plan (one page of A4) (Form5)
- (6) Aspirations for education (one page of A4) (Form6)
- (7) List of Achievements in Excel format (Form 7)
- (8) Up to 5 publications (pdf)

#### 10. Application deadline

All application materials must reach us by 17:00 on Day of Thursday, September 26, 2024 (Japan time).

#### 11. Please send all application documents to the following address

Selection Committee of Program of Basic Biology, Graduate School of Integrated Sciences for Life, Hiroshima University

Email: biology-koubo2024\*ml.hiroshima-u.ac.jp (Replace \* with @.)

\*If the file size exceeds 10 MB, please send it into multiple emails. At the end of the subject of e-mail, please describe the number of application documents such as 1/2 and 2/2. Please do not use the compression software. We will send the acceptance notification.

#### 12. Selection procedure

- (1) Initial selection will be made based on all the application documents submitted.
- (2) Interviews will be conducted as needed. Please note that travel expenses will be the responsibility of the applicants. Applicants who pass the initial document review will be informed of interview date, time and format. In principle, you will be asked to conduct a mock class in English.

#### 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

Hiroshima University conducts individual performance evaluations for all faculty members after their employment and numerically rate their performance. Salary and benefits are commensurate with the performance indicators.

#### 16. Employer

Hiroshima University

#### 17. Miscellaneous

- (1) Probationary employment period: 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 disposed to those applicants in an appropriate manner, after the completion of relevant selection processes.
- (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) Faculty members may also be assigned to teaching and/or research activities in other organizations of Hiroshima University and university-wide projects.
- (5) 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