

July 25th, 2024

To All Chairpersons of Concerned Institutions

ISOBE Hiroshi  
Dean of the Faculty of Advanced Science and Technology,  
Kumamoto University

### **Academic Job Announcement for an Tenure-Track Assistant Professor Position (Women Only)**

We are pleased to an opening for a tenure-track Assistant Professor position exclusively for women. We kindly request that you notify all concerned members of your institution. The successful candidate will conduct research in developmental biology related to agriculture and will be responsible for education and practical training in the Division of Biological Science and the Biology course at the Faculty of Science.

#### **Details**

1. **Name and Number of Positions:** Tenure-track Assistant Professor (Women only), one position
2. **Starting Date of Appointment:** Earliest possible date after January 1<sup>st</sup>, 2025
3. **Affiliation:** Division of Biological Science, Faculty of Advanced Science and Technology, Kumamoto University
4. **Deadline:** September 25<sup>th</sup>, 2024
5. **Candidate Qualifications:**
  - PhD or equivalent degree, or those who will obtain the degree by the starting date
  - Excellent research skills and strong desire to conduct research in vertebrate developmental biology
  - Ability to communicate and teach in English
  - Non-Japanese speakers should have Japanese proficiency (eg, JLPT N3 or higher) to perform various duties at Kumamoto University.
6. **Research Funding and Environment:**
  - Research funding of 1 million yen per year for five years from the year of appointment.
  - Professor at the Graduate School of Advanced Science and Technology, with a specialty similar to the tenure-track faculty member will be assigned as a mentor to support the research.
7. **Working Conditions:**
  - **Content:**
    - Immediately after employment: Engaged in work as an Assistant Professor on a tenure-track
    - Subject to change: Specified by Kumamoto University
  - **Working Hours:** Discretionary labor systems for professional work based on consent.  
Working hours will be left to the discretion of the employee with working hours per day deemed 7 hours and 45 minutes.
  - **Terms of Employment:** Fixed term of five years. An interim evaluation will be conducted after three

years, and a tenure review after four years. Successful candidates may become Assistant Professor or Associate Professor (non-fixed term). Tenure reviews will be conducted based on the following:

- Research must be recognized as notable both domestically and internationally.
- Competitive external funding must be obtained, etc.

Additionally, the review will consider performance interruptions due to Life events (eg, childbirth, childcare, and elder care).

- **Probationary Period:** Six months
- **Work Location:**
  - Immediately after employment: Kurokami Campus, Kumamoto University
  - Subject to change: Specified by Kumamoto University
- **Overtime Work:** May be required to work overtime, late at night, or on holidays
- **Wages:** As set forth in Kumamoto University Regulations on Salary for Employees Subject to the Annual Salary System (2<sup>nd</sup> category)
- **Social Insurance:** Health insurance from the Mutual Aid Association of MEXT, employment insurance, and workers' compensation insurance
- **Employer:** Kumamoto University

#### 8. Required Documents:

All the following documents should be prepared in A4 or letter size:

- **CV/Resume (1 copy)**
  - Include a photograph, current physical address, and email address.
  - Specify any special leave periods (eg, maternity, child, family, or nursing care) to be considered during candidate review.
- **Research History and Publications (1 copy)**
  - List (separately) peer-reviewed journal papers, international conference papers, presentations (indicate invited or otherwise), books, educational accomplishments, and external research funding (eg, KAKENHI, industry-university joint research funding, and other grants). Indicate if you are the principal investigator or coinvestigator. Include all coauthors of papers/grants and additional information (eg, h-Index, impact factor of academic journals, and citation indices) if applicable.
- **Representative Papers:** Reprints or copies (maximum of 5)
- **Outline of Research to Date:** Approximately 1,000 words
- **Research Aspirations:** Approximately 500 words
- **Education Aspirations:** Approximately 500 words
- **List of References:** One or two references
  - Names, affiliations, and contact information (including email addresses and telephone numbers)
- **Declaration Form:** A template is available on the university website (<https://www.kumamoto-u.ac.jp/daigakujouhou/saiyou>).

#### 9. Document Submission:

- Send all required documents by registered mail to the address below. Mark "Application documents for Faculty members in Science" in red on the front of the envelope.
- Include a CD/DVD or USB memory stick with PDF files of the required documents.

#### 10. Screening Process:

- **Preliminary Screening:** Document review

- **Secondary Screening:** Interview (in-person or remote). Note that transportation and accommodation expenses will not be reimbursed by Kumamoto University. Details will be announced after the preliminary screening.

**11. Document Submission Address and Contact Information:**

- Professor SAWA Shin-ichiro (Chairperson of the Biological Science Field)  
Division of Biological Science  
Faculty of Advanced Science and Technology  
Kumamoto University  
Email: sawa@kumamoto-u.ac.jp

**12. Remarks:**

- As regulated by university policies, personal information will only be used for this selection process and submitted documents will not be returned to the applicant.
- Kumamoto University promotes diversity.  
For more information, please refer to <https://diversity.kumamoto-u.ac.jp/activities>.
- Recruitment is based on the provisions of Article 8 of the Equal Employment Opportunity Law (a special measure for female employees) to improve the ratio of female faculty members.