

September 26th, 2024

To all Chairpersons of concerned institutions

TAKASHIMA Kazuki  
Director of The International Research Organization  
for Advanced Science and Technology (IROAST)  
Kumamoto University

#### Academic Job Announcement for Tenure-Track Associate Professor Position

We are pleased to inform you that we have one tenure-track associate professor post opened in public. You are kindly requested to inform all members concerned at your institution.

#### Descriptions of Details

1. Name and Number of Position: One tenure-track associate professor position
2. Affiliation: The International Research Organization for Advanced Science and Technology (IROAST), Kumamoto University
3. Field of Research: Division of Biological Science (Plant biology and/or plant-parasitic nematode-related agriculture)
4. Responsibilities
  - (1) Performing cutting-edge research works at the IROAST for the promotion of international joint research with overseas universities and/or institutions, and the submission of high-quality papers to international journals, and others.
  - (2) Teaching classes and guiding courses at the Graduate School of Science and Technology
  - (3) Teaching classes and guiding courses at the Faculty of Science
5. Starting Date of Appointment: Earliest possible date on or after April 1, 2025
6. Candidate Qualifications
  - (1) Doctor's degree or Ph.D. degree or expected to obtain
  - (2) Excellent research achievement
  - (3) High motivation in education, researches and management for the IROAST
  - (4) Enthusiasm for performing international collaborative research and education
  - (5) English language skills for teaching classes and guiding courses
  - (6) Japanese language skills to perform various works inside and outside Kumamoto University
  - (7) Experiences in engaging research in plant biology and/or plant-parasitic nematode-related agriculture.
7. Deadline of Application: November 26th, 2024
8. Support for the Research at the IROAST
  - (1) Grant for research funds

- (2) Providing laboratory space
- (3) Allocation of a mentor guiding research activities. The mentor will be a professor whose research field is close to that of the tenure-track associate professor.

#### 9. Working Conditions

- (1) Content: Immediately after employment: Engaged in work as an Associate Professor on a tenure-track  
Subject to change: Specified by Kumamoto University
- (2) Working Hours: Discretionary labor system for professional work based on consent. Working hours are at the discretion of the employee and are considered to be 7 hours and 45 minutes a day.
- (3) Type of Employment: Individually contracted employee. Term of Appointment: 5 years.  
The intermediate evaluation and the final evaluation of tenure-status will be held 3 years after, and 4 years after the start of the appointment, respectively. When passing the final evaluation, the tenure-track associate professor will be a tenured associate professor belonging to the Faculty of Advanced Science and Technology.
- (4) Probationary Period: Six months
- (5) Work Location: Immediately after employment: Kurokami Campus, Kumamoto University  
Subject to change: Specified by Kumamoto University
- (6) Overtime Work: May be required to work overtime, late at night, or on holidays
- (7) Wage: Following the annual salary system of Kumamoto University including bonus and allowance for retirement at the expiration of appointment term
- (8) Insurance: Health insurance of Mutual Aid Association of MEXT, employment insurance, and worker's compensation insurance
- (9) Employer: Kumamoto University

#### 10. Required Documents for Application

- (1) CV (curriculum vitae)/resume (any form/format is acceptable): one copy  
\*Including a photograph of the applicant, physical address, and email address  
\*Specifying any periods of the time if you were on maternity leave or were engaged in or devoted to child/family care or nursing which you wish to be taken into account.
- (2) List of research history and publications: one copy  
List them separately as peer-reviewed journal papers, international conference papers, oral presentations, books, educational accomplishments, external research funding (KAKENHI, industry-university joint research fundings, other grants. Please indicate whether applicant was the Principal investigator or co-investigator of the grant.), patents, and others. Describe all the co-authors and the additional information such as h-Index of the applicants, Impact Factors of academic journals and Citation Indices, if applicable.
- (3) Reprints or copies of typical papers (at most 5 papers): one copy
- (4) Outline of research to date (about 1,000 words on A4 size sheet) : one copy
- (5) Aspirations for research (about 500 words on A4 size sheet): one copy
- (6) Aspirations for education (about 500 words on A4 size sheet): one copy
- (7) List of contact persons: one copy  
Names, affiliations, and contact information including email addresses and telephone numbers of one or two persons who can be requested for comments about the applicant.
- (8) Declaration Form  
A template is available on the university website  
(<https://www.kumamoto-.ac.jp/daigakujouhou/saiyou>).

#### 11. Submission of Documents

All the required documents should be sent by registered mail to the address described below. Please write in red “Faculty Application” on the front cover of the envelope/parcel.

\*The documents should be prepared by Word file, basically, but PDF file is also acceptable for (1) Curriculum vitae and (3) Reprints or copies of typical papers.

#### 12. Screening Process

Preliminary Screening (Document Review): Early December, 2024

Secondary Screening (Interview(in-person or remote)): Late January, 2025

\* Any costs related to the interview such as transportation and accommodation expenses will not be reimbursed by Kumamoto University. Details will be announced after the preliminary screening.

#### 13. Document Submission Address

Professor Shinichiro Sawa

Division of Biological Science, Faculty of Advanced Science and Technology (FAST)

Kumamoto University

2-39-1 Kurokami, Chuo-ku, Kumamoto-shi

860-8555 JAPAN

E-mail: sawa@kumamoto-u.ac.jp

#### 14. Contact Information

Employment conditions: International Research Organization for Advanced Science and Technology (IROAST), Kumamoto University

E-mail: szk-kiko@jimu.kumamoto-u.ac.jp

Specialized fields, etc.: Professor Shinichiro Sawa

Division of Biological Science, Faculty of Advanced Science and Technology (FAST)

Kumamoto University

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E-mail: sawa@kumamoto-u.ac.jp

#### 15. Remarks

- (1) Personal information in the application documents will only be used for personal selection and not for any other purpose in accordance with the regulations of the National University Corporation, Kumamoto University. Application documents and submitted materials will not be returned.
- (2) Kumamoto University promotes diversity.
- (3) When evaluating performance, we ensure that applicants are not at a disadvantage with respect to maternity leave, childcare/nursing care leave, or short working hours for childcare/nursing care.
- (4) Based on the provisions of Article 8 of the Act on Ensuring Equal Opportunities and Treatment for Men and Women in the Field of Employment, to improve the enrollment rate of female teachers, we preferentially hire women if their required abilities are recognized as equivalent.
- (5) Please refer to the following URL for child-rearing support and gender equality initiatives at Kumamoto University: <http://gender.kumamoto-u.ac.jp/>