

Division of Research Innovation and Cooperation  
Research Faculty of Agriculture, Hokkaido University  
Faculty Staff Recruitment

The Division of Research Innovation and Cooperation within the Research Faculty of Agriculture, Hokkaido University was established in April 2011 and is comprised of an Integrated Research Group and an Cooperative Promotion Group. The Division acts as a platform for collaborating with various organizations both within Japan and in other countries and to support scientific outreach and promotion of research results from across all divisions within the Research Faculty of Agriculture. Teaching staff conducting research in this division bring in deep individual expertise and indepth knowledge of current scientific challenges in their area of research. They also require international experience and leadership skills for effective research promotion and to make policy recommendations for resolving agricultural problems in more comprehensive manner than those of existing divisions. This recruitment is to seek a person who is able to play an active role within the Division, while developing a strong research and education program as an independent faculty member.

1. Position

One Specially Appointed Lecturer or Specially Appointed Associate Professor for each of the categories “Open recruitment A” and “Open recruitment B” (refer to “6. Application criteria”).

2. Term of appointment

The initial term of appointment is up to March 31, 2016. Following successful evaluation, the position will be converted to a Lecturer or Associate Professor from April 1 2016 (both of which are permanent faculty positions with no fixed-term of appointment.)

3. Department

Integrated Research Group, Division of Research Innovation and Cooperation,  
Research Faculty of Agriculture

4. Field of research

All research topics relevant to agriculture will be considered. The successful applicant is required to advance their own research in an independent laboratory and take an active approach to obtain competitive research funding.

5. Teaching duty

The successful applicant will be in charge of research guidance for undergraduate (School of Agriculture) and post-graduate students (Graduate School of Agriculture). The person will also be required to conduct lectures in English on topics related to general agricultural lectures for undergraduate and post-graduate students (including introductory education).

#### 6. Other responsibilities

The successful applicant should understand and support the aims of the Hokkaido University F3 Project (refer to Note). Once a permanent faculty position is obtained after the initial term of appointment, the successful applicant will move into the Division of Research Innovation and Cooperation's Cooperative Promotion Group and will be required to take a leadership role in academic and scientific programs for international cooperation. For this reason, it will be necessary to develop collaborations in both Japan and other countries and be active in both research and education from a stage soon after initial appointment.

#### 7. Application criteria

There are two categories: "Open recruitment A" and "Open recruitment B." Criteria (1) and (2) are the same for both categories. Criteria (3) through (6) differ according to the category.

#### Common to open recruitments A and B

- (1) Must be female. (This condition is in accordance with Article 8 of the Equal Employment Opportunity Act to actively improve the relatively low percentage of female teaching staff.)
- (2) Must have experience of teaching and/or conducting research (including post-doctoral positions) outside of Japan.

#### Applied to open application A

- (3) Must have a doctoral degree.
- (4) Must be proficient in Japanese language (reading, writing and conversation) and be able to communicate at a level similar to a native Japanese speaker. Must have the same level of English (reading, writing and conversation) as a native speaker of English, and must be able to conduct lectures and research guidance in English.

#### Applied to open application B

- (5) Must have a doctoral degree that was obtained outside of Japan.
- (6) Must be proficient in English language (reading, writing, and conversation) and be able to communicate at a level similar to a native English speaker. Japanese

language ability is not particularly necessary.

#### 8. Application deadline

Documents must arrive no later than July 8, 2013. Paper documents must be submitted, applications received by email or other electronic means will not be accepted. Please write "Application for Teaching Staff Position, Division of Research Innovation and Cooperation" on the envelope in red ink and clearly indicate "Open recruitment A" or "Open recruitment B." Please send applications by registered mail or delivery service.

#### 9. Date of commencement

October 1, 2013 or as soon as possible thereafter.

#### 10. Documents to be submitted

All documents are to be written in Japanese or English.

- (1) Curriculum vitae (include photograph, nationality, date of birth, current address, contact information (telephone number and e-mail address), education (high school graduation and above), academic degrees (type, country and university where they were obtained), working experience, and qualifications, etc.)
- (2) Research achievements
  - (a) Achievements related to dissertations (Please categorize into original papers, reviews or academic commentaries, books publications, patents, and others. Original papers should be limited to those that were printed in academic journals and were subject to peer-review. Those that were printed in journals with no peer-review should be classified as "others.")
  - (b) Experience in securing competitive funding (Please list funding type and source, project name, project period, monetary amount and your role in the grant as either PI, co-PI or collaborator)
  - (c) Others (other relevant items that may be considered during the selected process, such as affiliated associations and their activities, editing of academic journals, history of receiving awards, etc.)
- (3) Summary of the research and education activities you have conducted to date (up to 2 pages of A4-size paper)
- (4) One copy each of up to 5 separate key papers that substantiate item (3)
- (5) An outline of your proposed research and education activities if appointed, taking into consideration the purpose of the Division of Research Innovation and Cooperation. (up to 2 pages of A4-size paper)
- (6) Names and contact information of 3 people who are very familiar with your activities to date and can act as a reference. A letter of recommendation should also be provided from at least one of these references, which can be sent separately.

## 11. Application submissions and further inquiries

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Please refer to the homepages below for information related to the Research Faculty of Agriculture and the Division of Research Innovation and Cooperation.

Research Faculty of Agriculture URL: <http://www.agr.hokudai.ac.jp/>

Division of Research Innovation and Cooperation URL:  
<http://www.agr.hokudai.ac.jp/rfoa/etc/index.html>

## 12. Notes

During the selection process, candidates may be contacted for an interview (this includes interviews by phone or using the Internet).

This recruitment is held under the Hokkaido University F3 project entitled "For Brilliant Female Researchers: Affirmative Action Project to Establish and Advance Research Career in Hokkaido University" supported by Funds for the Development of Human Resources in Science and Technology (Supporting Positive Activities for Female Researchers), from the Japanese Ministry of Education, Culture, Sports, Science and Technology. This project has a clear aim to increase female faculty members in the fields of science, technology and agriculture. The posts are therefore open only to female researchers. Due to the proportion of female faculty in Hokkaido University being at only 8.6%, far less than 40%, it is legal to perform such affirmative action and still comply with the equal opportunity law. We welcome talented female researchers with high potential, motivation and determination to advance their scientific career as an important member of our research and education faculty. (<http://f3project.ist.hokudai.ac.jp>)

We are ready to support the appointed female faculty member to start her research smoothly and become integrated in our university. The Front Office for Human Resource Education and Development and the FResHU Office (Support Office for Female Researchers in Hokkaido University) provides integrated support not only within the faculty and laboratory, but also with good opportunities to enhance skills relevant to career advancement.