

Hiroshima University (HU) herewith makes an open international job offer and seeks to Assistant Professor on Tenure Track System in the research area of Department of Occupational Therapy. 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 Lecturers 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.

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: May 26, 2026

Announcement of Faculty Position

Graduate School of Biomedical and Health Sciences, Hiroshima University, Japan

1. Affiliation (Appointment)

Academy of Hiroshima University (Graduate School of Biomedical and Health Sciences)

2. Work location

Kasumi Campus 1-2-3 Kasumi, Minami-ku, Hiroshimashi

Other places of work designated by the University.

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

Assistant Professor, one (1)

4. Commencing date of employment

The earliest possible date after November 1, 2026

5. Terms of employment

Tenure-track position(s) Period of employment

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

- (1) Tenure-track faculty members will undergo a tenure review at least six (6) months or more in advance of the expiration date of appointment, and those who have successfully passed the review process will be granted tenure along with promotion either to Lecturers.
- (2) 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.
- (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 such leave.

6. Planned responsibilities

(Immediately after hiring)

- (1) Duties related to research in “7. Field of specialization”.

- (2) Duties related to teaching the scheduled courses and supervising graduate and undergraduate students under "8. Teaching responsibilities".
- (3) Duties related to the administration and management of the entire university, graduate schools, faculties, centers, etc. (participation in various meetings, activities as a member of various committees, etc.).
- (4) Duties related to student admissions (exam supervision, question creation, grading, interviewers, etc.).
- (5) Other duties as directed by the head of the educational and research organization.

(Scope of changes)

Tasks determined by the university.

7. Field of specialization

Occupational Therapy Cognitive and Behavioral Neuroscience

8. Teaching responsibilities

- (1) Undergraduate level (general education courses): Introductory Seminar for First-Year Students, etc.
 - (2) Undergraduate level (discipline specific courses): Practice of major crafts as occupational therapy media I, II, Seminar of evaluation in activities of daily living, Seminar of evaluation in activities of daily living, Seminar of community occupational therapy, etc.
 - (3) Graduate level (master's programs): Lecture on Cognitive and Behavioral Neuroscience, Seminar on Cognitive and Behavioral Neuroscience, Research on Cognitive and Behavioral Neuroscience, etc.
 - (4) Graduate level (doctoral programs): Seminar on Cognitive and Behavioral Neuroscience, Research on Cognitive and Behavioral Neuroscience, etc.
- ※ 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).

9. Qualifications

Applicants must satisfy all of the following requirements:

- (1) Hold a license as an occupational therapist
- (2) Meet any one of the following requirements set forth in the Regulations on the Designation of New Training Facilities.
 - 1) I am currently a faculty member at a school that trains occupational therapists.
 - 2) The applicant must have earned at least 4 credits in education-related courses

at a school or university established under the Education Act, have graduated from said institution, and have at least 5 years of work experience in occupational therapy (including clinical, administrative, and corporate settings).

- 3) Have completed at least 4 credits in education-related courses at a graduate school established under the School Education Act, have completed the relevant graduate program, and have at least three years of work experience in occupational therapy (in clinical, administrative, or corporate settings, etc.).
- 4) The applicant is expected to complete a training course designated by the Minister of Health, Labour and Welfare and has at least five years of work experience in occupational therapy (clinical, administrative, corporate, etc.).
- (3) Hold a doctorate or equivalent degree by the time the appointment begins
- (4) Be able to supervise doctoral dissertations.
- (5) Have experience supervising theses at the master's and doctoral levels in graduate school.
- (6) Be able to conduct education and research supervision in English.

10. Application materials required

- (1) Curriculum Vitae (Form 1,2) If you have a history of being employed by Hiroshima University (as a TA, RA, researcher, etc.) in the past five years, be sure to state all positions you have held Curriculum Vitae (Form 1)
- (2) List of Achievements (Form 3,4) (Assign a number to each research achievement; underline the numbers of peer-reviewed papers, and place an asterisk (*) before the numbers of the five major research achievements.)
- (3) Five major research achievements (offprints or copies, books)
- (4) Major achievements related to the management and administration of universities and other institutions (Free format)
- (5) Statement of intent (Please describe your interests in teaching and research as well as your mid- to long-term research plan in approximately 2,000-3,000 words, should you take this position.) (Free format)

11. Application deadline

All application materials must reach us by [5:00 pm on Friday, June 26, 2026 (Japan time)].

12. Online Application

- * Please send an email to the following address to notify us of your intention to apply. When you send the email, the subject should be "Application (Occupational Therapy Cognitive and Behavioral Neuroscience)" and your name should be clearly stated in the text. Please do not attach any application documents to the email.

Email: kasumi-jinji[at]office.hiroshima-u.ac.jp (Replace [at] with @)

- * Within a week of sending your email, you will receive a reply email with instructions on how to submit online.
- * We recommend that you use your institution's e-mail address or your provider's e-mail address. Free e-mail addresses are not recommended.

13. Selection procedure

- (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. Applicants who pass the initial document review will be informed of interview date, time and format. 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.

14. 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.

15. 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.

16. 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.

17. Employer

Hiroshima University

18. 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) The retirement age is 65 years old.
- (4) 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.
- (5) Faculty members may also be assigned to teaching and/or research activities in other organizations of Hiroshima University and university-wide projects.
- (6) 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/>
- (7) HU provides other 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/>
- (8) Hiroshima University has been entirely smoke-free from January 2020.

19. Contact

Professor Daisuke Ishii

Hiroshima University Graduate School of Biomedical and Health Sciences

E-mail: ishiid [at] hiroshima-u.ac.jp

(Replace [at] with @)