

## Employment Information for the Position at Iwate University Faculty of Agriculture

### Faculty Recruitment for Iwate University (Assistant Professor, Female only)

1. Position and Number of Positions: 1 (one) assistant professor (female) (tenure-track)

2. Affiliation: Department of Animal Science, Faculty of Agriculture

3. Field of Specialization: Animal Management

4. Subjects to Teach

Specialized subject:

Undergraduate – Human-Animal Interactions, General Theory of Animal Science \*,  
Animal Science Laboratory\*, Ranch practicum\*

(\*; These subjects are shared by teachers within the department.)

General Education Subject: This subject is provided with a university-wide approach under university regulations. Specifically, after being hired, you will be assigned to a subject committee in your field of specialization and will teach a subject under the committee's authority. You may also teach a “Basic Seminar.”

5. Qualifications

Women who meet the following requirements:

- (1) Have a doctoral degree (or be expected to receive a doctoral degree)
- (2) Have the ability to teach and supervise undergraduate and graduate students and promote advanced research work in Animal management field that includes ecology and behavior for mammals or birds among livestock, zoo animals, companion animals, and wild animals
- (3) Have Japanese and English language proficiency at or above a level required for supervising research work
- (4) Have the ability to properly engage in organizational operations as a member of a university

6. Starting Date: As soon as possible after April 1st, 2024

7. Term of Employment: 5 (five) years

Please note that an interim evaluation will be conducted by the day at which three years have passed from the date of employment, and a tenure review will be conducted seven months prior to the expiration date of the tenure-track faculty member's term. Tenure (assistant professor,

without tenure) will be granted if target values required for granting tenure have been met during the term.

In the case of a particularly outstanding evaluation in the interim evaluation, the eligibility for granting tenure may be discussed at that time.

Please read the regulations regarding the university's tenure track system below:

[Regulations on the Iwate University Tenure Track System] (Japanese)

<https://www.iwate-u.ac.jp/about/disclosure/files/regulations/60200040.pdf>

## 8. Compensation

**Salary and Benefits:** Based on the salary regulations of Iwate University and subject to the annual salary system (Retirement allowance is paid at the time of retirement.)

**Working Hours:** Discretionary working system for professional work, 7 hours and 45 minutes of de facto working per day

**Insurance:** Employment Insurance, Social Insurance, Workers' Accident Compensation Insurance, Mutual Aid Association of the Ministry of Education, Culture, Sports, Science and Technology

**Days off:** Saturday, Sunday, public holidays, year-end and New Year holidays, etc.

## 9. Application Documents

- (1) Personal statement (Form 1)
- (2) Research achievements (Form 2)
- (3) Copies of five major publications
- (4) Summary of main research (about 2,000 characters)
- (5) Aspirations for education (about 1,000 characters)
- (6) Aspirations for research (about 1,000 characters)
- (7) Status of research funds obtained in the past as a principal investigator
- (8) Photograph (taken within the last six months, size: 4 cm (H) x 3 cm (W))

10. Application Period: No later than 17:00 on Thursday (JST), November 30th, 2023

## 11. Selection Process

The selection process will be conducted in two stages.

Primary screening: Documents Screening

Secondary screening: Interviews (Travel expenses for interviews will be paid by the applicant.)

Applicants will be notified of the results immediately after the screening (details for the secondary screening will be provided to any applicants who passed the primary screening) by

email,

Iwate University is promoting diversity and is taking the following measures to increase and retain diverse researchers.

**<Efforts to Promote Employment of Young Faculty Members>**

- Up to 2,000,000 yen or for start-up expenses (research expenses) will be provided.

Tenure-track faculty members (Lecturers and Assistant Professors) will receive a research grant of 2,000,000 yen in a lump sum for 2 years from the date of hire.

**<Efforts to Promote the Employment of Female Faculty Members>**

- Up to 200,000 yen of retention fund (research expenses) will be provided.

Female Lecturers and Assistant Professors assigned to the university will receive 200,000 yen in a lump sum as research expenses for 2 years from the date of hire.

- Any maternity, childcare, or family care leave taken before or after childbirth will be taken into consideration during the selection process (regardless of gender, please specify the period of leave in your resume).

- Various support for work-life balance: <https://diversity.iwate-u.ac.jp/support/wlb/>

Dual residence allowance system, next generation development support (support for balancing childbirth and childcare) and family caregiver support, on-campus childcare center, on-campus childcare space, etc.

- Career support for female researchers: <https://diversity.iwate-u.ac.jp/support/womenresearchers/>

Research supporters/assistants assignment system, buyout system dedicated for female researchers, overseas dispatch program for female researchers global career development, etc.

\*Support will be provided as needed through the initiative project for realizing diversity in the research environment (female leader development type) subsidized by the MEXT funds:

<https://iwatewomensleadership.iwate-u.ac.jp/>

## 12. Submission of Application Documents and Inquiries

### (1) Where to submit application documents

Applications should be sent to the following e-mail address

E-mail: [deguchi@iwate-u.ac.jp](mailto:deguchi@iwate-u.ac.jp)

Yoshitaka Deguchi, Chair, Selection Committee for Department of Animal Science, Faculty of Agriculture, Iwate University

Please send your application documents as PDF files attached to an email. Please note that the

total file size of the attachments should not exceed 20 MB. The email subject should be "Animal Science Faculty Application (Applicant's Name)".

Iwate University will reply within 3 days (excluding Saturdays, Sundays, and holidays) after receipt of the e-mail. If you do not receive a reply, please contact the following.

(2) Contact for inquiries

Yoshitaka Deguchi, Chair, Selection Committee for Department of Animal Science, Faculty of Agriculture, Iwate University

Phone: 019-621-6194

E-mail: [deguchi@iwate-u.ac.jp](mailto:deguchi@iwate-u.ac.jp)

(3) Other

We will not respond to any inquiries regarding the details of the selection process.

13. Other

Personal information in the application documents will only be used for the purpose of screening and hiring procedures and will not be used for any other purposes.