

Job Posting

Professor, Associate Professor, or Assistant Professor (Female Candidates Only)

Science Tokyo will create a new professor, associate professor, or assistant professor position exclusively for female candidates at each of its six Schools and one Institute (hereinafter collectively referred to as "Schools"). This measure has been adopted to promote improvement in the significantly low ratio of female faculty members, as part of our commitment to "positive action," based on Article 8 of the Act on Equal Opportunity and Treatment between Men and Women in Employment (Equal Employment Opportunity Act).

Reference:

- Science Tokyo News: Science Tokyo creates new faculty positions for women at eight Schools and Institutes <https://www.isct.ac.jp/en/news/p1nhde551tzp>

Affiliation	School of Environment and Society
Position title	Professor, Associate Professor, or Assistant Professor For an Assistant Professor position, the successful candidate will be employed under the tenure-track system (stage gate category). Click here to learn more about the tenure-track system (stage gate category). https://www.jinjika.jim.titech.ac.jp/jinjikikaku/kyoinsenko/file/stage_gate_tenure_en.pdf
Number of Openings	1
Area of Specialization	Any area of specialization covered by the Departments in the School of Environment and Society, except for the Department of Social and Human Sciences
Job Description	The successful candidate will be appointed to a relevant Department within the School of Environment and Society, except for the Department of Social and Human Sciences, and will be in charge of related Graduate Major(s), to engage in research, teaching, and education management/administration. ● The successful candidate will teach and/or co-teach undergraduate and graduate courses in English and/or Japanese. ● The successful candidate will supervise the thesis works of undergraduate and graduate students in English and/or Japanese. ● The successful candidate will be required to involve in education management/administration of the Department, Graduate Major, School and/or Institute. Note: Website of School of Environment and Society

	https://www.isct.ac.jp/ja/001/about/organizations/school-of-environment-and-society
Qualifications	The candidate must hold a PhD, or have equivalent experience in a relevant subject and have appropriate laboratory research experience.
Location	One of the following locations, depending on the Department: ● Ookayama Campus, Nearest station: Ookayama ● Yokohama Campus, Nearest station: Suzukakedai ● Tamachi Campus, Nearest station: Tamachi
Working Hours	De facto working hours* under the discretionary labor system for professional work: 7 hours 45 minutes per day (38 hours 45 minutes per week) *Hours considered as working hours
Term	Permanent position for Professor or Associate Professor The Institute has mandatory retirement, requiring employees to retire at age 65. Fixed-term appointment for Assistant Professor A fixed-term appointment will be for up to 5 years. Reappointment may be possible for one additional term of up to 5 years. The term of appointment for an Assistant Professor position is determined in accordance with the tenure-track system (stage-gate category) as follows: ● The first five-year period will be designated as the first-stage tenure-track period. If the candidate successfully passes the stage-gate review conducted approximately one year before the end of the first-stage tenure-track period, progression to a second-stage tenure-track period of up to five years will apply. ● The candidate may be promoted to a tenured Lecturer or tenured Associate Professor position if they successfully pass the tenure review conducted approximately one year before the end of the second-stage tenure-track period. ● A candidate who fails to pass the stage-gate review and is unable to proceed to the second stage may be reappointed to a fixed-term Assistant Professor position for a period of up to five years following the completion of the first-stage period, provided that a reassessment is successfully completed. ● The candidate may apply for Lecturer or Associate Professor positions that are publicly posted by Science Tokyo during the tenure-track period or a fixed-term reappointment period.
Probationary Period	6 months

Salary	The successful candidate will be paid under the “Annual Salary System with Lump-Sum Retirement Allowance” pursuant to the Institute’s Rules on Wage and Salary for Staff under Annual Salary System with Lump-Sum Retirement Allowance. In accordance with the rules, the amount of annual salary will be determined based on the candidate’s age, highest degree obtained, work experience, and other factors for the first fiscal year of employment, and will be based on performance evaluations in subsequent years. A retirement allowance will be paid separately at the time of retirement. ● Annual salary examples (including bonuses, etc.) • Professor who has 15 years of work experience after completing a doctoral degree (employment starting in April) - First year: JPY 9,240,000 (general example) - Subsequent years: - Minimum: JPY 9,140,000 - Standard: JPY 10,280,000 - Maximum: JPY 12,410,000 *Minimum and maximum amounts may vary depending on performance evaluations. • Associate Professor who has 10 years of work experience after completing a doctoral degree (employment starting in April) - First year: JPY 7,740,000 (general example) - Subsequent years: - Minimum*: JPY 7,790,000 - Standard: JPY 8,640,000 - Maximum*: JPY 10,270,000 *Minimum and maximum amounts may vary depending on performance evaluations. • Assistant professor hired immediately after completing a doctoral degree (employment starting in April) - First year: JPY 5,920,000 (general example) - Subsequent years: - Minimum*: JPY 5,970,000 - Standard: JPY 6,650,000 - Maximum*: JPY 7,910,000 *Minimum and maximum amounts may vary depending on performance evaluations. Important information (applicable to all positions):
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	• <u>The amounts listed above are provided as examples based on Institute rules and do not directly refer to this specific position.</u> • Additional fixed allowances for commuting, housing, dependents, or other considerations may be provided separately to eligible candidates. • The amount of the first payment of the Addition to Annual Salary and the Performance-Based Bonus may vary depending on the length of time between the employment start date and the payment date. If a candidate is transferring from another national university or organization, their period of service at the previous institution may be taken into consideration.
Social insurance and other benefits	Employees' pension, Mutual Aid Association short-term benefits (health insurance), employment insurance, worker's compensation Insurance.
Employer	President and Chief Executive Officer of National University Corporation Institute of Science Tokyo
Proposed Start Date	April 1, 2027, or the earliest possible date thereafter
Closing Date for Application	Applications must be received by August 14, 2026.
Selection Process	Selection will be based on a comprehensive review of applications and interviews. Selected applicants may be asked to have an interview and to give a model lecture in English, in-person or online. Please note that travel expenses for attending in-person interviews will not be reimbursed.
Required Documents	0. Cover Letter (You should state your desired position and preferred department(s) [Architecture and Building Engineering, Civil and Environmental Engineering, Transdisciplinary Science and Engineering, or Innovation Science]. Applicants may indicate more than one preferred department.) 1. Curriculum vitae* including professional and educational history from high school onward, honors and awards, criminal history and disciplinary actions, and email address. *Please use the designated CV format. 2. Accomplishment statement, including: a. Refereed journal papers b. Refereed conference proceedings and non-refereed conference proceedings c. Commentaries d. Books e. Patents f. Practical works g. Keynote speeches and invited lectures, etc.

	Please include details for each category. For items a. and b., include the number of citations, h-index, and name of database* used. *Google Scholar Citations, Scopus, Web of Science, or Inspire 3. PDF files of three major publications 4. Acquired research grants and external funds. Include fund names, project titles, amounts, periods of research, roles, and allocated amounts (if not the principal researcher) 5. Research statement with a summary of research accomplishments and details of the future direction and plan for the applicant's work (no set format, two A4 pages) 6. Teaching statement that provides a summary of accomplishments and discusses teaching and learning plans (no set format, one or two A4 pages) 7. Community engagement record, including as a member of international and academic committees 8. List of references with names, affiliations, and contact details (Two references are required for Associate Professor, or Assistant Professor, while four references for Professor) 9. List of Applications Submitted for Female-Only Postings and Consent Form Please complete the form below and submit it together with other application documents. https://www.jinjika.jim.titech.ac.jp/jin.kik/joseigenteikoubo/checklistdouisyo.pdf https://www.jinjika.jim.titech.ac.jp/jin.kik/joseigenteikoubo/checklistdouisyo.docx 10. Summary sheet. Please fill out the form below. Do not change the excel format. https://science-tokyo.box.com/s/l0hbme8fezcmxnj7nmscva9dsubuct71 Note: If you have also submitted applications for other female-only postings which are currently being advertised at Science Tokyo, we may share your application documents with other Schools. In addition, please be informed that you may be asked to rank the list of applications in order of preference.
How to Submit an Application	Please zip PDF files of 0-9 and Excel file 10 into one file, and submit the zip file via JREC-IN portal below. We do not accept submissions by email, other digital formats, or hard copy sent by post. https://jrecin.jst.go.jp/seek/SeekJorDetail/Changelang?id=D126061746&lang=1

Contacts	Ookayama Administration Group School of Environment and Society Administration Division Email: ens.adm[at]adm.isct.ac.jp (replace [at] by @) (Please include "R8-7, ENS Job Posting" in the subject.)
Other	1. Application documents will not be returned. The personal information provided in the submitted documents will be used solely for recruitment and not for any other purpose, pursuant to the Institute's applicable rules and regulations. 2. Job descriptions and work locations may be subject to change due to organizational restructuring, within the scope defined by the Institute. 3. The Institute, in order to ensure a diverse workforce, guarantees equal opportunities for all individuals regardless of nationality or gender. 4. Smoking is prohibited on campus (excluding designated outdoor smoking areas). 5. Questions regarding the applicability of the "Specific Categories" under the Foreign Exchange and Foreign Trade Act may be asked during the selection process. 6. Reference Science Tokyo's initiative to promote diversity, equity, and inclusion (DEI) Diversity, equity, and inclusion: https://www.isct.ac.jp/en/027/about/policies/de-and-i For more information, please refer to the following links. https://www.jinji2.jim.titech.ac.jp/koubo/en/ https://www.tmd.ac.jp/english/employment