

## **Application Guidelines for Senior Assistant Professor or Associate Professor, Tokyo University of Agriculture and Technology [for Women Only]**

Tokyo University of Agriculture and Technology has implemented the “Career Design Program for Female Faculty Members” based on our policy of increasing the number of female faculty members to encourage campus diversity and inclusion under the President's leadership. As part of this program, we invite female applicants for a position as Senior Assistant Professor or associate professor in the Department of Applied Physics and Chemical Engineering.

A female researcher in this position can manage her own research group/lab with startup funds, and other supports for establishing her research environment in consultation with her mentors.

She will be reviewed for promotion (to professor for associate professor, to associate professor for Senior Assistant Professor) after five years of employment. The evaluation for promotion will be based on her achievements in research and education over five years, in accordance with university regulations (this promotion can be postponed).

She will have access to various campus support programs provided by the Women's Future Development Organization during specific life events.

1. Job title: Senior Assistant Professor or Associate Professor (1 position)

2. Starting date: April 1st, 2025, or the earliest possible date thereafter

3. Status: Full-time (tenured, non-fixed term)

4. Probation period: 3 months

5. Term of Employment: Non fixed-term

She will be reviewed in the fifth year and have an opportunity for promotion (to professor for associate professor, to associate professor for Senior Assistant Professor) if her achievements satisfy the criteria. In case she does not meet the criteria, she will be reviewed again during the sixth or seventh year. In case of research interruption due to life events, both the initial promotion review and any subsequent reviews can be postponed. Eligibility criteria for higher positions will be announced by the selection committee within six months of employment. (If she remains ineligible after these opportunities, she will retain the position at the time of hire.)

6. Specialty: Applied Physics or Chemical Engineering, and related fields

We seek women researchers who are expected to be active in these research areas and their frontiers, with focus on keywords such as energy, environment, advanced materials, or quantum technologies. We welcome candidates who aspire to become future leaders in the field, have a wide range of interests from basic to applied research, and can produce original research related to social activity.

7. Job Responsibilities

She will be engaged in original research activity, education, and management in the Department of Applied Physics and Chemical Engineering, depending on her specialty.

Research: The role involves conducting innovative research activities.

Education: Conduct lectures and student experiments in bachelor's course, and deliver lectures in graduate school. There is a possibility of conducting lectures that are not directly related to the applicant's specialty.

Management: Perform duties within the Department of Applied Physics and Chemical Engineering.

8. Requirements:

Doctoral degree as of 1 April 2025 and more than 3 years of working experience in academia or research institutes.

9. Workplace: Koganei Campus, Tokyo University of Agriculture and Technology, 2-24-16, Naka-cho, Koganei-shi, Tokyo 184-8588

10. Pay range, work schedule, benefits:

– Annual salary system based on the rules of the University.

Examples:

A. Senior Assistant Professor

Annual Salary System: Monthly basic salary of around ¥397,440 (for approximately 4 years post-PhD)

experience. The amount varies based on educational background and years of experience. This includes the regional allowance.)

Approximate annual salary, including performance pay (bonus), is around ¥6.7 million.

B. Associate Professor

Annual Salary System: Monthly basic salary of around ¥461,035 (for approximately 12 years post-PhD experience. The amount varies based on educational background and years of experience. This includes the regional allowance.)

Approximate annual salary, including performance pay (bonus), is around ¥7.7 million.

- Working hours: Discretionary labor system (7 hours 45 minutes/day).
- Days off: Saturdays, Sundays, national holidays, May 31, and December 29 to January 3.
- Paid leave: Annual paid leave, special leave etc.
- Allowances: Commuting allowance, and others as per university policy
- Research Support: Startup funds (3,000,000 yen total for 3 years).
- Life Event Support: Various internal support systems provided by the Women's Future Development Organization: <https://web.tuat.ac.jp/~dan-jo/josei/support.html>

11. Application documents

- (1) Curriculum Vitae (\*Please use the template for Curriculum Vitae in the following website.)  
[https://www.tuat.ac.jp/en/outline/kyousyoku/kyouin/curriculum\\_vitae.html](https://www.tuat.ac.jp/en/outline/kyousyoku/kyouin/curriculum_vitae.html)
- (2) Application Form: Please use the designated application form (Includes the desired position at the time of hire includes List of Publications, etc.) in Japanese or English. Please download the format from [https://tuat-chemphys.net/?page\\_id=4490](https://tuat-chemphys.net/?page_id=4490)
- (3) Reprints of major papers (up to three; one must be attached)
- (4) Overview of previous research results (max. two A4 pages, in Japanese or English, including figures).
- (5) Proposed research plan (max. two A4 pages each, in Japanese or English, including figures).
- (6) Educational aspirations (max. one page of A4 paper, in Japanese or English)
- (7) If possible, submit either a signed letter of recommendation (A4, free format) or the contact information for two professional references familiar with your research and character.

12. Application deadline: 5:00 PM, Monday, September 30, 2024.

13. Method: Email all documents as PDF files (max. 20 MB) to [u2025-groups@go.tuat.ac.jp](mailto:u2025-groups@go.tuat.ac.jp)

14. Selection Process: Selection will be based on submitted documents and an interview. There is a possibility that the applicant will have a face-to-face interview and give a seminar, etc., after the initial selection based on application documents.

15. Contact:

Department of Applied Physics and Chemical Engineering

Tokyo University of Agriculture and Technology

E-mail: [u2025-groups@go.tuat.ac.jp](mailto:u2025-groups@go.tuat.ac.jp)

(You will receive an email confirmation within 24 hours. Please check your spam folder if you do not receive it)

16. Note

- 1) This recruitment initiative is conducted in accordance with Article 8 of the "Act on Securing Equal Opportunity and Treatment between Men and Women in Employment" (Act No. 113 of 1972).
- 2) Tokyo University of Agriculture and Technology strongly supports and actively implements policies for gender equality and shared participation.
- 3) For further information of TUAT Women's Future Development Organization, see HP: <https://web.tuat.ac.jp/~dan-jo/josei>
- 4) Based on the Foreign Exchange and Foreign Trade Act, TUAT conducts security checks when hiring new staff. We, therefore, ask you to provide information necessary for the security check. As a result of reviewing the information, if the applicant falls under any regulatory requirements, we may ask you to change the scope of your desired education and research. Additionally, if the Ministry of Economy, Trade and Industry disapproves TUAT's request to approve your acceptance, our offer to you may be cancelled.