

Hokkaido University Integrated Science Program Recruitment of Assistant Professor (Biology)

The Institute for Advancement of Higher Education at Hokkaido University invites applications for a 5-year fixed term faculty position in the area of biology. Duties of the appointee will be (1) to conduct world-leading research in the biology-based discipline of specialty, and (2) to teach a major component of the biology curriculum of the English-language undergraduate degree program for international students (Integrated Science Program; ISP) which has successfully operated since 2017.

1. Position

Assistant Professor (5-year appointment. Upon the completion of the initial 5-year period, the appointee will be subjected to a performance evaluation and a positive assessment may lead to reappointment for an additional 5 years.)

2. Department

(Immediately after hiring)

Institute for Advancement of Higher Education.

*Office will be located in Department of Biological Sciences, Faculty of Science.

(Scope of change)

Location as determined by the University.

3. Field of Research

(Immediately after hiring)

(1) As your research field, you will be expected to work closely with the prospective staff members, Professor Asato Kuroiwa and will be able to promote research related to the evolution of sex chromosomes and sex determining mechanism in vertebrate, for example, by using mammals and birds (Lab HP: <https://sites.google.com/view/kuroiwalabhp/home>) in Department of Biological Sciences in School of Science and in Biosystems Science Course in Graduate School of Life Science.

(2) In addition, the subjects that you can specially teach in the ISP curriculum are cell biology, functional biology, and biodiversity studies.

(Scope of change)

Duties as determined by the University.

4. Location

Hokkaido University, Sapporo Campus, Hokkaido, Japan

5. Duties

- (1) Conducting world-leading research in the area of expertise. The appointee will be eligible to apply for national research grants.
- (2) Teaching approximately 6 unit-hours per week per semester in undergraduate courses. Offering General Education Courses and specialized subjects (lectures and experiments) related to ISP and Department of Biological Sciences in English.
- (3) Contribute to the evaluation of prospective ISP students.
- (4) Other duties may include assisting with promotional activities and recruiting the international students by visiting foreign countries.

In addition, the lecture assignments may be subject to change.

6. Applicant qualifications

- (1) Possess a PhD in a related discipline from an accredited university at the time of appointment.
- (2) Native or near-native English language ability (Japanese-proficiency not required).
- (3) Proven track record of research excellence as evident through peer-reviewed academic journals, presentation at conferences, and the potential to be an effective mentor to research students.

7. Basic Salary

- (1) The basic salary will be determined in accordance with the regulations of Hokkaido University, with consideration for qualifications, work experience, and achievement.
- (2) Relocation allowances will be reimbursed.

8. Working hours, etc.

Working hours :08:30-17:00

Break time :12:15-13:00

Holidays : Saturdays, Sundays, national holidays provided for in the National Holidays Act, period between December 29th and January 3rd of the following year and other days determined by the University.

Overtime and other explanations: Discretionary labor system for professional work based on consent (*) or Fixed working hours system will be applied.

(* The working hours for a day are deemed as 7 hours and 45 minutes)

9. Health insurance, etc.

- Employee pension insurance
- Mutual Association of the Ministry of Education, Culture, Sports, Science and Technology
- Employment Insurance
- Workers' accident compensation insurance

10. Name of Recruiting Institution

Hokkaido University

11. Measures to prevent second-hand smoke

Smoking is prohibited on the premises except for specific outdoor smoking areas.

12. Start Date

Starting from March 1st, 2026 or as soon as possible thereafter.

13. Probation Period

3 months

14. Documents to be submitted

(1) A Curriculum Vitae (max. 4 pages).

At minimum should include: photo, date of birth, nationality, current address, contact details (telephone number, e-mail address), education history for undergraduate and above, year and month of acquisition of degree diplomas and title of PhD thesis, other relevant qualifications and working experience.

(2) Research Accomplishments (max. 3 pages).

- a. Achievements: Categorized into academic papers (peer-reviewed and non-peer reviewed), international convention proceedings, book publications, academic commentaries, reviews, presentations at academic associations/societies, and others.
- b. Status of securing competitive research funding: Categorized into Scientific Research Aid, Joint/Contract Research, Public Research funds, etc.

- c. Others: Affiliated associations and their activities, contributions to society, awards, etc.
 - d. A summary of up-to-date research achievements (about 500 words).
- (3) Educational Achievements (max. 3 pages). Achievements in teaching including, but not limited to, previous lecturing experience, conducting experiment-based classes at the college level, supervision/mentoring/teaching postgraduate students, and any other educational achievements.
- (4) A research proposal upon appointment (about 500 words). This should indicate a clear vision for the duration of the appointment, including how the applicant would both benefit and contribute to existing biology-based research at the University, contribute to the University's competitive grant portfolio, and plans for involving students in their research. Applicant should be highly motivated to carry out research in close cooperation with the prospective staff member (Dr. Kuroiwa). Excellent research credentials and proposal in reproductive developmental biology are preferred, and experience and proposal in bioinformatics or mathematical and data science would be also appreciated.
- (5) A statement of teaching plan/vision and/or philosophy, particularly in how the applicant would deliver the assigned biology courses in cell biology, functional biology, and biodiversity studies (about 500 words).
- (6) Representative papers. If the applicant is not the first author, then a clear statement of his/her explicit contribution to the paper should be included.
- (7) Two professional letters of recommendation, preferably from those who can attest to the applicant's teaching and research aptitude. These should be sent independently by the referees themselves in the manner outlined in Section 16.

If necessary, candidates may be requested to provide additional documents throughout the review process. Following the initial document screening, shortlisted candidates will be interviewed. For candidates located outside of Japan, this will be done via teleconferencing software. For candidates residing in Japan, interviews are, in principle, scheduled to be conducted in person. Travel expenses for participation in interviews in person (e.g. if currently located in Japan) will not be reimbursed.

15. Submission deadline

Combine all pages [(1) to (6) in Section 14] and information into one PDF file (A4 size) and send the file by e-mail no later than:

November 30, 2025 (23:59 JST)

16. Submission procedures

Application documents and reference letters should be submitted electronically to the Director of the Institute for Advancement of Higher Education:

E-mail: jinji@academic.hokudai.ac.jp

The title of the email from the applicant should read:

“Application for ISP Assistant Professor (name of applicant)”.

The title of the email from a referee should read:

“Reference for ISP Assistant Professor Applicant (name of applicant)”.

The files submitted would not be used for purposes other than recruitment evaluation by Hokkaido University.

17. Further inquiries

For queries regarding personnel matters:

Academic Affairs Planning Division

Academic Affairs Department

Hokkaido University

Kita 17, Nishi 8, Kita-ku, Sapporo Hokkaido 060-0817 Japan

E-mail: jinji@academic.hokudai.ac.jp

URL: <https://www.high.hokudai.ac.jp/>

For queries regarding research and teaching:

Prof. Asato Kuroiwa

Department of Biological Sciences

Faculty of Science

Hokkaido University

Kita 10, Nishi 8, Kita-ku, Sapporo Hokkaido 060-0810 Japan

E-mail: asatok@sci.hokudai.ac.jp

18. Additional information

Hokkaido University: <https://www.global.hokudai.ac.jp/>

Integrated Science Program: <https://www.oia.hokudai.ac.jp/isp/>

Department of Biological Sciences, School of Science:

<https://www2.sci.hokudai.ac.jp/dept/bio/en>

Biosystems Science Course, Graduate School of Life Science:

19. Applicant checklist:

- ☐ CV [free format, 4 pages]
- ☐ Research Accomplishments [3 pages]
- ☐ Educational Achievements [3 pages]
- ☐ Research Proposal [500 words]
- ☐ Statement of teaching plans [500 words]
- ☐ Copies of representative papers (3 papers at most)
- ☐ Two reference letters submitted independently