

**Tenure-Track Positions**  
**Promotion Program for Young Scientists and COE**  
**for Innovation of Marine Science and Technology**  
**The National University Corporation Kochi University**  
**Kochi, JAPAN**

Kochi University strives to engender innovation and foster discovery through interdisciplinary research in the fields of Marine Science and Marine Bioscience. We are committed to the active pursuit of supporting researchers who are able to pioneer interdisciplinary areas of Marine Science and Technology as well as to establish a research center at par with the highest global standards.

Hence, we have initiated the project called “**Promotion Program for Young Scientists and COE for Innovation of Marine Science and Technology (IMT)**”, supported by the Ministry of Education, Culture, Sports, Science and Technology (MEXT) in Fiscal Year 2010 (FY 2010). This project supports early career researchers by providing tenure-track positions that enable them to get the most out of their research activities and their research careers at the Kochi University and beyond.

Currently, we have great opportunities for young researchers in the area including Instrumental Analysis, Molecular Pharmacology and Medicinal Chemistry; total 3 openings for tenure-track researchers (1 tenure-track position for each field with status of Lecturer or Assistant Professor). These positions involve working closely with the other tenure-track researchers, the Division of Marine Biotechnology, Oceanography Section of Science Research Center and the Center for Innovative and Translational Medicine.

Tenure-track researchers will receive research funding, an independent working environment and facilities in Kochi University to pursue their research projects efficiently related to the important topics identified under the program. Eventually, they will be tenured after the completion of entire five years if they could pass the final assessment at the end of the fifth year (FY 2017). Also, outstanding tenure-track researchers may be accepted as tenure on the earlier stage if they come out with remarkable achievements and if they are judged as excellent in the mid-term evaluation. They will be placed in the appropriate department to fit with their field of study. The research and education activities will be well considered based on their preference and expertise.

The detail of the respective research field is described in Section 6. Kochi University sincerely encourages all the young researchers in the relevant fields to apply for these great opportunities.

**1. Number of Tenure-Track Positions Available**

3 openings for tenure-track researchers (lecturers or assistant professors)

1 position in each research field as listed in Section 6.

## **2. Affiliation**

Tenure-track researchers will belong to the Interdisciplinary Science Unit, Multidisciplinary Sciences Cluster, Research and Education Faculty. They will be assigned in the Division of Marine Biotechnology, Section of Oceanography, Science Research Center, Kochi University.

## **3. Research Environment**

Research space will be provided in a building that keeps common research equipment. The researchers will be able to carry out research activities independently by following the research plan and also through the support of their mentors. They will be exempted from activities related to the administration and management of the University. Tenure-track researchers will be required to give lectures and research guidance for graduate and undergraduate students from the second year in order to improve their teaching skills.

## **4. Qualifications**

Applicants must meet all of the following requirements:

- (1) A Ph.D. degree in a relevant natural science discipline(s) or expected award of Ph.D. degree by the end of March, 2013.

3 to 10 years of experiences in related research career after completion of doctoral degree are desirable.

NOTE: 40 years of age or less as of April 1, 2013 are preferred because the scope of this project is limited to young academics.

- (2) Demonstrated strong skill, knowledge and experiences to carry out research in interdisciplinary areas of Bioscience listed in Section 6.

Maintained strong motivation to promote original and innovative research in the respective field(s).

- (3) Demonstrated good enthusiasm and deep and broad knowledge to guide and train students and researchers. Willingness to participate in community, society, international (cross-cultural) activities, etc.

- (4) Oral and written communication skills in English.

NOTE: International applicants need to be capable to communicate with Japanese language because you will have to be involved in administrative management and teaching graduate/undergraduate students after promotion to tenure position. You will have opportunity to improve Japanese language skill if requested.

## **5. Term of the Appointment**

The term of appointment will be from May 1, 2013 or the earliest possible date after this day to March 31, 2018. Concerning the starting date, we will consider personal circumstances related to such as current employment. Tenure-track researchers will be evaluated by mid-term evaluation in the third year (FY 2015). If you are evaluated as having exceptionally excellent achievements, you may be allowed to promote to the tenure position of Lecturer or Associate Professor before 2018.

## **6. Research Fields**

- (1) Instrumental Analysis

The research includes but not limited to develop methods of instrumental analysis for the purpose of exploring the secondary metabolite from marine organisms and microorganisms, analyzing their structure, biosynthesizing and evaluating their activities. Tenure-track researcher is required especially to develop the methodology of the analytical chemistry in regards of finding new valuable materials efficiently. The research need to be proceeded by using provided equipment and facilities (NMR\*1, MS\*2 etc.) in the university as well as to cooperate with the Division of Marine Biotechnology, Section of Oceanography and Section of Life and Functional Materials, Science Research Center and Medical Science Cluster, Kochi University. You will be expected to be in charge of relevant lectures in the field of Instrumental Analysis, Structural Analysis and Physical Chemistry in the future.

\*1 Nuclear Magnetic Resonance    \*2 Mass Spectrometer

## (2) Molecular Pharmacology

The research includes but not limited to screen pharmacological activity of the secondary metabolite from marine organisms and microorganisms and clarify its mechanism of action at a molecular level by utilizing methodology of chemical biology. Tenure-track researchers will be required to be proficient in both chemistry and biology. In addition, you will be expected to cooperate with the Section of Oceanography and the Section of Life and Functional Materials of Science Research Center and Medical Science Cluster, Kochi University. You will be in charge of relevant lectures in the field of Cell Biology, Biochemistry, Molecular Pharmacology and Chemical Biology in the future.

## (3) Medicinal Chemistry

The research includes but not limited to develop pharmaceutical materials from physiologically active substance of marine origin by developing new methods for organic synthesis and knowledge of the structure-activity relationship. Tenure-track researcher is expected to work in interdisciplinary area of organic and medicinal chemistry in particular. Moreover, you will be expected to cooperate not only with the chemists of the Faculty of Science but also with the Section of Oceanography and the Section of Life and Functional Materials of Science Research Center and the Medical Science Cluster, Kochi University. You will be in charge of relevant lectures in the field of Synthetic Chemistry, Bio-molecular Chemistry and Medicinal Chemistry in the future.

## **7. Principal Duties**

- (1) Conduct research based on research plan submitted with application (see Section 13(5))
- (2) Teach graduate as well as undergraduate students within your field of expertise
- (3) Guide and instruct research by graduate students including international students
- (4) Publish research articles in academic journals
- (5) Dedicate efforts for acquiring competitive research funds
- (6) Present your research outcome and contribution in various academic conferences and exhibitions at national and international level
- (7) Participate in broader communities such as local, social and cross-cultural activities.
- (8) Work requested by the Director of Evaluation and Support Organization for Young Researchers

## **8. Working Conditions**

- (1) Regulations of Kochi University are applicable to tenure-track researchers.
- (2) Workplace    Instrumental Analysis & Molecular Pharmacology: Oko Campus (Kohasu, Oko, Nankoku-City)  
                         Medicinal Chemistry: Asakura Campus (2-5-1 Akebono-cho, Kochi-City).

## **9. Salary and Benefits**

The starting salary will reflect your qualifications and experiences based on the regulations of the Kochi University. The salary range will be approximately 400,000 to 600,000 yen per month for Lecturer and 300,000 to 500,000 yen per month for Assistant Professor. Employee benefits include health insurance (MEXT Mutual Society of Health Insurance), pension plan (MEXT Mutual Society of Health Insurance), unemployment insurance, occupational injury insurance, commuting and housing allowance. However, the commuting and housing allowance will depend on individual case.

## **10. Research Funds and Support System**

- (1) Research Funds
  - Start-up Fund (within a year after appointed): 3,000,000 yen
  - Research Funds: Approx. 3,000,000 yen per year (the amount may vary depending on subsidy and achievement)
  - Miscellaneous (Travel expenses for international conference or gathering information etc.): Approx. 1,000,000 yen per year (the amount may vary depending on subsidy and achievement)
- (2) The budget for a research assistant (30 hours per a week) will be allocated.
- (3) Special RA (Research Assistant) Fund will be provided for graduate students.
- (4) Programs for personnel development are available.
- (5) Female researchers will have both a postdoctoral researcher and a research assistant in case of maternity leave. Extension of the term will be considered if they cannot help taking maternity leave of more than several months.

Female applicants are suggested to apply this project together with your husband if he is also a researcher in the relevant fields. In addition, your husband will be considered to be employed in the positions of postdoctoral researcher or research assistant in case of failure in this application.

## **11. Evaluations**

Tenure-track researchers will be evaluated on the basis of research progress, etc. by mid-term evaluation in the third year (FY 2015). And you will be evaluated on the basis of research progress, achievement level of mission statement, etc. by final evaluation in the fifth year (FY 2017). If you satisfy qualification and have excellent achievements, you may be promoted to tenure position. Also, it is possible to be tenured earlier in the third year if you are evaluated as outstanding and meeting criterion by mid-term evaluation.

For the tenure-track researchers who do not satisfy a certain criterion for tenure appointment at the final

evaluation, we will keep you employed for additional three years as a safety-net position. Within this period you may have the opportunity of being reassessed. We will also help you in finding another employment. In case that tenure-track researchers have a grievance against the results of the final evaluation, you will be able to lodge an objection by means of documents within 14 days from the following day of being informed the results.

## **12. Outline of Evaluations for Tenure Position**

All tenure-track researchers will be evaluated by Evaluation Committee including external panel members according to various factors; research achievements, acquiring competitive funds, management skill, leadership skill in education and research, social activities and the progress of research plan submitted with application. These aspects will be taken into consideration comprehensively by both written and oral presentation.

## **13. Application and Supplemental Documents**

### (1) Application form (Download)

Japanese and English versions are available.

### (2) List of research achievements :original paper, commentaries(Impact factor of the journal, and whether peer-reviewed or not.), books, presentation at academic conferences(specify oral or poster presentation), patents, etc.

Organize the list in chronological order, underline applicants' name and mark with asterisk (\*) if you are corresponding author. Also, please mark with circle (○) for representative research papers listed in (6).

➤ The following information need to be provided regarding original paper;

All of the authors' name, Title of the article and journal, Volume number, The first and last page number, Year of publication, Impact factor of the journal, and whether peer-reviewed or not.

➤ Please provide the following information regarding co-authored book;

Title and page numbers in your charge.

➤ Please list major presentations at academic conferences;

Major presentations include presentations at international conferences, invited presentation.

### (3) Summary of research achievements

Describe the summary of your research achievements. The summary should include the description of their relation to the representative research papers marked with (○) in (6). Please clarify specific contribution if applicant is neither the first nor the corresponding author of the publication.

### (4) List of research funds (including nongovernment subsidies)

List track record of competitive research funds. You need to specify their amount and indicate whether you are principal investigator or a research team member.

### (5) Research plan

Describe five years research plan, goals and plan for obtaining the external funds

### (6) Copy of representative research papers (5 articles or less)

They must be corresponding to the list of research achievements described in (2) with (○).

### (7) Additional documents may be requested during the selection process if necessary.

NOTE: Name of the applicants must be on all documents. All the documents should be A4 size. And all the documents other than (1) can be presented in any format.

#### **14. Application Guidelines**

Please send all of the application documents listed in Section 13 (1) – (6) to the e-mail address specified below in Section 16. All documents need to be converted to a single PDF file, and the subject of the mail needs to be as follows; Application for Tenure-Track Position (your choice of research fields in Section 6).

On the other hand, you may need to send them separately in case the attached file exceeds 20MB. In such case, please clarify each e-mail indicating 1/2 and 2/2 at the end of the subject.

EXAMPLE: Application for Tenure-Track Position (Analytical Chemistry) 1/2

Please let us know if you do NOT receive e-mail confirmation of the receipt within 7 business days. We will ensure not to disclose personal information due to confidentiality in accordance with the Personal Information Protection Law and Rules of Employment in Kochi University. However, we may possibly contact person under “Reference” in the application form to request further information if necessary.

#### **15. Key Dates and Deadlines**

(1) Closing date for application submission: 5:00 pm, March 31, 2013 (Japan Standard Time)

The position might be filled earlier than the deadline if some applicants are superior due to excellent research achievements and prospect. Then, we will be no longer accepting applications for the specified position once the status has been changed to be “Filled”.

(2) First screening (application review): Early April, 2013

We will notify applicants of the results by e-mail to the address on the application form as soon as possible. Also, you will receive e-mail along with the details of the second screening when you have been shortlisted.

(3) Second screening (interviews): Mid through Late in April, 2013 (in Asakura campus of Kochi University)

(4) Criteria for the selection

Various aspects need to be taken into consideration such as research achievements, ability, potential, prospect, self-motivated, teamwork ability with other researchers in relevant fields, etc. As a result of the screening, if there are more than one applicant who have equivalent evaluation, female and international applicants will be given preference due to diversity.

#### **16. Contact Information for Application Submissions and Inquiries**

Special Research Projects Supporting Office

Evaluation and Support Organization for Young Researchers, Kochi University

2-5-1 Akebono-cho, Kochi 780-8520, Japan

TEL: +81-88-844-8842, +81-88-844-8542

FAX: +81-88-844-8333

E-mail: [imt\\_office@kochi-u.ac.jp](mailto:imt_office@kochi-u.ac.jp)

Please refer to our website (<http://www.kochi-u.ac.jp/imt/english/>) for further information on the project.

Inquiries are handled by e-mail only. E-mail Address: [imt\\_office @kochi-u.ac.jp](mailto:imt_office@kochi-u.ac.jp)

We reply on only weekday (closed on Saturday, Sunday and national holidays).