

Tenure-Track Program

Advanced Scientific Research Leaders Development Unit
Gunma University

August 1, 2011

Gunma University seeks qualified researchers in medical sciences and engineering. Under the auspices of the *Improvement of Research Environment for Young Researchers* program to Disseminate Tenure Tracking System by the Ministry of Education, Culture, Sports, Science and Technology of Japan (MEXT), the University offers one (1) position as a Young & Ambitious (YA) Associate Professor and one (1) position as a YA Assistant Professor. Advanced Scientific Research Leaders Development Unit will be reorganized as Advanced Scientific Research Leaders Development Center in 2015.

Overview

The University has established an *Advanced Scientific Research Leaders Development Unit* (please visit the home page at <http://asrldu.dept.med.gunma-u.ac.jp/main/home.html> for more information), a program which extends beyond the University's current organizational structure and research system. (see: <http://hospital.med.gunma-u.ac.jp/advancedmed> <http://asrldu.dept.med.gunma-u.ac.jp/main/home.html/en/>) The *Unit's* purpose is to nurture leaders capable of conducting research and teaching in state-of-the-art fields of science and technology under a new tenure-track

system.

The tenure-track system offers qualified young researchers a career path to carry out their work in an autonomous research environment. Young researchers who demonstrate outstanding achievement in their fields then become eligible for full-time, tenured posts in three categories: assistant professor, associate professor, or full professor.

Research funds of ¥6,000,000 per annum will be allocated to YA Associate Professors and ¥3,000,000 per annum to YA Assistant Professors. Additionally, start-up funds will be provided during the first year following appointment, specifically ¥5,000,000 for YA Associate Professors and ¥3,000,000 to YA Assistant Professors. Offices and laboratory space will also be provided by the University. YA Associate Professors will be allocated about 60 m² and YA Assistant Professors will receive about 40 m². In addition, YA Associate Professors will also be provided with one (1) research assistant. It should be kept in mind, however, that annual allocations of research grants and office and laboratory space are subject to change depending on the annual budgets allotted to the MEXT as well as periodic reviews of research and educational activities.

All YA program appointees will be provided access to laboratories shared by Education and Research Support Center and Center for Material Research by Instrumental Analysis. For further information regarding these facilities, refer to the link above. These Centers will be instrumental in making a research project plan (to be submitted after employment) and in developing research proposals to secure external funding.

A *Mentor Advisory System* has been established to support YA staff (YA Associate Professor and YA Assistant Professor). The team of advisors comprises university professors, external advisors (non-university professionals), and consultants (specialists from overseas).

1. Positions Offered

1 YA Associate Professor

1 YA Assistant Professor

YA staff will belong to one of two “teams” which conducts research in a specialized field under the umbrella of The Advanced Scientific Research Leaders Development Unit. *The Advanced Medicine / Bioscience Research Team* will research medical science and is located at the School of Medicine’s Showa Campus. *The Advanced Engineering Research Team* focuses on science and engineering and is located on the Faculty of Engineering’s Kiryu Campus.

The following positions are being recruited:

- *Advanced Medicine / Bioscience Research Team*: one (1) YA Assistant Professor.
- *Advanced Engineering Research Team*: one (1) YA Associate Professor.

2. Affiliation

Appointees will belong to the *Advanced Scientific Research Leaders Development Unit*

3. Qualifications

- As of April 1, 2012, applicants are required to hold a PhD, and to have held an academic position in at least one of the following capacities: a research assistant, associate professor, or postdoctoral fellow (or their equivalent). In addition to the requirement above, applicants must apply within 10 years of having received their PhD (*please see “Q & A” for details*).
- Applicants should have an outstanding record of

achievement in a field of research noted in Category 6 below.

4. Duration of Employment

Successful applicants will be employed from April 1, 2012 to March 31, 2017. The performance of YA staff will be assessed periodically by the Unit's Review and Assessment Committee (URAC). Those who successfully complete the tenure evaluation process by URAC according to the Gunma University Tenure Regulations will be newly appointed as full-time tenured members of Gunma University at/before the end of the five-year program.

5. Beginning of Employment

Employment starts from April 1, 2012.

6. Fields of Research

Gunma University seeks YA scientists in the fields of research below. It is hoped these independent posts will nurture young research leaders and promote state-of-the-art research by a new generation of researchers. Applicants able to demonstrate their capabilities in their fields are encouraged to apply.

Advanced Medicine / Bioscience Research Team

- ***Recruitment #1***: Positions: one (1) YA Assistant Professor in one of the following fields: lifestyle diseases, neuroscience, other field of medical science / bioscience

Advanced Engineering Research Team

- **Recruitment #2:** Positions: one (1) YA Associate Professor in the field of mechanical systems engineering

7. Duties

- (1) Carry out a proposed research project plan submitted after employment
- (2) Advise research activities of graduate or undergraduate students and participate in the teaching of graduate or undergraduate class related to the applicant's field of research
- (3) Publish research findings
- (4) Present findings at international conferences
- (5) Apply for and obtain external research grants
- (6) Assist organizing symposia sponsored by the *Advanced Scientific Researcher Leaders Development Unit* and present findings there
- (7) Other administrative activities deemed necessary by the *Unit Steering Committee*

8. Working Conditions

- (1) Appointees will be located on either the Gunma University Showa Campus (*Advanced Medicine / Bioscience Research Team*) or on the Kiryu Campus (*Advanced Engineering Research Team*).
- (2) Appointees are subject to Gunma University employment regulations.
- (3) University regulations apply to inventions and/or discoveries produced while on the job. Subsequent intellectual property rights belong to the University.

9. Salary*

- (1) YA Associate Professors' income shall be between ¥6,600,000 and ¥8,160,000 (commensurate with academic and career qualifications), not including housing allowance.
- (2) YA Assistant Professors' annual income shall be between ¥5,520,000 and ¥6,360,000 (commensurate with academic and career qualifications), not including housing allowance.

* These figures are current as of August 1, 2011

10. Research Funds and University Support

- (1) During the first year ¥11,000,000 (including the start-up fund) will be allocated to YA Associate Professors. From the 2nd year, funds will be ¥6,000,000 per annum. YA Assistant Professors will receive ¥6,000,000 (including the start-up fund). From the 2nd year, funds will be ¥3,000,000 per annum. A floor space of about 60 m² (including office space and experimental laboratory space) is provided for YA Associate Professors. YA Assistant Professors will receive about 40 m² (including office space and experimental laboratory space). The allocation is subject to change based on the fiscal budgets provided to MEXT as well as periodic performance assessments.
- (2) YA Associate Professors will be provided with one (1) research assistant.
- (3) Support is available to YA staff via the Mentor Advisory System.
- (4) A system of leave (maternity, paternity, sick, family, etc.) is available.

11. Obtaining a Tenured Post

At the completion of five years, YA Associate and Assistant

Professors will be reviewed by the URAC, which will review the YA staff performance according to the Gunma University Tenure Regulations. Successful candidates will become full-time faculty members from April 2017. Should YA Associate or Assistant Professors be determined to be fully qualified at a time during the 5-year employment period, he/she may be hired as a full-time member of the teaching faculty prior to the end of the five-year program.

12. Application Materials (may be written in English or Japanese)

A) The following items may be submitted electronically*

- (1) Curriculum Vitae
- (2) List of Publications
- (3) List of scientific research fund grants received during the past 10 years
- (4) A *Statement of Purpose* of approximately 2000 words regarding research and educational goals. Please indicate which section of recruitment is being applied for [Recruitment No. #] on the *Statement of Purpose*.

* These forms can be downloaded from the Gunma University website.

B) The following items must be sent by post

- 1) Hard copies of the materials in 12. A) above
- 2) Copies of up to 10 publications
- 3) A letter of recommendation

13. Deadlines

- Deadline for electronic files: **September 30, 2011, 17:00 (JST)**

- Deadline for mailed materials: **October 3, 2011.**

See 15. Submitting Application Materials below for details.

14. Selection of Candidates

- (1) Selection will be determined by the examination of application materials.
- (2) Applicants may be required to interview and/or make a presentation.
 - 1) Applicants will be informed at a later date with details should an interview and/or presentation be required.
 - (3) Applicants will be informed by post in mid-December 2011.

15. Submitting Application Materials

- (1) Application forms must be in MSWord or PDF formats and uploaded to the website of the Gunma University Graduate School of Medicine
(<http://hospital.med.gunma-u.ac.jp/advancedmed/en>)
before the deadline. Uploaded files are limited to 12 megabytes.
- (2) Mail hard copies of all application forms (materials should be identical to those already sent electronically), copies of up to 10 publications and a letter of recommendation to the address below. On the envelope, indicate “Young Ambitious Scientists Program, Recruitment #”

Recruitment #1 *Advanced Medicine / Bioscience Research Team*

Personnel Office

General Administration Division

Showa District Business Department

National University Corporation Gunma University
39-22, 3-chome, Showa-machi
Maebashi-shi, Gunma 371-8511 JAPAN

Recruitment #2 (Mechanical Systems Engineering):

Personnel Office
Faculty of Engineering
National University Corporation Gunma University
1-5-1, Tenjin-cho
Kiryu, Gunma 376-8515 JAPAN

16. For further information

Should you have any questions related to the Tenure-Track Program, please write to us at:

wakate@jimu.gunma-u.ac.jp
Tel. 027-220-7511, or 7513

Should you have any questions concerning application to the Tenure-Track Program, please contact the Team for which you are applying.

Recruitment #1 *Advanced Medicine / Bioscience Research Team:*

Personnel Office
General Administration Division
Showa District Business Department

Gunma University
Tel. 027-220-7806
E-mail: m-jinji@jimu.gunma-u.ac.jp

Recruitment #2 *Advanced Engineering Research Team:*

Kiryu Campus, Faculty of Engineering
Gunma University
Tel. 0277-30-1015
E-mail: t-syomu@jimu.gunma-u.ac.jp