

Job Opportunity for Professors or Associate Professors under the University of Toyama “ Women Research Leader Advancement Project”

The University of Toyama, in its Fourth Medium-Term Goals, aims to build a foundation for the continuous creation of new value and sustainable development as a hub of knowledge by increasing the diversity of its researchers, including young researchers, women researchers, and international researchers. Based on this objective, the University's Medium-Term Plans call for strengthening its diversity promotion framework and developing an institutional culture, organizational structure, and research environment in which women researchers and researchers from diverse backgrounds can thrive throughout the university.

Looking ahead to the Fifth Medium-Term Goals and Plans, the university seeks to foster regional sustainability through the co-creation of new value and the development of human resources in partnership with society by promoting education that integrates knowledge across the humanities, sciences, and the arts. Such education is intended to foster flexibility of thought, creativity, empathy, contextual understanding, and interdisciplinary competencies that cannot be fully replicated by generative AI.

To strengthen its education and research systems as a university capable of fostering innovation, it is essential to provide an environment in which researchers with diverse backgrounds can achieve their full potential. However, the proportion of women faculty members at the university remains low, particularly at the professor and associate professor levels.

Accordingly, as a positive action measure pursuant to Article 8 of the Equal Employment Opportunity Act, the university is implementing this project with the aim of increasing the proportion of women faculty members at the professor and associate professor levels who can demonstrate leadership in research. Through this initiative, the university seeks to further enhance diversity and reinforce its education and research systems.

This project is open to all academic disciplines at the University of Toyama and is not restricted to any particular field of research. Selected candidates will be appointed as either professors or associate professors through a university-wide selection process.

1. Number of Recruits	Up to 5 positions (to be appointed as Professor or Associate professor)
2. Affiliation, etc.	Faculty members appointed under this project will belong to one of the following Faculties: Humanities, Education, Social Sciences, Science, Sustainable Design, Engineering, Medicine, Pharmaceutical Sciences, Art and Design, Liberal Arts and Sciences, or Education and Research Promotion. Faculty members at the University of Toyama are affiliated with Faculties. Information on the research fields of faculty members in each Faculty is available through the University of Toyama Researcher Profile (Pure): https://u-toyama.elsevierpure.com/
3. Areas of Specialization	Research areas covered under this project encompass all academic fields, ranging from the humanities and social sciences to the natural sciences, provided that they contribute to the promotion of integrated education and research across the humanities, sciences, and arts. Applicants are expected to engage in one of the following research categories: (1) Strategic Research Areas: Research fields in which the University possesses recognized strengths, including carbon neutrality, healthcare, drug discovery, light metals, and data science; (2) Interdisciplinary Research Areas: Research fields that promote collaboration across disciplinary boundaries; (3) Emerging Research Areas: Research fields that complement and support existing disciplines and contribute to their further development, including artificial intelligence, mathematical and data sciences, environmental economics, and economic analysis.
4. Scheduled date of employment and period of employment	Expected Appointment Date: As soon as possible on or after April 1, 2027 Period of Appointment: The period of appointment shall be in accordance with the University of Toyama Regulations Concerning the Terms of Office of Academic Staff. Please refer to the attached appendix for a bilingual (Japanese-English) extract from the Regulation. * The applicable term of appointment varies depending on the faculty and position.
5. Eligibility	- Must be a female researcher. * In accordance with the provisions of Article 8 of the Equal Employment Opportunity Act (Special Provisions on Measures Concerning Female Workers), we will conduct an open recruitment program limited to women as a measure to actively improve the percentage of female researchers. - Must hold a doctoral degree (including equivalent degrees awarded outside Japan, such as a Ph.D.). - Must be capable of teaching and supervising students at both the master's and doctoral levels. - Must have at least 7 years of experience in education and research at a higher education institution, or professional experience in industry or a related sector, for appointment as Professor, and at least 5 years of such experience for appointment as Associate Professor. - Demonstrated motivation to secure external research funding, including Grants-in-Aid for Scientific Research (KAKENHI). - Ability to actively contribute to university-wide activities, including community engagement activities. - Ability to contribute to the preparation and review of entrance examination questions. - Ability to conduct education and research activities in English is desirable. - Willingness to contribute to liberal arts education. - Strong commitment to the education of international students.

6. Documents to be submitted	(1) Curriculum Vitae (Form 1) (2) Publications (Form 2) (2-1 Books, 2-2 Original Papers, 2-3 Review article, 2-4 Others, 2-5 Conference Presentations) (3) Reprints of major papers (up to 3 papers) (4) Summary of educational and research activities to date (about 2 sheets of A4 paper, no prescribed format) (5) Aspirations for future education and research (about 2 sheets of A4 paper, no prescribed format) (6) List of Grants-in-Aid for Scientific Research (Form 3-1) and List of External Funds (Excluding Grants-in-Aid for Scientific Research) (Form 3-2) (7) Other social contributions that you would like to make a special note of (about 1 sheet of A4 paper, no prescribed format)
7. Application Deadline	Friday, October 16, 2026, 17:00 [Japan Standard Time]
8. Selection process	Applications will be screened by the faculty with which the applicant wishes to be affiliated. Candidates who pass the document screening will be invited to an online interview conducted by university executives and other relevant personnel. In addition, the relevant Faculty may conduct an interview, online or otherwise, if deemed necessary following the document screening.
9. How to send application documents	Please contact the person in charge of the university (jinjinin@adm.u-toyama.ac.jp) by e-mail stating that you would like to apply. In doing so, please write "Application for Women Research Leader (Professor or Associate Professor)" in the subject line, and write the following four items in the body: (1) name, (2) contact email address, (3) contact phone number, and (4) Preferred Faculty affiliation. We will contact you by e-mail with the upload address of your application documents, so please upload the complete application documents in PDF format by "No.7 Application Deadline". *If you do not receive a reply from the upload destination within 2~3 days (excluding weekends and holidays), please be sure to contact us to confirm. *It is also possible to apply by sending electronic documents online using the web application function of JREC-IN Portal.
10. Person in charge, Inquiries	Human Resources Division, General Affairs Department, University of Toyama e-mail jinjinin@adm.u-toyama.ac.jp
11. Working Conditions, etc.	This shall be in accordance with the University's Employee Employment Regulations.
12. Others	(1) If necessary, you may be asked to submit additional materials. (2) The form is posted on the "Faculty and Staff Recruitment Information" on the university's website (https://www.u-toyama.ac.jp/outline/faculty_member/teacher_employee/) and on the JREC-IN Portal.