November 13th, 2026

To All Applicants:

Norifumi Shioda, PhD
Director, Institute of Molecular Embryology & Genetics
Kumamoto University

**Invitation for Applications for Professor or Independent Associate Professor Positions at the Institute of Molecular Embryology and Genetics (IMEG) (from April 1, 2027: Department of Advanced Life Sciences, Division of Life Sciences, Faculty Organization ), Kumamoto University (Women-Only Recruitment)**

The Institute of Molecular Embryology and Genetics (IMEG) (from April 1, 2027: Department of Advanced Life Sciences, Division of Life Sciences, Faculty Organization ) at Kumamoto University is currently accepting applications for the position of Professor or Associate Professor (*1 Independent Associate Professor) .

We welcome applications from individuals who can develop original research in the following areas: (1) the control mechanisms of life at the cell, organ, or individual levels; (2) the origin, maturation and regeneration of internal organs and tissues; (3)Pathogenesis associated with abnormal development or maturation; (4)the quantification and mathematical modeling of life phenomena; and (5) the integration of life phenomena and engineering fields, and who can actively promote joint research collaboration and exchange with IMEG faculty members.

*1 An “independent associate professor” at IMEG is an associate professor who manages their own laboratory and can be promoted to full professor based on evaluation and assessment of their achievements (in recent years, one independent associate professor was promoted to full professor in AY2011, and two in AY2022).

This recruitment allows you to apply for any of the following positions: Professor or Associate Professor (Independent Associate Professor. It is also possible to apply for both positions. The selection committee will take this into consideration, so please specify the desired position(s) ("Professor," or "Associate Professor (Independent Associate Professor)) in the "Research & Education Aspirations " [Form 5] of your application.

IMEG’s mission is to conduct world-class research and develop highly successful life-science researchers in the field of embryonic medicine. Certified by the Japanese Ministry of Education, Culture, Sports, Science and Technology (MEXT) as a national cooperative research center, we promote collaboration between domestic and international research communities. In 2012, we established the Center for Organ Regeneration Research (CORRE) for the purpose of bridging the gap between pure research and clinical practice. Furthermore, in 2022, we established the "Research Center for High Depth Omics" and established the system to perform high-depth analysis at the single-cell level.

**Research Environment Providing Strong Support for the Launch of Young Independent Researchers**

At IMEG, the Liaison Laboratory Research Promotion Center (LILA) has been established, where a dedicated team of technical specialists, including three PhD holders, supports research. This support system enables researchers to immediately engage in advanced research, including the management and operation of the latest common equipment and data analysis support, upon their appointment. http://www.imeg.kumamoto-u.ac.jp/lila/

Additionally, the Institute of Resource Development and Analysis (IRDA), which is located adjacent to IMEG, located adjacent to IMEG, maintains a comprehensive animal experimentation and technical support system that utilizes genetically modified mice."

In this recruitment, we are seeking up-and-coming Professors or Associate Professors (Independent Associate Professors) who will lead their own laboratories and leverage the research environment at IMEG to advance cutting-edge research in medical and life sciences.

(Note) Kumamoto University will transition to a new faculty personnel system and faulty organizational structure effective April 1, 2027.

**Supportive Environment for Female Researchers**

Kumamoto University promotes gender equality. Additionally, IMEG conducts its own gender equality initiatives. For this reason, we welcome and encourage applications from female researchers for this selection process, and the position is exclusively for women.

http://www.imeg.kumamoto-u.ac.jp/danjo/

*For an overview of IMEG, please refer to our website at: http://www.imeg.kumamoto-u.ac.jp/en/

## Details

| | | |
|---|---|---|
| 1. | Job Title & Number of Positions | Professor or Independent Associate Professor: 1 |
| 2. | Affiliation | The Institute of Molecular Embryology & Genetics (IMEG), Kumamoto University<br>(Note) From April 1, 2027:<br>Affiliation: Department of Advanced Life Sciences, Division of Life Sciences, Faculty Organization, Kumamoto University |
| 3. | Start of Employment | As soon as possible after 1st of June, 2027 (negotiable). |
| 4. | Required Qualification | Must hold a doctoral degree(s) (including equivalent degrees awarded overseas). |
| 5. | Application Deadline | Must arrive by **17:00, 28th of December , 2026 (JST)** |

6. Working Conditions

・Employment Type:
(Immediately upon employment) Engage in duties as a professor or associate professor (independent associate professor)
(Scope of changes) Duties as specified by Kumamoto University

・Type of Employment:
Specialized Discretionary Labor System based on mutual agreement
The working hours are left to the discretion of the employee, with the daily working time considered to be 7 hours and 45 minutes.

・Term of Employment: Fixed-term position
- **Professor**: 5 years from the date of appointment (one reappointment is possible; subject to review, conversion to a tenure-track position without a fixed term may be possible).
- **Associate Professor (Independent Associate Professor)**: 5 years from the date of appointment (one reappointment is possible; subject to review, promotion to professor may be possible within 10 years of employment).

*Reference: Kumamoto University Regulations on Term of Employment for Employees*
http://kokai.jimu.kumamoto-u.ac.jp/~kisoku/act/frame/frame110000060.htm

・Probationary Period: 6 months

・Place of Work:
(Immediately upon employment) Kumamoto University Honjo Central Area
(Scope of changes) As specified by Kumamoto University

・Overtime Work:
Overtime, including late-night and holiday work, may be required.

・Salary:
In accordance with the Kumamoto University Regulations on Salary for Employees under the Annual Salary System (2nd-grade annual salary system).

・Social Insurance:
Enrollment in the Ministry of Education, Culture, Sports, Science and Technology (MEXT) Mutual Aid Association, Employment Insurance, and Workers' Accident Compensation Insurance.

・Employer: Kumamoto University

7. Post-employment Conditions:

Professors and associate professors (independent associate professors) are expected to be responsible for lectures at the graduate school (Graduate School of Medical Sciences or Graduate School of Pharmaceutical Sciences or Graduate School of Science and Technology) and for providing research guidance to graduate students. Upon appointment, you will be provided with dedicated research space and setup funds. Additionally, depending on your position, the following staff employment options are available:

- **Professor**: Subject to review, one faculty member (associate professor or assistant professor) will be hired, and one postdoctoral researcher will be given priority placement for two years. If research achievements are particularly outstanding, an additional faculty member (assistant professor) may be appointed.
- **Associate Professor (Independent Associate Professor)**: Subject to review, one faculty member (Assistant Professor) may be hired.

8. Application Materials:

(1) Letter of Recommendation (from one (1) recommender)
(2) Contact Information for Recommender (name, affiliation, title, contact details (phone number, email address))
(3) Resume [Form 1]
- Please be sure to include your email address and contact information.
- Please indicate in the remarks any periods of extended leave from work due to childbirth, childcare, or nursing care (for elderly relatives).

(4) List of Achievements [Form 2]
(5) List of Major Research Papers (including reviews) [Form 3]
(6) Outline of Achievements Related to Research and Education [Form 4]
(7) Aspirations for Research and Education [Form 5]
(8) Research Plan [Form 6]
(9) Reprints of up to five (5) major papers
Please attach reprints of up to five major papers listed in the major research papers.

*The forms for (3) to (8) can be downloaded from the following websites:*

・Kumamoto University website [Recruiting Information]
https://www.kumamoto-u.ac.jp/daigakujouhou/saiyou/index

・Institute of Molecular Embryology and Genetics (IMEG) website https://www.imeg.kumamoto-u.ac.jp/en/

9. Submission Method: Email
   - ・Applicants should submit electronic versions (PDF) of the application materials (2) through (8) listed in "8. Application Materials". Please combine items (2) through (8) into a single PDF file, and submit item (9) as individual PDF files for each paper. Ensure that all file names include your name in alphabetical characters.
   - ・Example: (2) to (8): Taro_Kumadai_CV.pdf; (9): Taro_Kumadai_1.pdf, Taro_Kumadai_2.pdf, Taro_Kumadai_3.pdf, Taro_Kumadai_4.pdf, Taro_Kumadai_5.pdf
   - ・The letter of recommendation (item (1)) should be sent directly by the recommender to the submission address via email.
   - ・The subject line of the email should be "Kumamoto University IMEG Application Documents - «Your Name»"
   - ・Please note that the maximum email size is 20MB. If the total file size exceeds 20MB, please notify us in advance by email. We will provide a URL for submission.
   - ・After receiving the application documents, the administrative staff will send a confirmation email. If you do not receive a confirmation email within three business days, please contact us at the phone number listed in "10.

10. Submission and Contact Information:
    Administrative Division of Research Centers for Life Sciences
    Kumamoto University
    2-2-1 Honjo, Chuo-ku,Kumamoto, 860-0811 JAPAN
    E-mail：iys-senter-2@jimu.kumamoto-u.ac.jp
    Phone: +81 96 373 6637

11. Person Responsible:
    Norifumi Shioda, IMEG Professor or Associate Professor (Independent Associate Professor) Selection Committee

12. Other Information:
    - In the selection process, candidates may be asked to present at a seminar or to be interviewed (which may be conducted online).
    - Personal information provided in the application materials will be used solely for the purpose of this selection and employment process in accordance with Kumamoto University regulations.
    - This recruitment is conducted exclusively for women as a measure to actively improve the significantly low percentage of female faculty members, in accordance with Article 8 of the "Equal Employment Opportunity Act" (Special Provisions for Measures Pertaining to Female Workers).
    - If no applications are received during the period of exclusive recruitment for women, or if no candidates are selected as a result of the selection process, the recruitment will be opened to general applicants.
    - Kumamoto University promotes diversity.
      Please refer to the following URL for child-rearing support and gender equality initiatives at Kumamoto University: https://diversity.kumamoto-u.ac.jp/
    - In the evaluation of performance, the periods of parental leave, caregiving leave, and maternity/paternity leave (hereinafter referred to as 'parental leave, etc.') will be considered as follows (if there are multiple periods, they will be combined):
      - When evaluating performance over the past five years and the number of years spent engaged in research, the number of years equivalent to the periods of parental leave, etc., taken during the evaluation period will be added to the evaluation period.
      - When calculating and evaluating the number of years engaged in research, the number of years equivalent to the periods of parental leave, etc., taken during the evaluation period will be subtracted from the total years of research engagement.

- Kumamoto University offers a system that enables principal investigators to allocate a portion of direct expenses from competitive research grants or privately funded joint research toward salary supplements (up to 10 million yen per year for professors, up to 8 million yen per year for associate professors). Alternatively, these funds may be used as discretionary research expenses or to support the employment of early-career researchers.
  For details, please refer to the following website:
  https://www.kumamoto-u.ac.jp/kenkyuu_sangakurenkei/kenkyuu/kenkyu/jwalct
  Note: This website is available in Japanese only.