

**Position for Assistant Professor (Jokyo) in the Laboratory of Agricultural Cooperatives,
Research Faculty of Agriculture, Hokkaido University – Women Only**

August 27th, 2025

We are inviting applications for the position of Assistant Professor in the Laboratory of Agricultural Cooperatives, Research Group of Agricultural Economics, Research Faculty of Agriculture, Hokkaido University.

1. Title of position:

Assistant Professor (Tenure-track; see Appendix 1).

2. Affiliation:

[Immediately after hiring] Laboratory of Agricultural Cooperatives, Research Group of Agricultural Economics, Division of Fundamental Agriscience Research, Research Faculty of Agriculture, Hokkaido University (see Appendix 2).

[Scope of Change] Location as determined by the University

3. Responsibilities:

[Immediately after hiring] Duties concerning education and research at the Research Faculty of Agriculture, Graduate School of Agriculture, and School of Agriculture

[Scope of Change] Duties as determined by the University

4. Duties in education:

Lectures, seminars, experimental work, practical training, and exercise courses provided in Graduate School of Agriculture and School of Agriculture, Hokkaido University (see Appendix 3).

5. Qualifications:

(1) Applicants should have or are expected to have a doctoral degree or Ph.D.

(2) Being female. (This recruitment is limited to females as a positive action to correct the employment ratio between men and women, based on the provisions of Article 8 of the Equal Employment Opportunity Law.)

(3) The successful applicants should possess an excellent track record regarding theoretical and empirical research into agricultural cooperatives and related domains in Japan and other countries, as well as the ability to supervise undergraduates and postgraduates including international students (see Appendix 4).

(4) Applicants should be able to provide research guidance regarding the above subjects for undergraduate and graduate students in Japanese and English (see Appendix 2,3).

(5) Applicants should arrive at this post on the scheduled date.

6. Application materials (Two hard copies each except for (4)):

(1) Curriculum vitae *

(2) Publication list and biographical data on research activities *

(3) Summary of research activities with citing the reference number matching the publications list (either around 800 words in English or around 1,000 characters in Japanese)

(4) PDF files of all publications from the "(1) Scholarly journal articles and books" in the publication list (Submit PDF files of the names corresponding to the publication list in a USB memory stick or other electronic media. Submit two sets of reprints or photocopies of only those that could not be included in a USB memory stick or other electronic media due to difficulties in converting them into PDF files.)

(5) Summary of educational activities including those made in Japanese and applicant's perspectives on education (either around 800 words in English or around 1,000 characters in Japanese)

(6) Summary of applicant's perspectives on research (either around 800 words in English or around 1,000 characters in Japanese)

(7) The list of two references for the applicant, showing their names, institution, position, telephone number, and e-mail address

* Forms of curriculum vitae, publication list, and biographical data on research activities are available at the URL of Hokkaido University. (<https://www.agr.hokudai.ac.jp/i/subscription>)

Applicants are advised to make a change in the format of the publication list “(1) Scholarly journal articles and books”. The order of sub-items should be altered as following: 1) Books, 2) Peer-reviewed original articles, 3) Other original articles (such as works published in bulletins, published by universities and reports published by research institutions and laboratories), 4) Other peer-reviewed articles.

Remarks: If you have experienced interruptions or delays in your research activities due to reasons such as childbirth, childcare, nursing care, or illness, you may indicate such periods in your curriculum vitae.

We will give due consideration in performance reviews.

Please note that an interview may be conducted if necessary. In that case, the applicant is responsible for any travel expenses.

The submitted document will not be returned to the applicant. Applications will not be used for purposes other than this job posting.

7. Deadline for application:

September 30th, 2025 (The application materials must arrive at Hokkaido University no later than this date.)

8. Scheduled starting date for this position:

January 1st, 2026

9. Destination of the documents:

Prof. Tomohiko Kubo, Chair of the Personnel Committee, Ph.D.

Research Faculty of Agriculture, Hokkaido University,

Kita 9 Nishi 9, Kita-ku, Sapporo 060-8589, Japan

Tel: +81-11-706-3350 (Personnel section in Research Faculty of Agriculture, Hokkaido University)

* The requested documents should be submitted via registered mail (or a similar method) to the postal address indicated above. Please specify "Application for Assistant Professor in the Laboratory of Agricultural Cooperatives" in red on the front of envelope.

10. Contact person:

Prof. Hiroshi Sakazume, Ph.D.

Research Faculty of Agriculture, Hokkaido University,

Kita 9 Nishi 9, Kita-ku, Sapporo 060-8589, Japan

Tel: +81-11-706-2457, E-mail: sakazume@agr.hokudai.ac.jp

11. Compensation:

(1) Probation Period:

Three months

(2) Salary:

National University Corporation Hokkaido University Salary Regulations for Faculty Subject to Annual Salary System

(3) Working hours, etc.:

•Discretionary Labor System for Professional Work or Fixed Working Hour System based on agreement

•Determined in accordance with the Hokkaido University Working Hours, Break Times, Holidays, and Leave Rules

•[For Discretionary Labor System for Professional Work]

The work hours per day are deemed as 7 hours and 45 minutes

•[For Fixed Working Hour System]

Work hours: 8:30 to 17:00

Break time: 12:15 to 13:00

Overtime work: Applicable

(4) Health Insurance, Pension, and Other Insurance:

•Mutual association of the Ministry of Education, Culture, Sports, Science and Technology

•Employee pension

•Workers' accident compensation insurance

•Employment insurance

(5) Support for female faculty members:

To support faculty members, there is a system in place to subsidize the employment costs of technical assistants (see Appendix 5).

12. Name of Hiring Institution:

Hokkaido University

13. Measures to Prevent Second-hand Smoke:

No smoking on campus except for the designated outside smoking areas.

14. Others

Hokkaido University has announced the “Statement on the Promotion of Diversity and Inclusion” and is striving to promote education and research activities by diverse human resources. We are also striving to create an environment that empowers all members of the University to demonstrate their abilities to the fullest.

Web page of the Statement on the Promotion of Diversity and Inclusion.

URL: https://diversity.synfoster.hokudai.ac.jp/en/statement_en/

Appendix

1. For Assistant Professor, initial term of employment is 5 years, and an additional term of employment is limited to an additional 5 years. To qualify for a tenure positions, the candidate’s performance during employment will be evaluated.

2. Research Group of Agricultural Economics has five laboratories: Agricultural and Environmental Policy, Farm Business Management, Agricultural and Rural Development, Agricultural Cooperatives, and Food and Agricultural Marketing. The Laboratory of Agricultural Cooperatives conducts theoretical, historical, and empirical research and education on cooperatives, particularly agricultural cooperatives in Japan and other countries, mainly in the Asian region. The research is unique in analyzing the philosophy, organizational structure, business structure, and the foundations and conditions for their existence from a socio-economic perspective.

3. The successful applicant will give lectures partly or fully listed below, which the Laboratory of Agricultural Cooperatives is responsible.

(1) Subjects taught in the Graduate School of Agriculture:

Study on Agricultural Science I•II, Seminar on Agricultural Science I•II, Advanced Cooperatives and others.

(2) Specialized subjects taught in the School of Agriculture:

Agricultural Cooperatives, History of Rural Society, Farmers’ Organizations, Practical Field Work in Rural Areas, Introduction to Agricultural Economics, Seminar on Agricultural Economics I•II•III, Graduation Research, Graduation Thesis and others.

(3) Subjects in the general education: General education exercises and others.

4. The successful applicants should demonstrate an excellent track record of research into agricultural cooperatives in Japan and other countries (especially Central Asia), and outstanding skills and rich experience in research and education in the field of agriculture and rural areas, as well as experience in building relationships with related agricultural organizations.

5. The Diversity and Inclusion Promotion Headquarters of our university is implementing various initiatives in addition to the project to subsidize the employment costs of technical assistants as shown in the attached document. (Results for FY 2025)

URL: <https://www.dei.hokudai.ac.jp/en/>

attached document

1. Support for the employment of technical assistants over life events

| Support recipient | woman | man | Maximum support amount (six months) |
|---|-------|-----|-------------------------------------|
| (A) Researchers who need to halt research due to leave such as maternity leave and childcare leave, care leave | | | 450,000 yen |
| 1. Researcher taking leave for one month or longer (Support is available from two months prior to the expected date of childbirth) | ○ | | |
| 2. Researcher taking leave for two months or longer (The period of support begins one month prior to the start of childcare leave) | | ○ | |
| 3. Researchers who take one month or more of nursing care leave | ○ | ○ | |
| (B) Researchers who are pregnant and are obliged to take specific medical examination (listed below), and have difficulty in work life balance because they cannot carry out a kind of experiment by themselves | ○ | | 250,000 yen |
| (C) Researchers other than those listed above | | | 400,000 yen |
| 1. Researchers who take care of children under the first grade of elementary school alone or with a partner of full-time job *1 | ○ | ○ | |
| 2. Researchers who routinely need to give cares to their family such as elder member and have difficulty in work life balance *2 | ○ | ○ | |
| 3. Other researchers who find it particularly difficult to balance work and family life due to their own life events | ○ | ○ | |

*1 In this case, childcare must be done in the same household by a researcher and his full-time working partner only.

*2 This case may apply even if a researcher has difficulty in balancing a life event and research due to a reason such as the researcher's regular hospital visits.

2. Support for the employment of technical assistants for active female leaders

| Support Eligibility | woman | man | Maximum support amount (six months) |
|--|-------|-----|--|
| ◆Support for female leaders <ul style="list-style-type: none"> Female professors and associate professors (including specially appointed faculty members) at our university In particular, researchers who find it difficult to secure sufficient time for research due to duties associated with holding important positions*1 within and outside the university, such as university management and social contribution activities | ○ | | 1,800,000 yen April to February of the following year |

*1 "important positions" Positions at the university or departmental administrative offices (vice president, vice director, assistant director, research institute director, deputy research institute director, council member, representative, etc.), positions within the Japan Academy of Sciences or academic societies (such as President, Councilor, Committee Member, Subcommittee Member, Affiliated Member, Chairperson, Vice-Chairperson, etc.), and positions on advisory committees of national or local governments, etc., which require continuous service over a long-term period (one year or more) and entail ongoing workloads, as well as positions appointed through requests or elections from other organizations or entities.