

Position for Professor in the Laboratory of Plant Breeding,  
Research Faculty of Agriculture, Hokkaido University

August 27th, 2025

We are inviting applications for the position of Professor in the Laboratory of Plant Breeding, Research Group of Applied Bioscience, Division of Fundamental Agriscience Research, Research Faculty of Agriculture, Hokkaido University.

1. Title of position:

Professor

2. Affiliation:

- [Immediately after hiring] Laboratory of Plant Breeding, Research Group of Applied Bioscience, Division of Fundamental Agriscience Research, Research Faculty of Agriculture, Hokkaido University (see Appendix 1).
- [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. Qualifications:

- 1) Applicants must have a Ph. D.
- 2) Applicants must have internationally recognized research achievements related to plant breeding and genetics using rice and its wild species as materials. Additionally, applicants must be able to provide research guidance in both Japanese and English to undergraduate and graduate students in the laboratory (see Appendix 1).
- 3) Applicants must have the ability to provide educational guidance regarding the above subjects for undergraduate and graduate students in both Japanese and English (see Appendixes 2 and 3).
- 4) Applicants must arrive at his/her post on the scheduled date.

5. Application materials:

- 1) Two sets of curriculum vitae \*.
- 2) Two sets of publication lists and biographical data on research activities \*.
- 3) Two sets of summaries of research activities with citing the reference number in the publication list (either around 800 words in English or around 1,000 characters in Japanese).
- 4) PDF files of all peer-reviewed publications (Submit PDF files in a USB memory stick or other electronic media. File names should include reference numbers.)
- 5) Two sets of summaries of the applicant's perspectives on education and (if any) educational activities, including those made in English (either around 800 words in English or around 1,000 characters in Japanese).
- 6) Two sets of summaries of the applicant's perspectives on research (either around 800 words in English or around 1,000 characters in Japanese).

7) Two sets of the list of two references for the applicant, showing their names, institutions, positions, telephone numbers, and e-mail addresses.

\* 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>)

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.

6. Deadline for application:

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

7. Scheduled starting date of employment:

April 1st, 2026

8. 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 an equivalent postal service) to the postal address indicated above. Please write "Application for Professor in the Laboratory of Plant Breeding" with red ink on the envelope.

9. Contact person:

• Prof. Masayuki Okuyama, Ph. D.  
Research Faculty of Agriculture, Hokkaido University,  
Kita 9 Nishi 9, Kita-ku, Sapporo 060-8589, Japan  
Tel: +81-11-706-2808, E-mail: [okuyama@agr.hokudai.ac.jp](mailto:okuyama@agr.hokudai.ac.jp)

10. Compensation:

1) Probation period:

• 3 months.

2) Salary:

• The 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, etc:

- Mutual association of the Ministry of Education, Culture, Sports, Science and Technology.
- Employee pension insurance.
- 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 4).

11. Name of recruiter institution:

Hokkaido University.

12. Measures to prevent secondhand smoke:

Smoking in designated areas only.

13. 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/](https://diversity.synfoster.hokudai.ac.jp/en/statement_en/)

## Appendix

1. The Laboratory of Plant Breeding is a member of the Research Group of Applied Bioscience, which is comprised of six laboratories. The Laboratory of Plant Breeding is conducting research on the following topics using crops (mainly rice and its wild species): reproductive isolation mechanisms in interspecific hybrids, the breeding utilization of polyploidy, and the construction of plant developmental models using mathematical analysis methods. The laboratory primarily uses crops, mainly rice, for its research. We seek an individual with exceptional ability and experience in crop breeding and related fields. The candidate will promote international research in these areas and educate and supervise undergraduate and graduate students

participating in the research.

2. The Laboratory of Plant Breeding is responsible for all or part of the following subjects, and the Professor employed in this position will have sole or partial responsibility for them.
  - (1) Subjects in the Graduate School of Agriculture: Study on Agricultural Science I·II, Seminar on Agricultural Science I·II, Advanced General Agricultural Plant Science, Advanced Seminar on Agricultural Plant Science, Advanced Agrobiological Science, Advanced Seminar on Agrobiological Science, and others.
  - (2) Subjects in the School of Agriculture: General Genetics, Plant Breeding I·II, Introduction to Applied Biosciences, Seminar in Applied Bioscience I·II·III·IV, Laboratory Work on Biology, Graduation Thesis, and others.
  - (3) Subjects in the general education, and others.
3. The Laboratory of Plant Breeding participates in “The Global Education Program for AgriScience Frontiers”. This program provides education to graduate students, mostly international students, in English. Therefore, applicants should have the ability to educate graduate students in English.
4. 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)	<input type="radio"/>		
2. Researcher taking leave for two months or longer (The period of support begins one month prior to the start of childcare leave)		<input type="radio"/>	
3. Researchers who take one month or more of nursing care leave	<input type="radio"/>	<input type="radio"/>	
(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	<input type="radio"/>		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	<input type="radio"/>	<input type="radio"/>	
2. Researchers who routinely need to give cares to their family such as elder member and have difficulty in work life balance *2	<input type="radio"/>	<input type="radio"/>	
3. Other researchers who find it particularly difficult to balance work and family life due to their own life events	<input type="radio"/>	<input type="radio"/>	

\*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)
<p>◆Support for female leaders</p> <ul style="list-style-type: none"> <li>▪ Female professors and associate professors (including specially appointed faculty members) at our university</li> <li>▪ 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</li> </ul>	○		<p>1,800,000 yen</p> <p>April to February of the following year</p>

\*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.