

**Position for Assistant Professor (Jokyo) in the Laboratory of Soil Science,
Research Faculty of Agriculture, Hokkaido University - Women Preferred**

August 27th, 2025

We are inviting applications for the position of Assistant Professor in the Laboratory of Soil Science, Research Group of Bioscience and Chemistry, Division of Fundamental Agriscience Research, Research Faculty of Agriculture, Hokkaido University. Please inform potential candidates of the following details on this position.

1. Title of position:
Assistant Professor (Tenure-track; see Appendix 1)
2. Affiliation:
[Immediately after hiring] Laboratory of Soil Science, Research Group of Bioscience and Chemistry,
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] Education and research related to the Research Faculty of Agriculture, the
Graduate School of Agriculture, and the School of Agriculture.
[Scope of change] Duties as specified by the University
4. Duties in education:
Lectures, seminars, experimental work, practical training, and exercise courses related to Soil Science
provided in Graduate School of Agriculture and School of Agriculture, Hokkaido University (see
Appendix 3)
5. Qualifications:
 - (1) Applicants should have a doctoral degree or Ph.D. (including expected in March 2026).
 - (2) In this recruitment, as a positive action to correct the employment ratio between man and women,
priority will be given to women in selection process when the research and education capabilities of
the applicant are equal, in accordance with the provisions of Article 8 of the Equal Employment
Opportunity Law.
 - (3) Applicants should possess excellent knowledge and research techniques related to soil science, plant
nutrition, biogeochemistry, and statistics, and have an outstanding research achievement related to
nutrient cycling in soil-plant ecosystem and its control. (see Appendix 4).
 - (4) Applicants should have the ability to provide research guidance regarding the above subjects for
undergraduate and graduate students both in Japanese and in English.
 - (5) Applicants must arrive at his/her post on the scheduled date.
6. Application materials:
 - (1) Two sets of curriculum vitae *
 - (2) Two sets of publication list and biographical data on research activities *
 - (3) Two sets of summary 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 of the names corresponding to the
publication list in a USB memory stick or other electronic recording media)
 - (5) Two sets of summary of 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 summary of 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 his/her name, 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>)

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 of employment:

April 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)

Remarks: The requested documents should be submitted via registered mail to the postal address indicated above. Please indicate on the envelope "Application for Assistant Professor in the Laboratory of Soil Science" in red.

10. Contact person:

Prof. Satoru FUKIYA, Ph.D.

Research Faculty of Agriculture, Hokkaido University,

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

Tel: +81-11-706-2501, E-mail: s-fukiya@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 position, the candidate's performance during employment will be evaluated.
2. The Laboratory of Soil Science constitutes the Research Group of Bioscience and Chemistry, together with six other laboratories, namely, Plant Nutrition, Natural Product Chemistry, Microbial Physiology, Biochemistry, Nutritional Biochemistry, and Food Biochemistry.
3. The successful applicant will partly or fully give the lectures listed below, for which the Laboratory of Soil Science is responsible. The laboratory participates in “the Global Education Program for AgriScience Frontiers” and also provides education in English.
 - (1) Subjects in the Graduate School of Agriculture: Study on Agriculture Science I & II, Seminar on Agricultural Science I & II, Advanced Regional Environment I & II, Mitigation of Global Warming Effect, and others.
 - (2) Subjects in the School of Agriculture: Introduction to Soil Science and Plant Nutrition, Soil Science I & II, Laboratory Work on Bioscience and Chemistry I, Seminar on Bioscience and Chemistry I, II, III, IV, & V, Graduation Thesis, and others.
 - (3) Subjects in the general education: General Education Exercise, and others.
4. The Laboratory of Soil Science conducts education and research on the development of optional soil management techniques that contribute to the promotion of sustainable and environmentally friendly agriculture, based on research in the nutrient cycling in agro-ecosystems. For this call for recruitment, we expected the following:
 - (1) Applicants should have excellent knowledge and research achievement related to soil science with the aim of developing environmental conservation agriculture. Applicants should have extensive experience in field research, including soil surveys, and have broad knowledge regarding the development of soil management techniques under various land-use environments. In particular, applicants must have an excellent achievement in issues related to emissions of soil-derived greenhouse gases such as carbon dioxide, the dynamics and balance of nutrients such as carbon and nitrogen in soil-plant ecosystems. International research collaborative experience is also desirable.
 - (2) Applicants should have a strong motivation to educate graduate and undergraduate students, including international students in the Global Education Program for AgriScience Frontiers, and the ability to participate in research and thesis supervision.
5. The Diversity and Inclusion Promotion Headquarters of Hokkaido 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 FY2025: <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)
◆ Support for female leaders <ul style="list-style-type: none"> Female professors and associate professors at the University. (including specially appointed faculty members) 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. 	<input type="radio"/>		1,800,000 yen (April to February)

*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.