

**Position for Associate Professor in the Laboratory of Animal Genetics and Reproduction,
Research Faculty of Agriculture, Hokkaido University – Women Only**

August 27th, 2025

We are inviting applications for the position of Associate Professor in the Laboratory of Animal Genetics and Reproduction, Research Group of Animal Science, Division of Agriculture, Frontiers in Biosciences, Research Faculty of Agriculture, Hokkaido University.

1. Title of position:

Associate Professor.

2. Affiliation:

[Immediately after hiring] Laboratory of Animal Genetics and Reproduction, Research Group of Animal Science, Division of Agriculture, Frontiers in Bioscience, 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. 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 2).

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) Applicants should have an excellent research record in reproductive physiology and molecular biology related to pregnancy recognition, implantation, and placentation in mammals, particularly in livestock, as well as in the development of animal-based reproductive technologies derived from these mechanisms. (see Appendix 3).

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

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

6. Application materials (Two 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 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 media.)

(5) Past educational experience (including supervision of international students and experience or achievements in teaching in English) and future perspectives for education after appointment (either around 800 words in English or around 1,000 characters in Japanese)

(6) Summary of applicant's past research achievements (including domestic and international research) and future research plans (either around 800 words in English or around 1,000 characters in Japanese)

- (7) A list of achievements in academic society management and social contributions
- (8) A list of two references for the applicant, showing their 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)

*The requested documents should be submitted via registered mail (or a similar method) to the postal address indicated above. Please indicate "Application for Associate Professor in the Laboratory of Animal Genetics and Reproduction " in red on the front of the envelope.

10. Contact person:

Prof. Koichiro Ueda, Ph.D.

Research Faculty of Agriculture, Hokkaido University,

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

Tel: +81-11-706-2550

E-mail: ueko@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 4).

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. The Laboratory of Animal Genetics and Reproduction constitutes the Research Group of Animal Science, together with four other laboratories: Laboratory of Animal Production System, Laboratory of Animal Function and Nutrition, Laboratory of Cell and Tissue Biology, and Laboratory of Applied Food Science.
2. The successful applicant will partly or fully give the lectures listed below, for which the Laboratory of Animal Genetics and Reproduction is responsible.
 - (1) Subjects in the Graduate School of Agriculture: Advanced Animal Science, Advanced Seminar on Animal Science, and others, including part of a course in English at the Graduate School of Global Food Resources.
 - (2) Subjects in the School of Agriculture: Introduction of Animal Science, Fundamental Animal Production I, Fundamental Animal Science I, Animal Reproductive physiology, Animal Genetics and Breeding, Laboratory Experiment on Animal Genetics and Reproduction, Laboratory Exercise in Chemical and Biochemical Analysis II, Artificial Insemination of Livestock, Training of Artificial Insemination of Livestock, , Seminar in Animal Science I-III, Livestock-Farm Practice, Graduation Thesis, and others.
 - (3) Subjects in general education: General Education Seminar and others.
3. The Laboratory of Genetics and Reproductive Physiology engages in research and education to enhance reproductive efficiency and genetic improvement in livestock. The research covers gene regulation, development and differentiation, and physiological mechanisms of pregnancy recognition and placentation, studied from molecular to organismal levels.

Applicants should preferably have experience in developing their research activities in an international context,

including participation in collaborative research with overseas institutions and involvement in the education and supervision of international students.

4. The Office of Diversity, Equity, and Inclusion 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 Research Activities and the Advancement of Women in Leadership

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.