

**Position for Professor in the Laboratory of Land and Water Management,
Research Faculty of Agriculture, Hokkaido University**

August 27th, 2025

We are inviting applications for the position of Professor in the Laboratory of Land and Water Management, Research Group of Bioresource and Environmental Engineering, Research Faculty of Agriculture, Hokkaido University.

1. Title of position:

Professor (Tenured)

2. Affiliation:

[Immediately after hiring] Laboratory of Land and Water Management, Research Group of Bioresource and Environmental Engineering, 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 related to Land and Water Management (see Appendix 2)

5. Qualifications:

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

(2) Applicants should possess excellent research achievements in the area of rural engineering and the ability to actively provide educational guidance to graduate and undergraduate students from an international perspective (see Appendix 3).

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

(4) 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) 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) A list of achievements in academic society management and social contributions (format is optional)

(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 Professor in the Laboratory of Land and Water Management" in red on the front of the envelope.

10. Contact person:

Prof. Takashi HIRANO, Ph.D.

Research Faculty of Agriculture, Hokkaido University,

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

Tel: +81-11-706-3689

E-mail: hirano@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

(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 Land and Water Management constitutes the Research Group of Bioresource and Environmental Engineering, together with five other laboratories, namely, Ecological and Environmental Physics, Soil Conservation, Vehicle Robotics, Agricultural and Food Process Engineering, and Agricultural Bio-System Engineering.
2. The successful applicant will partly or fully give the lectures listed below, for which the Laboratory of Land and Water Management is responsible. The laboratory participates in “the Global Education Program for AgriScience Frontiers” and provides education only in English.
 - (1) Subjects in the Graduate School of Agriculture: Study on Agriculture Science I and II, Seminar on Agriculture Science I and II, Advanced Regional Environment I and II, and others.
 - (2) Subjects in the School of Agriculture: Introduction to Land Improvement and Management, Rural Planning, Hydraulics, Hydrology, Irrigation and Drainage, Strength of Materials, Mechanics of Structures, Seminar in Mechanics of Structures, Seminar on Irrigation, Drainage and Rural Engineering, Training on Surveying, Laboratory Work on the Instrumentation of Bioresource and Environmental Engineering, Laboratory Work on Bioresource and Environmental Engineering III, Laboratory Work on Bioresource and Environmental Engineering III, Graduation Thesis, Introduction to Geology, and others.
 - (3) Subjects in the liberal arts education: Environment and People, and others.
3. The Laboratory of Land and Water Management is engaged in theoretical research and technological development regarding the appropriate use and management of land and water resources for food production and local environmental conservation to contribute to the sustainable development of agricultural ecosystems and rural areas in harmony with the environment. Comprehensive education and research are conducted from the perspectives of rural engineering. Currently, the laboratory has one Associate Professor as the faculty member.
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)	○		
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 a 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 care to their family such as an 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 reasons 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.