

**Position for Associate Professor in the Laboratory of Plant Nutrition,  
Research Faculty of Agriculture, Hokkaido University**

February 6, 2026

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

1. Title of position:

Associate Professor.

2. Affiliation:

[Immediately after hiring] Laboratory of Plant Nutrition, Research Group of Bioscience and Chemistry, 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. 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) Demonstrated broad expertise and outstanding research achievements in plant nutrition science, soil fertility, soil science, and plant physiology, with a primary research focus on plant nutritional physiology and, in particular, on the physicochemical and biological interactions between plants and soils. In addition, the candidate is expected to be well-versed in research approaches conducted through networks spanning a wide range of disciplines, rather than being confined to a single research field, and to possess the ability to provide high-quality education and academic supervision in these areas (see Appendix 3).
- (3) Applicants should be proactive in contributing to the development of education and research in the area of Plant Nutrition.
- (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 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) Reprints of Academic Papers, etc.  
(Submit PDF files with the names corresponding to the achievement numbers listed in the (1) Academic Papers and Books section of the Research Achievements List on electronic media such as a USB flash drive.)
  - 1) Peer-reviewed original papers
  - 2) Other peer-reviewed academic papers: (Review)
  - 3) Academic books (self-written portions. However, if the majority of the book is self-written, only the physical copy is acceptable.)
- (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:

March 5th, 2026 (The application materials must arrive at Hokkaido University no later than this date.)

8. Scheduled starting date of employment:

July 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 Plant Nutrition" in red on the front of the envelope.

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

Appendix

1. The Laboratory of Plant Nutrition belongs to the Research Group of Bioscience and Chemistry composed of seven laboratories: the Laboratories of Plant Nutrition, Soil Science, Natural Product Chemistry, Biochemistry, Microbial Physiology, Nutritional Biochemistry, and Food Biochemistry.

2. The successful applicant will partly or fully give the lectures listed below, for which the Laboratory of Plant Nutrition is responsible. The laboratory participates in “the Global Education Program for AgriScience Frontiers” and also provides education only in English.

(1) Subjects in the Graduate School of Agriculture: Advanced Crop Production Science, Study on Agricultural Science I & II, Seminar on Agricultural Science I & II, and others

(2) Subjects in the School of Agriculture: Introduction of Soil Science and Plant Nutrition, Fertilizer Science, Physical Chemistry, Laboratory Work on Bioscience and Chemistry, Seminar on Bioscience and Chemistry, Graduation Thesis, and others.

(3) Subjects in general education: General Education Seminar and others.

3. The Laboratory of Plant Nutrition aims to establish sustainable and safe food production systems and simultaneously reduce environmental impacts. The target is not only in Hokkaido and Japan but also globally. Our education and research address agricultural production in an integrated manner, considering not only productivity but also the effects of crop production on soils and vice versa. Our research adopts an integrated approach combining laboratory, field, and greenhouse experiments. For enhancing the outcomes of our research, we actively engage in collaborative studies with numerous research institutions both in Japan and abroad. Accordingly, the candidate is expected to have experience in conducting domestic and international research activities supported by competitive research funding, such as Grants-in-Aid for Scientific Research and external invitation funds. In addition, a strong track record in securing external research funding is required, as demonstrated by both the

number of grants obtained and the total amount of funding awarded. Currently, the laboratory has one Professor and one Associate Professor, one Specially Appointed Associate Professor, and one Assistant Professor as faculty members.

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/>

## 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)
<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>	○		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.