

**Position for Assistant Professor (Jokyo) in the Laboratory of Molecular Enzymology,
Research Faculty of Agriculture, Hokkaido University –Women Preferred**

August 27th, 2026

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

1. Title of position:

Assistant Professor (Tenure-track; see Appendix 1).

2. Affiliation:

[Immediately after hiring] Laboratory of Molecular Enzymology, Research Group of Applied Bioscience, 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] 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 3).

5. Qualifications:

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

(2) The successful candidate should have an excellent research record in the elucidation of the molecular mechanisms of carbohydrate-related enzymes and in the production and utilization of carbohydrates, and be able to contribute to the advancement of this academic field. The candidate should be able to instruct courses in both Japanese and English within the Department of Applied Life Sciences at the Faculty of Agriculture, as well as in the Life Frontier Course of the Graduate School of Agriculture. The candidate should comprehend the philosophy of this university concerning education and research, as well as the essential policies for education and research within the pertinent laboratory. Furthermore, the candidate should demonstrate the ability to actively participate in teaching and supervising graduate students, including international students, as well as undergraduate students. Extensive research experience in both Japan and abroad is highly preferred (see Appendix 4). In this recruitment, as a positive action to correct the employment ratio between men and women, priority will be given to women in the 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 be proactive in contributing to the development of Molecular Enzymology education and research (see Appendix 3 and 4).

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

(5) It is desirable that the researcher has a track record of obtaining external funding.

(6) 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 1000 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) Original papers other than those listed in 1) (university journals, research reports from research institutes, testing centers, etc.)
 - 3) Other peer-reviewed academic papers: A. Review
 - 3) Other peer-reviewed academic papers: B. Proceedings
 - 4) 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 1000 characters in Japanese)
- (6) Summary of applicant's perspectives on research (either around 800 words in English or around 1000 characters in Japanese)
- (7) 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, 2026 (The application materials must arrive at Hokkaido University no later than this date.)

8. Scheduled starting date of employment:

April 1st, 2027

9. Destination of the documents:

Prof. Haruhide MORI, 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 Assistant Professor in the Laboratory of Molecular Enzymology" in red on the front of the envelope.

10. Contact person:

Prof. Makoto, HASHIMOTO, Ph.D.

Research Faculty of Agriculture, Hokkaido University,

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

Tel: +81-11-706-3849

E-mail: hasimoto@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 positions, the candidate's performance during employment will be evaluated.
2. The Laboratory of Molecular Enzymology constitutes the Research Group of Applied Bioscience, together with five other laboratories: Laboratory of Plant Breeding, Laboratory of Genetic Engineering, Laboratory of Molecular Biology, Applied Molecular Entomology and Laboratory of Molecular and Ecological Chemistry.
3. The Laboratory of Molecular Enzymology offers the courses listed below at the Graduate School of Agriculture, the School of Agriculture, and the University-wide General Education program, and the successful applicant will be assigned to teach or co-teach these courses. In addition, the laboratory participates in the "Global Education

Program for AgriScience Frontiers" (English-only course), and the successful applicant will also be responsible for teaching in English.

- (1) Subjects in the Graduate School of Agriculture: Advanced Biotechnology, Advanced Seminar on Biotechnology, Advanced Lecture on Applied Molecular Biology, Advanced Seminar on Applied Molecular Biology, Study on Agricultural Science I & II, Seminar on Agricultural Science I & II, and others.
- (2) Subjects in the School of Agriculture: Introduction of Applied Bioscience, Fundamental Molecular Biology, Molecular Enzymology, Protein Engineering, Laboratory Work on Applied Bioscience, Applied Bioscience Seminar I–IV, Graduation Thesis, and others.
- (3) Subjects in general education: General Education Seminar and others.

4. The Laboratory of Molecular Enzymology adheres to a fundamental research policy of elucidating the molecular basis, i.e., the three-dimensional structures and reaction mechanisms, of carbohydrate-related enzymes and proteins through advanced methodologies in protein engineering, biochemistry, and carbohydrate chemistry, thereby translating these findings into the development of technologies for the production and utilization of carbohydrates. The Laboratory also aims to cultivate students and graduate students who can proactively engage in research with a global perspective, while actively incorporating cutting-edge science. Currently, the laboratory is staffed with one professor and one associate professor.
5. 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.
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)
◆Support for female leaders - 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.