

2026 “Woman Tenure Track” Assistant Professor, Okayama University

●Description

Okayama University is committed to producing the world’s top research in the field developing globally, and achieving the status of the intellectual communication center. One of the projects that aims to reach that goal is the “Woman Tenure Track (WTT)” system. Positioning a mentor to each WTT assistant professor as well as hiring research assistants for them when needed, the WTT system provides the support system in consideration of life events of WTT assistant professors and supports them to maximize their educational and research capabilities.

The WTT assistant professors will independently execute their research projects as leaders who represent the next generation. After the evaluation based on a research work (5 years) and teaching achievement, candidates will be officially employed as tenured faculty members at Okayama University.

●Recruitment Summary

1. Position Type: Special Contract Employee, Assistant Professor (Special Appointment)
2. Affiliation: Faculty of Humanities and Social Sciences.
3. Education and Research Field: **Faculty of Humanities and Social Sciences, Division of Human Socio-Culture, Department of Aesthetics and Art History**
 - Applicants must hold a doctoral degree or possess equivalent qualifications.
 - Applicants must have research achievements that enable them to teach Western Art History and courses required for curator license.
 - Applicants must be able to cooperate with faculty and administrative staff and actively contribute to university management.
 - Nationality is not restricted, but sufficient proficiency in Japanese for job performance is required.
 - Overseas study experience is desirable.
4. Vacancies: 1
5. Requirements: Woman researchers who have their doctorate degrees (including those who are expected to obtain a Ph.D. degree by March 31,2026).
6. Expected Start Date: After April 1, 2026
7. Employment Term (WTT Period): 5 years

●Compensation

1. Employment Conditions:
 - 1) Salary: 320,000 yen per month
Bonus (twice a year: June and December): 1.2 million yen per year (can be varied by working status in the latest 6 months)
Additional performance-based bonus (December): 200,000 yen (Standard)
 - 2) Working hours: 08:30-17:30
Holidays: Saturdays and Sundays, national holidays, and December 29 to January 3.
Overtime and other explanations: If the employee agree to the application of the discretionary work system for specialized work, working hours will be deemed as 7 hours and 45 minutes per day.
 - 3) Allowances: Commuting and housing allowance, home-based work allowance, will be paid based on Okayama University regulations. (No other benefits provided.)
 - 4) Insurance:
Employees' Health Insurance: available
Employees' Pension Insurance: available

Worker's accident insurance: available

Employment insurance: available

5) Other: Infant-care facilities; facilities for sick children; childcare facilities.

2. Research Environment and Support System

1) Mentor faculty and coordinators will be appointed for WTT faculty members to facilitate the establishment of a productive research environment and to provide support for their educational and research activities.

2) Okayama University offers various support programs for female researchers. For more details, please visit the following website.

https://okayama-u-diversity.jp/wtt/shien_ou/

3) More than 70 types of experimental equipment installed in the shared research facilities are available for use.

3. Procedures to Tenured Position:

If the candidates are evaluated to have met the criteria for tenured position based on the evaluation conducted four months prior to the end of the WTT period, they will be hired as tenured faculty members at Okayama University.

However, if it is recognized that the candidates have already met the criteria for tenure review in the mid-term evaluation of the third year, the tenure review may be conducted and the candidates may be hired as tenured faculty members.

Following the mid-term evaluation, if the head of the affiliated department submits a request stating that the tenure criteria have been met, the tenure review may be conducted ahead of schedule.

●Application method

1. Online Submission: JREC-IN Portal

Public Recruitment Website : <https://en.okayama-u-diversity.jp/wtt/recruitment/>

2. Application documents

1) Application Form for the “WTT” Position at Okayama University (Including 1-2 letters of recommendation)

1. Current Area of Specialization (Areas of interest in research)

2. Motive for Application, Future Vision as a University Professor in Education and Research

3. Research plan

4. Research achievements

5. Teaching Experience and Future Aspirations in Teaching

6. Past competitive funding acquired, application status, and anticipated funding during the WTT term

7. 1-2 letters of recommendation

2) Curriculum vitae (Okayama University Format)

3) Up to 5 major papers

*Application documents will not be returned.

*Please combine multiple files into a single ZIP file.

*You can attach up to 5 files, each no larger than 30MB.

*If electronic submission is not possible, please mail two copies of each paper to the address below.

< Mailing Address >

Diversity Promotion Section, General Affairs Department, Okayama University,
1-1-1 Tsushimanaka, Kita-ku, Okayama-shi 700-8530
Japan

*Please write “Application for Okayama University WTT Assistant Professor” in red on the envelope.

*Method for submission: by registered mail

3. Application period: September 4, 2025 to October 9, 2025

【Application documents must be received by 3 p.m. on October 9, 2025, Japan Standard Time】

4. Formal selection schedules

- 1) First selection (documents): October 2025 (planned)
- 2) Second selection (interview): November 2025 (planned)
- 3) Results notification: December 2025 (planned)

5. Selection criteria

- 1) Employment Evaluation Criteria (Attachment 1)
- 2) Tenure Evaluation Criteria (Attachment 2)

● **Contact information**

Diversity Promotion Section, General Affairs Department, Okayama University

Phone: 086-251-8987

Email: sankaku1@adm.okayama-u.ac.jp

Employment Evaluation Criteria

Evaluation items for the first review (document review)

[I] Research proposals planned as a WTT assistant professor

(1) Purpose of the proposals and explanation of the details:

Are they completely persuasive to researchers in other fields?

(2) Proposals' originality, novelty, and domestic and international positioning:

Are the originality and novelty of the proposals clearly described? How does the candidate's research differ from similar research? Are the uniqueness and the strengths of the candidate's research clearly specified?

(3) Proposals' academic and social importance:

When this proposal is achieved, what kind of effect can be expected academically as well as on future social development?

(4) Research plan and feasibility:

Are the proposals' implementation strategies logical and feasible? Can the proposed research projects be completed by the time of her tenure evaluation?

[II] Past research achievements

(1) Explanation of past research achievements:

Is the explanation completely persuasive to researchers in other fields?

(2) List of publications:

Are the quantity and quality of publications sufficient?

[III] Teaching experience and aspirations

(1) Does the teaching experience (by the department; graduate school; course subject; number of academic credits; lecture/seminar/workshop/training; and lecture details) and aspirations toward teaching show the potential for the candidate to become an assistant professor?

[IV] Competitive research funding

(1) As a WTT assistant professor, can the candidate acquire research funding independently from competitive external funding organizations to proceed her research?

(2) Is the candidate fully capable of preparing application materials for research funding to cover scientific research expenses?

[V] Letters of recommendation

(1) Are the candidate's research planning and promotion skills commendable? Does she have the potential to become a promising university professor?

Evaluation items for the second review (interview)

(1) Questions and answers regarding evaluation results of the first review and submitted documents.

(2) Questions and answers in interview, presentation on research, teaching achievement, and aspirations

(3) Communication and presentation skills:

Can the candidate effectively express and explain ideas and assertions? Does she have the knowledge, skills, and abilities to teach, advise, and mentor students? Is she capable of explaining her expertise clearly to researchers in other fields?

The Tenure Evaluation Criteria for a WTT Assistant Professor Okayama University

The evaluation for the tenured position will be conducted during the last year of WTT term according to the following guidelines. (The intermediate evaluation will be conducted in the 3rd year of WTT term.)

Tenure Evaluation Guidelines

I . The WTT assistant professors will prepare and submit [1]~[6]. Their mentors will prepare and submit [7]~[9].

- [1] Conducted research
- [2] Research achievements
- [3] Teaching achievements
- [4] Application and acquisition record of external research funds
- [5] Noteworthy achievements attained during the program term (awards, recognitions, etc.)
- [6] Comprehensive (self-) evaluation
- [7] Progress report on basic mentoring during WTT term, and evaluation of the WTT assistant professor on research, education, and research funds attainment
- [8] Noteworthy achievement on the WTT assistant professor
- [9] Others such as compliance to the code of conduct as a member of society and a university faculty member

II . Tenure review will be based on the following criteria and will take into consideration a comprehensive set of factors.

- [1] Sufficient accomplishment of the proposed research plan.
- [2] Research achievements: The followings should be met.
 - * At least three publications with outstanding originality on research conducted during the WTT term should have been published by the time of the final evaluation. If a publication has been accepted, it can be included.
 - * It is desirable for a WTT assistant professor to publish papers in leading academic journals within her research field.
 - * The WTT assistant professor should actively present her research at academic meetings.
 - * Participation in international conferences and symposia is desirable.
- [3] Acquisition of external research funds
 - * It is preferable that the WTT assistant professor actively applies for external funding (e.g., grants-in-aid for scientific research from JSPS and MEXT, and grants from private foundations) and obtains external funding as the principal investigator during WTT term.