

Recruitment Guidelines for High-Incentive Tenure-Track Faculty, Osaka Metropolitan University
[Department of Agricultural Biology, Graduate School of Agriculture, Innovation Academy Co-Creation Research Institute]

September 11, 2025
Personnel Committee

Osaka Metropolitan University is now accepting applications for a High-Incentive Tenure-Track Associate Professor or Lecturer position. This position is part of our tenure-track program, which offers a dynamic career path for outstanding researchers through fixed-term employment. The program provides an excellent opportunity to conduct innovative and cutting-edge research that enhances the university's global presence, while gaining substantial experience in both academic research and teaching.

If you are interested in applying, please refer to the details below.

1	Number of Positions	One High-Incentive Tenure-track lecturer or associate professor
2	Affiliation	<p>Department of Agricultural Biology, Graduate School of Agriculture / Department of Agricultural Biology, Faculty of Agriculture, Innovation Academy Co-Creation Research Institute</p> <p>Upon successful tenure evaluation, the affiliated organization will change to the Graduate School of Agriculture. The assigned graduate school or department will generally remain unchanged.</p> <p>During the tenure-track period, the tenure-track faculty member will be affiliated with the Innovation Academy Co-Creation Research Institute and will also participate in educational and research activities in the Department of Agricultural Biology, Graduate School of Agriculture. They will supervise both graduate and undergraduate students as a principal investigator (PI). Upon obtaining tenure, the faculty member will be assigned to a research group within the department, with the specific group to be determined through mutual consultation.</p>
3	Research Field	Conduct education and research related to smart / urban agriculture by utilizing the open fields and greenhouses attached to the Faculty of Agriculture and the Plant Factory Research Center.

4	Job Description (Tentative)	Education	<p>Under the High-Incentive Tenure-Track, teaching responsibilities during the tenure-track period are limited to a maximum of one class per week throughout the academic year to promote research activities.</p> <p>Planned subjects:</p> <ul style="list-style-type: none"> - Undergraduate: A part of following subjects: Horticultural Science or Cultivation Management, Some lectures on such as Bioeconomy, Agricultural Field Practice A • B, Agricultural Biology Laboratory A • B, Introduction to Agricultural Biology, English Practice for Agricultural Biology, Agricultural Biology Practice, Agricultural Biology Research. - Graduate: A part of following subjects: Topics in Horticultural Sciences or Topics in Crop Production Science, Some lectures on such as Topics in Agricultural Biology, Seminar in Agricultural Biology 1A • 1B • 2A • 2B, Research Project in Agricultural Biology 1A • 1B • 2A • 2B <p>After transitioning to a tenured position, the successful candidate is expected to take on the following teaching responsibilities:</p> <p>Planned subjects:</p> <ul style="list-style-type: none"> - Undergraduate: One or two of the following subjects: Horticultural Science, Plant Derived Food Ingredients, Crop Science, Cultivation Management. Some lectures on such as Bioeconomy, Agricultural Field Practice A • B, Agricultural Biology Laboratory A • B, Introduction to Agricultural Biology, English Practice for Agricultural Biology, Agricultural Biology Practice, Agricultural Biology Research. - Graduate: A part of following subjects: Topics in Horticultural Sciences or Topics in Crop Production Science. Topics in Agricultural Biology, Seminar in Agricultural Biology 1A • 1B • 2A • 2B, Research Project in Agricultural Biology 1A • 1B • 2A • 2B. <p>Other teaching responsibilities include specialized subjects and general education at both undergraduate and graduate levels.</p>
		Research	Promotion of the research listed and disseminating research results in the research fields listed above.
		Other duties	<ul style="list-style-type: none"> - International collaboration and exchange - Community engagement - University administrative duties
		Scope of Change	Within the scope of education, research, and university administration
5	Starting Date	April 1st, 2026, or the earliest possible date thereafter	
6	Employment Type	<p>Full-time The initial term of employment is five years.</p> <p>High-Incentive Tenure-track faculty hired under this program will be considered for</p>	

		<p>a tenure upon a final evaluation conducted in the fifth year. If the candidate is deemed to have met the tenure criteria during the interim evaluation in the third year or at any point thereafter, the final evaluation may be advanced accordingly.</p> <p>If tenure is not granted within the five-year term, an employment safety-net system is available for a maximum of one additional year. During this period, candidates who are recognized as having met the tenure criteria may undergo a second evaluation.</p> <p>In cases where a tenure-track faculty member takes a leave of absence as stipulated in Article 4, Paragraph 1 of the Osaka Metropolitan University Regulations on Term of Office for Faculty Members, the tenure-track period may be extended in accordance with the provisions of the same article.</p> <p>Details on the tenure evaluation criteria and High-Incentive Tenure-Track Program are available at the following URLs:</p> <ul style="list-style-type: none"> - Guidelines of Assessment Criteria for Promotion to Tenure: https://www.omu.ac.jp/en/assets/Guidelines%20of%20Assessment%20Criteria%20for%20Promotion%20to%20Tenure_Agr0911.pdf - High Incentive Tenure-Track Program (Outline): https://www.omu.ac.jp/en/assets/High-Incentive%20Tenure-Track%20Program%20%28Outline%29_Agr0911.pdf
7	Salary	<p>As defined by the Osaka Metropolitan University Annual Salary Regulations for Faculty: https://www.upc-osaka.ac.jp/regulation/ (Japanese only)</p> <p>*The same salary system applies after the transition to a tenured faculty position.</p>
8	Work Location	Nakamozu Campus, Osaka Metropolitan University
	Scope of Change	Any location designated by the University Public Corporation Osaka
9	Qualifications	<ul style="list-style-type: none"> - Applicants must hold a doctoral degree. - Applicants should possess the ability to provide both basic and advanced education, as well as research supervision, in applied biological sciences at undergraduate and graduate levels. - Applicants are required to be able to conduct classes and research supervision in Japanese. - Applicants are expected to demonstrate the ability and enthusiasm to contribute to the management and administration of the university. - Applicants must not be subject to the disqualifications specified in Article 9 of the School Education Act.
10	Application Documents	<p>Please use the format specified by Osaka Metropolitan University.</p> <ul style="list-style-type: none"> - Curriculum Vitae (Form 1_Curriculum Vitae.docx) - Documents demonstrating educational and research achievements (Form 2_Education and Research Achievements.docx) - Up to 3 major books or theses: 1 copy each (photocopies are acceptable) - Outline of the submitted book or thesis (About 300 characters each, regardless of format) - Outline of research to date (About 1,500 characters, regardless of style) - Post-employment aspirations for education and research <p>Please write in about 500 Japanese characters for each (no format required)</p> <ul style="list-style-type: none"> - Names and contact details of 2 persons who can comment on the applicant's

		achievements
1 1	Applicat ion Deadlin e	Must arrive by November 4th, 2025 (Japan Standard Time)
1 2	Selectio n Process	First screening: Document screening Second screening: Interview and other assessments, as necessary * Applicants are responsible for travel and other expenses related to interviews.
1 3	Submis sion Method	- Submit application documents via the following URL: https://logoform.jp/f/pjJSD - Combine all documents into a single ZIP file named "251000-010+ Your Name .zip." *No password protection is required. *Personal information will be used solely for faculty recruitment and handled appropriately in accordance with relevant laws.
1 4	Contact Informat ion	For academic inquiries: Department of Agricultural Biology, Graduate School of Agriculture, Osaka Metropolitan University Contact person: Prof. Motoaki Tojo (Head of Department) Email: c21968d[at]omu.ac.jp *Please change [at] to @ Phone: +81-72—254—9411 <hr/> For general recruitment inquiries: Personnel Committee, University Public Corporation Osaka Email: gr-jinji-jim[at]omu.ac.jp *Please change [at] to @.
1 5	Other Informat ion	This recruitment is conducted by the University Public Corporation Osaka for faculty positions at Osaka Metropolitan University. In line with its commitment to diversity and internationalization, Osaka Metropolitan University actively promotes the recruitment of female and international faculty members who possess equivalent academic and research achievements.