

**Kyoto University Hakubi Project to Foster and Support Early-Career Researchers  
The 15th Call for Applications for Research Positions in the Global Category**

**FAQ**

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**About the Call for Applications**

**[Research Fields]**

Q1: What academic fields are included in the target research areas?

A: All academic fields, from the humanities and social sciences to the natural sciences.

**[Eligibility]**

Q2: Age limits are not listed. Is there a specific age limit?

A: No, there is no specific age limit. The average age of researchers who assume assistant professor or associate professor positions vary significantly depending on the academic field.

Q3: I am currently a third-year PhD student and expect to receive my PhD in March of next year. Am I eligible to apply?

A: Yes, you are eligible to apply.

Q4: I applied last year but was not selected. Am I eligible to apply this year?

A: Yes, you are eligible to apply.

#### [About the Positions]

Q5: What are the differences among the duties of an assistant professor, junior associate professor, and associate professor in this project?

A: The main purpose of this project is to encourage your research, so there are no differences in duties. Please apply for a position based on your own judgement, accounting for your previous career as a researcher and your future career path.

Q6: Who and how determines whether applicants are employed as program-specific associate professors, program-specific junior associate professors, or program-specific assistant professors? If any position is acceptable to me, can I apply for any position?

A: No. Applicants should apply for the position of their choice (program-specific associate professor, program-specific junior associate professor, or program-specific assistant professor), and indicate which position they are applying for in the application form. The screening committees will decide whether the applicant is suitable for the desired position. However, applicants cannot change their choice after the application has been submitted. In addition, those who have applied and been rejected for the associate professor position will not be hired as assistant professors even if they meet the requirements for assistant professor. If you do not choose a position, your application will not be considered.

[Terms and conditions of employment]

Q7: What will the salary be?

A: The amount of salary shall be calculated based on the experience and ability of each individual in accordance with the Kyoto University's payment Rules and Regulations. Please refer to the following examples for approximate salary for the positions. Please note that the salaries listed in the examples are not guaranteed and actual offers may be lower in some cases.

**(Reference Examples)**

**1. Salary**

**(1) Base salary**

Examples of monthly salaries by category

Program-Specific Assistant Professor: 450,000–600,000 yen

Program-Specific Junior Associate Professor: 500,000–650,000 yen

Program-Specific Associate Professor: 550,000–700,000 yen

For example, if the monthly salary is 500,000 yen, then the annual salary will be 6,000,000 yen (500,000 yen x 12 months).

**(2) Allowances**

The amount in (1) includes an amount equivalent to various allowances (commuting allowance, housing allowance, dependent allowance, year-end and diligence allowance, etc.)

**2. Retirement Benefits**

No retirement benefits will be paid.

**3. Health Insurance, Pension**

You will be required to join the Mutual Aid Association of the Ministry of Education, Culture, Sports, Science and Technology and the Employees' Pension Plan.

Q8 : What is the working pattern at Kyoto University?

A : In principal, Hakubi researchers work under the discretionary labour system for professional work (equivalent to 7 hours and 45 minutes per day). If a researcher's consent is not given, the discretionary labour system does not apply, and scheduled working hour is fixed at 8:30 to 17:15 (break 12:00-13:00). In this case, starting and finishing times each day must be recorded using the stamp work management system in work management system, and a researcher must follow instructions from supervisor regarding the means of executing work and time allocation. Annual holidays are Saturdays, Sundays, national holidays, year-end and New Year holidays (December 29-January 3), and the anniversary of the founding (June 18).

Q9: Is it possible to be employed at other institutions after the term of my employment as a Hakubi researcher begins?

A: No. Hakubi researchers are hired as full-time faculty members at Kyoto University. As a general rule, it is not possible to be employed full-time at other institutions or projects at the same time. Under certain circumstances, however, Hakubi researchers may be permitted to have part-time concurrent appointments by applying in advance to the Hakubi Center for permission.

Q10: Will the Hakubi Center cover the travel expenses to Kyoto, Japan required for the assignment?

A: No, there will be no travel allowances.

Q11: I work at another national university. If I am appointed as a Hakubi researcher, will my service at Kyoto University be counted in the calculation of any future retirement benefits I may receive?

A: No, it will not be counted.

Q12: Will it be possible for me to live in Kyoto University's housing facilities for faculty members?

A: It is possible, provided there is a vacant apartment available.

Q13: Is it possible to work at home?

A: Teleworking is only permitted if the reasons stipulated in the 'Regulations on teleworking for faculty and staff of Kyoto University' apply and if you have the approval of your host researcher and host department.

Q14: Is it possible to take childcare leave or nursing care leave? If I do, how will it affect the duration of my employment?

A: Childcare and nursing care leave are available. If you wish to extend your employment period after taking childcare leave or nursing care leave, you may extend your employment period by the amount of your leave period upon consultation with your host department and host professor.

Q15: As a Hakubi researcher, can I also engage in educational activities that will help me in my future research activities?

A: If you feel that it is necessary to engage in educational activities for the advancement of your career, it is possible to do so in consultation with your host department. Keep in mind, however, that your research activities must constitute 50% or more of your working time. Any other academic activities that you decide to engage in must be done in the remaining 50% of your working time.

## [About the Hakubi Center]

Q16: What kind of organization is the Hakubi Center?

A: The Hakubi Center is a campus-wide organization to support the development of early-career researchers who will play a leading role in the global academic community. The Steering Committee of the Hakubi Center makes decisions concerning the center's management and planning, and the Hakuraku Council screens applicants for the Hakubi Project. The center's program manager provides guidance and advice to Hakubi researchers.

## [Host Department, Host Researcher and Research Funds]

Q17: What is a host department?

A: Those candidates selected as researchers in the Global category of the Hakubi Project will be affiliated with the Hakubi Center, but their research activity will be conducted at their respective departments within Kyoto University. The research site within Kyoto University where the Hakubi researcher actually conducts research is called the 'host department.' A host researcher is, in principle, a researcher who has an employment relationship with Kyoto University and who takes on a mentoring role with regard to matters that need to be addressed for the smooth implementation of the research after employment, such as internal procedures and securing a research location. Each applicant is encouraged to contact the host researcher of his or her choice at the same time of applicant to obtain their informal consent. The informal consent of the host researcher must be obtained by the interview screening at the latest.

Q18: What are some of the things that I ask the host researcher to agree to?

A: The host researcher is expected to have a role in providing guidance and advice in conducting research, and a research space (including desk) in which to conduct research. (There is no research space at the Hakubi Center.)

Q19: Can I select a host department outside Kyoto University?

A: No, you cannot. The host department must be within Kyoto University.

Q20: If I have not obtained notification of acceptance from a host professor, will I be disadvantaged in the selection process?

A: No, it will not affect the selection process, but to ensure the smooth implementation of the research after employment, applicants should endeavour to negotiate with a potential host researcher of a research department within Kyoto University as much as possible during the application period. You are required to obtain the informal consent of the host researcher by the time of the interview screening at the latest. Applicants must find and request to a host researcher on their own. The Hakubi Center does not introduce a researcher as your host and tell you the email address of a researcher with

whom you wish to work.

Q21: Is it possible to enter more than one host department in a proposal?

A: No. You must decide on one host department to which the host researcher belongs.

Q22: Is it possible to change the host researcher (or the host department) after employment?

A: Yes. You can choose a faculty member who are scheduled to retire from Kyoto University during your term of appointment as a Hakubi Researcher are also eligible to serve as a host researcher.

Q23 : Is it possible to be my host researcher who be retiring during the term of my appointment?

A: Yes, when the faculty member retires, the Hakubi researcher will be asked to find a new host researcher from within Kyoto University.

Q24: How many Hakubi researchers can a host researcher accept?

A: The Hakubi Center does not have a limit on the number of applicants, but there may be a limit to it due to the rules of the host department. Depending on the laboratory, at the time of application the laboratory has already hosted other Hakubei researchers or other applicants have already applied to be hosted by the laboratory. Please ask a host researcher with whom you wish to work.

Q25: I have not received a response from the researcher I requested to accept me. Is it possible for the Hakubi Center to act as an intermediary or introduce other researchers?

A: No. Applicants must find and request to a host researcher on their own. The Hakubi Center does not.

Q26: Is it possible to be my host researcher who belongs to a time-limited department (such as a research center or department established using competitive research funds) ?

A: Yes. However, you must find another host department when that period ends.

Q27: Can I conduct research activities at an overseas institution?

A: Hakubi researchers are permitted to conduct research activities at other institutions and facilities, including those outside Japan if it is necessary for their research activities and does not entail employment. However, Kyoto University must be the primary institution for their research activities, and any other institutions or facilities shall be supplementary. This is because Hakubi researchers are appointed as salaried faculty members of Kyoto University, and are expected to conduct their research accordingly.

In addition, Hakubi researchers are strongly encouraged to work in Japan for at least the first six months of their employment. Moreover, we expected to appointed researchers actively participate in various regular events held by the Hakubi Center.

Q28: If selected, are there any restrictions on applying for competitive funding (ex. KAKENHI)?

A: This depends on the conditions of the competitive research fund. In principle, the Hakubi Center encourages researchers to obtain such grants.

#### [Research Results]

Q29: The application guideline states that 'no interim evaluations will be conducted by the Hakubi Center', but will evaluations be conducted at the end of the employment term?

A: The Hakubi researchers will not be evaluated in any form either during their terms or at the end of their terms. However, Hakubi researchers will be evaluated as faculty members in accordance with Kyoto University internal regulations. In addition, they are required to report on research activities each year and present the results of research at the end of the employment period.

#### [Compliance as a Hakubi Researchers]

Q30: Are there any matters that I must comply with if I am employed?

A: In addition to fulfilling the obligations associated with entering into an employment relationship with Kyoto University, we have set out particular matters that the Hakubi researcher must comply with, and we will inform those who have been selected for employment of the matters to be complied with. Some of the compliance items as below that you should be particularly aware of before deciding to apply.

##### # Compliance with Laws

In the course of their activities, researchers must comply with the regulations of Kyoto University and also with all applicable laws. Researchers are therefore requested to personally

##### # Official Events at the Hakubi Center

- Unless there are viable reasons for non-participation, all Hakubi researchers have to attend the biweekly Hakubi Seminars and the Annual Report Meeting, which is held each year.
- All researchers are also expected to participate in events such as the Hakubi Symposium, Hakubi Camp, and Hakubi Day (Homecoming Day).
- Every researcher must be an active member of one of the following two working groups: the Public Relations Working Group or the Seminar Working Group.

##### # Business Trips

- Regardless of the duration of an overseas business trip, you must inform the Hakubi Center of the following details at least one month prior to the departure of the trip.

- For overseas business trips exceeding one month in duration, in addition to the regular procedures at your host department, you must submit a proposal for long-term overseas travel together with an invitation letter from a representative of your destination institution to the Hakubi Center in advance in order to obtain permission for the trip. In general, newly appointed Hakubi researchers have to work in Japan for their initial six months of the program and are not given approval for a long-term business trip during this period without unavoidable reasons.

#### # Research and Academic/Educational Activities

The Hakubi researchers may teach courses at Kyoto University, supervise students, and participate in activities such as committees of the department concerned, if approved by the department concerned, to the extent that the percentage of research effort is not less than 50%.

#### [Selection Method]

Q31: Do candidates who are working at Kyoto University or who have graduated from Kyoto University have an advantage in the selection process?

A: No. This does not affect the selection process.

Q32: If I have other commitments at the assigned interview date and time, is it possible to change the date and/or time of the interview?

A: No. Changes to the assigned interview date and time are not permitted.

Q33: I am planning to apply from overseas. Is it possible to conduct the interview remotely?

A: As a rule, we do not permit online interviews.

Q34: In which language will the interviews be conducted?

A: The interview will be conducted in either Japanese or English based on the applicant's choice. However, as this is an international program, some questions may be asked in English even if the applicant chooses Japanese.

Q35: Will I receive travel expenses to attend the screening interview?

A: No. We do not reimburse any costs related to applications, interviews, or any other aspects of the application process. You are responsible for your own expenses.

#### [Selection Results]

Q36: How will I be notified of the results of the document screening?

A: All applicants will be notified of the results on your page in the applicant registration website. Although the notification period is scheduled for October, it is subject to change



depending on the screening schedule.

#### [Application Procedure]

Q37: If I have registered my information on the applicant registration site but have not uploaded my proposal by the application deadline, will my application still be considered?

A: No. Your application will not be considered without both applicant registration and an uploaded proposal. Please access the applicant registration site by clicking the link below.  
<https://recruit.hakubi.kyoto-u.ac.jp>

Q38: I would like to send my book by postal mail as supporting material. Can I do this?

A: No. We do not permit the submission of documents other than those required in the Call for Applications.

Q39: I found an error in the uploaded proposal. Can I replace the uploaded proposal with a corrected one?

A: Yes, you can replace it by uploading the revised proposal before the application deadline. If you do this, the previously uploaded proposal will be deleted.

Q40: I found an error in my registered information. Can I correct it?

A: Yes, it is possible to modify your registered information, but it must be done before the application deadline.

Q41: Due to my computer's operating environment, the 'Related Research Fields' selection field on the registration site does not work properly.

A: In the event of a technical problem, please contact us via the e-mail address given in the contact information in the Call for Applications.

Q42: Is it better to submit the letter of recommendation with the proposal?

A: No. We do not permit the submission of documents other than those required in the Call for Applications.

#### [Application Deadline]

Q43: Is the application deadline based on Japan time?

A: Yes.

Q44: The application deadline has passed. Can I still submit my application?

A: No, we will not accept any applications after the application deadline.

Q45: I am affiliated with Kyoto University. Is the application process conducted through my departmental office?

A: No. Please apply directly without going through your faculty administrative section.

#### [Public Application Information Session]

Q46: Is watching the explanatory video a requirement to apply?

A: No. You can apply even if you do not watch the video. However, we recommend watching it.

#### [Contact Information]

Q47: Can I contact the Hakubi Center by phone?

A: No, you cannot. We cannot answer enquiries by phone. Please allow ample time for responses to enquiries as it may take some time for a response depending on the nature of your enquiry. We will inform you through the applicant registration website within one week after the application deadline to confirm receipt of your application materials. Until then, please refrain from enquiring about confirmation of the receipt of your materials.

## Documents to be Submitted

#### [General Information About the Documents to be Submitted]

Q48: Are there any places on the application that should be signed or stamped?

A: No.

Q49: May I submit a form I already have instead of the prescribed form?

A: No. If you do not use the prescribed form, your documents will not be considered. Please use the prescribed form.

Q50: When evaluating my proposal for screening, will it be printed in black and white or in color?

A: We will print them in color.

Q51 : Should I fill out the form in English or Japanese?

A: Either is fine. However, the description in English is required for the "(1) Title of the research project" in "2. Research to be Conducted during the Period of Employment" of the proposal form, even if the Japanese form is used.

Q52: Can I apply in languages other than English or Japanese?

A: No. We do not accept applications in languages other than English or Japanese.

## [Proposal Form and Proposal Preparation Instructions]

Q53: I expect to receive my doctoral degree next March. May I enter this in the degree section?

A: Yes. Please indicate the anticipated date.

Q54: I am a JSPS Post-doctoral fellow (PD, SPD, RPD). How should I describe my current position and affiliation?

A: For your current affiliation, please enter the institution or department where you are actually engaged in research, and for your position, please enter 'JSPS Post-doctoral Fellow (PD, SPD, RPD)'.

Q55: How should I fill in the related research fields if there are three or more research fields that are close to my research?

A: Even if there are three or more research fields, enter the two that are the most appropriate.

Q56: For what purpose will the information entered in the related research fields be used?

A: The information will be used to group the proposals for the first round of screening. Based on this grouping, the expert committee of the Hakubi Center will review the proposals.

## [Address to Which Proposals Should Be Sent]

Q57: Is it possible to submit proposals by postal mail?

A: No. Applications can only be uploaded online. Applications sent by postal mail will not be considered.

## Global and Tenure-Track Categories

Q58: Please explain the purpose of introducing the Global and Tenure-track Type appointment categories.

A: The Global category is essentially the same as that of the original Hakubi Project, and the Tenure-track category, which was introduced in 2015 through the Leading Initiative for Excellent Young Researchers (LEADER) of the Japanese Ministry of Education, Culture, Sports, Science and Technology (MEXT), includes an additional element of departmental collaboration.

Both types provide researchers with a unique research environment in which at least 50% of their time is dedicated to their Hakubi research project and up to 50% is allotted to educational activities (such as teaching) and committee activities. The Tenure-track positions have a particular emphasis on carrying out research activities and educational/committee activities with a view to pursuing a tenure-track position.

Q59: Please explain the differences between the Global and Tenure-track appointments.

A: Researchers accepted in the Global category are affiliated only with the Hakubi Center, whereas the Tenure-track researchers are affiliated with their host faculties as well as the Hakubi Center. Researchers in both the Global and Tenure-track categories participate in Hakubi Center events, such as seminars, and they are both regarded as Kyoto University Hakubi researchers.

This FAQ relates to the Global category appointments. Detailed information about Tenure-track appointments, including details of how to apply, will be announced together with the list of available posts published by MEXT.

Q60: Please explain the relationship between the Tenure-track appointments and the MEXT LEADER initiative.

A: Tenure-track researchers will be recruited through the MEXT LEADER initiative. Specifically, the Hakubi Center expert committee will conduct a screening process to select “Excellent Young Researchers” (EYRs) from among the applicants for the Tenure-track positions during the employment adjustment period of the LEADER initiative.

For more details for the LEADER initiative, please refer to the webpage of the Japan Society for the Promotion of Science (JSPS): However, please note that if no post is offered by Kyoto University, there will be no vacancies at Kyoto University.

<https://www.jsp.go.jp/english/e-le/index.html>

Q61: Is it possible to apply for both the Global and the Tenure-track positions at the same time?

A: It is only possible to apply for one type, either a Global or a Tenure-track position. If applying for the Global position, please do not apply for LEADER initiative posts offered by Kyoto University. If, during the screening process, it is discovered that an applicant has applied for both the Global and the Tenure-track appointments of Kyoto University, the applicant will be requested to withdraw their application for the Global position.