

Kyoto University Hakubi Project to Foster and Support Young Researchers

FAQ

● Regarding the Global Type and Tenure-track Type of the Hakubi Project

Q1: Please explain the purpose of introducing the “Global Type” and “Tenure-track” Type appointment systems.

A: The Global Type is essentially the same as the original Hakubi Project system, and the Tenure-track Type, 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 60% of their time is dedicated to their Hakubi research project and up to 40% is allotted to educational activities (such as teaching) and committee activities. The Tenure-track Type positions have a particular emphasis on carrying out research activities and educational/committee activities with a view to pursuing a tenure track

Q2: Please explain the differences between the Global Type and Tenure-track Type appointments.

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

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

Q3: 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 Type 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):

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

Q4: Is it possible to apply for both the Global and Tenure-track Types?

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

● **Regarding the “Call for Applications”**

Research Field

Q5: What academic fields are included in the target research areas?

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

Eligibility

Q6: Are there specific age requirements for applicants?

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. In the Hakubi Project terminology “young” refers to researchers who are “young at heart.”

Q7: I am in the third year of my doctoral program, and am expecting to receive my doctorate in March of this year. Am I eligible for the project?

A: Yes. The Hakubi Center does not strictly define requirement “researchers with a doctoral degree (or equivalent research abilities),” as stipulated in the Call for Applicants, as those requirements and circumstances can vary depending on the academic field. Any individual who believes that he or she is qualified may apply for the project.

Q8: I applied for the project last year, but was not selected. Can I apply again this year?

A: Yes, you can apply any number of times.

Employment

Q9: What is the difference between “associate professor” and “assistant professor” within the Hakubi Project?

A: Since the Hakubi Project requires researchers to dedicate themselves to their research activities, the only real difference is in the salary received. Please select the position that you think would be most appropriate for your current level of experience.

Q10: Who determines whether applicants are employed as associate professors or assistant professors? How do you determine an appointed researcher’s employment term?

A: Applicants should apply for the position of their choice (associate professor or assistant professor), and indicate which position they are applying for in the application form (Proposal for Kyoto University Hakubi Project to Foster and Support Young Researchers, hereafter referred to as the “Proposal”). The screening committees will decide whether or not they consider applicants suitable for their desired position. Please note however that applicants cannot change their chosen position after application, and the university will not appoint an unsuccessful candidate applying for the position of associate professor as an assistant professor, even if he or she fulfills the requirements for assistant professor.

Please note that the period of service is five years from the designated start date. If the term begins on October 1, 2021, it will end on September 30, 2026. However, if, for any reason (e.g. previous employment conditions), your term begins on December 1, 2021, it will still end on September 30, 2026. It is not possible to extend the employment past September 30, 2026, even if the start date of the employment is delayed.

Q11: I don’t have a particular preference regarding the position. I can serve either as an associate professor or an assistant professor. Can I apply for both positions?

A: No, you cannot. You must select only one type of position, in consideration of your experience and future career path as a researcher. If neither position is selected, your application will be rejected.

Employment Conditions

Q12: How is the salary determined?

A: The amount of salary will be determined as stipulated in the Kyoto University Rules of Employment for Fixed-Term Program-Specific Faculty Members, and in accordance with your skills and experience (career, research achievements, etc.). For details, please see the

following example. (Note that the salary shown in the example is by no means a guaranteed amount, and the actual offer may be lower.

Example:

1. Salary

(1) Basic salary

The monthly salary will be 400,000 yen or higher

Typical monthly salary ranges are:

Associate professors: 550,000 to 700,000 yen

Assistant professors: 400,000 to 600,000 yen

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

(2) Allowances

There will not be any special allowances for commuting, housing, dependents, term end, extraordinary service, etc.

2. Retirement benefits

There will not be any retirement benefits.

3. Health insurance, pension

Hakubi researchers will enroll in the Ministry of Education, Culture, Sports, Science and Technology mutual aid association and employees' pension.

Q13: Is it possible to be employed at other institutions after the term as the 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 at other institutions or projects at the same time.

In certain circumstances, however Hakubi researchers may be permitted to have other assignments as subsidiary appointments provided they apply for permission to the Hakubi Center for Advanced Research prior to taking up the position.

Q14: Will the university provide allowances, such as term-end, commuter or extraordinary service allowances?

A: No, there will be no allowances.

Q15: Will the university pay travel expenses (to Kyoto, Japan) incurred in assuming the post?

A: No, the university will not pay such expenses.

Q16: I am working at another national university. If I am appointed as a Hakubi researcher, will my service at Kyoto University be counted in the calculation of my retirement allowance?

A: No, it will not.

Q17: Will it be possible for me to live in Kyoto University's accommodation facilities for faculty members?

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

Q18: Can I take childcare leave? If I do, how will it affect the duration of my term?

A: It is possible to take childcare leave. If you take childcare leave after starting your term, and wish to add the period of leave to the original duration of your term, it is possible to do so in consultation with their host faculty and researcher (for leave of up to one year).

Q19: I took out a student loan from the Japan Student Service Organization (JASSO). According to its rules, individuals who become teachers or faculty members are exempted from repayment. If I am appointed as a Hakubi researcher, will I be exempted from repayment?

A: Although the Hakubi Project has a limited term of five years, it qualifies for the repayment exemption, as Hakubi researchers will be working as full-time researchers.

Q20: I have been appointed as a researcher through the PRESTO (Precursory Research for Embryonic Science and Technology) initiative of the Japan Science and Technology Agency (JST). Can I serve concurrently as a Hakubi researcher?

A: Yes, you can if you follow requisite procedures and obtain permission from the Hakubi Center for Advanced Research and the JST.

Q21: Can I engage in educational activities? They may help my research activities.

A: If you feel that it is necessary to engage in such activities for the advancement of your career, it is possible to do so in consultation with your hosting research facility. Keep in mind, however, that your research activities must constitute 60%

or more of your working time. Any other academic activities that you decide to engage in must be done in the remaining 40% of your working time.

Affiliation

Q22: What kind of organization is the Hakubi Center for Advanced Research, Kyoto University?

A: It is a campus-wide organization to support the development of visionary researchers who will play a leading role in the global academic community. The Steering Committee of the Hakubi Center for Advanced Research 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 the Hakubi researchers.

Host research facilities and Research Funds

Q23: What is the host research facility?

A: Successful applicants for the Hakubi Project will be affiliated with the Hakubi Center for Advanced Research. However, their actual research activities shall generally be conducted at the relevant department of Kyoto University. These departments are referred to as the "host research facilities." Whether or not the host research facility has been decided in advance does not affect the result in the screening process. However, to facilitate a smooth start to their research after appointment, applicants are recommended to obtain notification of acceptance from their chosen host researchers in advance.

Q24: Can I select a host facility outside Kyoto University?

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

Q25: In the screening, will it be a disadvantage if I have not obtained notification of acceptance from any host facilities?

A: No, it will not affect your evaluation. However, to facilitate a smooth start to their research after appointment, applicants are recommended to obtain notification of acceptance from their chosen host researchers in advance.

Q26: Can I specify more than one host facility?

A: Yes, you can. However, you are required to specify your main host facility once you are employed.

Q27: Can I change host facilities after being appointed?

A: Yes, you can.

Q28: Can I specify a host facility that I will only use for a limited period (such as research centers or departments established using competitive research funds)?

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

Q29: Can I conduct research activities at an institution outside Japan?

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, appointed researchers must participate in various regular events held by the Hakubi Center for Advanced Research. As a general rule, they will be required to attend such regular events even if they are staying outside of Japan.

Q30: If I am appointed, will I be restricted from seeking financial support from competitive research funds?

A: It depends on the conditions of the competitive research fund. In principle, however, we encourage you to obtain such grants if it helps you to dedicate yourself to your research activities.

Research Reports and Presentations

Q31: If I am appointed, will I be evaluated during, or at the end of, my term?

A: Researchers will not be evaluated in any form either during their terms or at the end of their terms. Researchers are, however, required to provide annual reports on their research activities, and give presentations on their research outcomes at the end of their fixed terms.

Screening Method

Q32: Do applicants working at Kyoto University or who have graduated from the university have an advantage?

A: No, they have no advantage.

Q33: If I have another important appointment at the time and date specified for an interview, will you reschedule the interview?

A: No, interviews will only be held on the specified time and date.

Q34: Since I don't live in Japan, can I arrange an interview via telephone or Skype?

A: No, we do not hold interviews via either telephone or video calling applications in principle.

Q35: What language will be used in the interview conducted by the Hakuraku Council?

A: The applicant can choose to conduct the interview in either English or Japanese based on their own preference. However, as the Hakubi Project is an international program, part of the interview may still be conducted in English, even if the applicant chooses Japanese.

Q36: Is it possible to receive travel expenses to attend the secondary screening interview.

A: No, please provide your own travel expenses.

Results of Screening

Q37: How will applicants be notified of the screening results?

A: All applicants will be notified of their results by e-mail. Although the notification period is scheduled from the end of May through early June, we ask for your understanding that the date may change depending on the screening schedule.

Application Method

Q38: I registered my information via the online registration form, but forgot to upload my proposal by the deadline. Will my application be accepted for evaluation?

A: No, your application will be rejected. The proposal must be uploaded in order for the application to be accepted for evaluation, in addition to the applicant's information registered via the online registration form. The registration form is available at the following link:

<https://recruit.hakubi.kyoto-u.ac.jp>

Q39: Can I submit a book that I have written for your reference?

A: We do not accept any documents beside those specified in the Call for Applications.

Q40: If I find an error in a proposal that I have already uploaded, can I replace it with another form?

A: Re-uploading a corrected proposal is possible. Please note that the previously uploaded proposal will be deleted in that case.

Q41: If I find an error in the information in the registration form, can I correct it?

A: Yes, it is possible to modify your registration information and re-upload your proposal, but it must be done before the deadline for uploading the proposal documents.

Q42: I have trouble selecting the "Research Field" items in the registration form due to the operating system of my PC.

A: If something goes wrong with the application procedure, please contact us via the e-mail address given in the contact information in the Call for Applications.

Application Deadline

Q43: Is the deadline set according to Japan time?

A: Yes.

Q44: Will you accept application forms after the deadline?

A: No, no applications will be accepted after the deadline.

Submission of Proposals

Q45: I understand that proposals must be submitted by uploading them. Can I send the documents by postal mail instead?

A: No, we will only accept proposals via upload. Proposals sent by postal mail will not be accepted.

Q46: I am serving at Kyoto University. Should I send my application forms through my faculty?

A: No, please register your information and upload your proposal as specified in the Call for Applications, not through your faculty administrative section.

Information Meeting for Hakubi Project Application

Q47: Do I have to attend the information meeting?

A: No, you are not required to. You can apply for program without attending the meeting.

Contact Information

Q48: Can I contact the university by phone?

A: No, you cannot. Please use the e-mail address provided. Be sure to contact us well in advance of the deadline, as we are likely to receive many inquiries and may not be able to answer all inquiries promptly.

After the application deadline, it will take about ten days before we are able to inform you of the receipt of your application by e-mail. During those ten days, please refrain from making inquiries as to whether or not we have received your application. However, please do contact us if you do not receive an e-mail from us within ten days.

● Regarding the Documents to Submit

General Inquiries regarding the Documents

Q49: Do I have to sign or seal the documents?

A: No, your signature/seal is not required.

Q50: Do I have to use the specified format?

A: Yes. If you do not use the specified format, your documents will not be accepted for evaluation.

Q51: When you evaluate my documents during the primary and secondary screenings, will you print my documents in monochrome or color?

A: We will print them in color.

Q52: Which language should I use, English or Japanese?

A: You can use either.

Q53: Can I fill in the application form using a language other than English or Japanese?

A: No.

Regarding the Proposal Form and the Guidelines for Preparing the Proposal Form

Q54: I expect to receive my doctorate in March of this year. Can I provide this information in the “Academic Degree” section?

A: Yes, please do so.

Q55: I am currently a Japan Society for the Promotion of Science (JSPS) post-doctoral fellow. How should I describe my current position and affiliation?

A: For your affiliation, write the names of the affiliation/department at which you are currently working. For your position, write “JSPS post-doctoral fellow.”

Q56: In the list of research fields, there are three or more research fields that are close/relevant to mine. How should I select the research fields for my application?

A: Even if there are three or more research fields that are close/relevant to yours, you can only select the research fields. Please select the two that are the most appropriate.

Q57: In what way will you use the information in the “Research field” section of the proposal?

A: This is used to divide the applications into similar groupings for the primary screening.

The expert committee at the Hakubi Center for Advanced Research will examine the documents according to these groupings.

Q58: In the “Research Plan” section of the proposal, the directions state, “Include details of previous achievements, the purpose of the research, the research plan and methods, research facilities etc.” Should I describe my “previous achievements” in the research plan differently from the information I provide in the “List of academic achievements” section of the Proposal?

A: In the “List of academic achievements” section, simply list the papers that you have written. In the “Research Plan,” please describe your academic accomplishments in detail.