

Kyoto University Hakubi Project to Foster and Support Early-Career Researchers The 16th Call for Applications for Research Positions in the Global Category

Kyoto University has striven to develop the Hakubi Project to foster and support early-career researchers since 2009. With the aim of fostering individuals who will play active roles as world-class researchers and lead the next generation of academic research at Kyoto University, we are seeking researchers for the [Global Category] position as outlined below.

Note: As the Ministry of Education, Culture, Sports, Science and Technology has closed the Leading Initiative for Excellent Young Researchers (LEADER) program, Kyoto University will not be offering the 【Tenure-Track Category】 from the 16th call onward.

In the 15th of call for applications, we received 256 applications and decided to hire 20 people (men: 11, women: 9). Kyoto University promotes gender equality.

We welcome applications from female researchers. In the 16th call for applications, the aim is to have at least half of the recruits be women. As part of its effort to promote gender equality at the university, in accordance with the provisions of Article 8 of the Act on Equal Opportunity and Treatment between Men and Women in Employment (the Equal Employment Opportunity Law), women will be given priority in employment if their evaluation is equal to that of a male candidate in the selection process.

If an applicant has interrupted research due to any causes, such as childbirth, childcare, or nursing care etc., upon the applicant's request, this will be taken into consideration in the screening of research achievements.

1. Target Fields

Research projects in all fields of the humanities, social sciences, and natural sciences are welcome. These include all academic research, from basic to applied.

2. Eligibility Requirements

Researchers with a doctoral degree (including those without the degree who have academic research ability equivalent or superior to that of a doctoral degree holder) are eligible. Applicants of all nationalities are welcome. However, those who have been employed as a Hakubi researcher by the Hakubi Project in the past are not eligible to apply.

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; host departments within Kyoto University.

In addition, the host teacher who provides guidance and is the mentor for you in the host department on matters that need to be addressed for the smooth implementation for your research, such as administrative procedures and securing a research location. Due to their role, host teachers must, in principle, be in an employment relationship with Kyoto University. 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.

3. Number of Positions

Program-specific assistant professors: approximately 15

Program-specific associate professors or program-specific junior associate professors:
approximately 5

4. Terms and conditions of employment

- Researchers will be affiliated with the Hakubi Center, Kyoto University.
- Those employed in this project will be awarded the title of 'Kyoto University Hakubi Researcher' from the date of employment as proof that Kyoto University recognizes them as outstanding researchers who will lead the next generation of scholars.
- Successful applicants will be hired as program-specific faculty members (program-specific assistant professor, program-specific junior associate professor, or program-specific associate professor) on an annual salary basis as stipulated in the Kyoto University Rules of Employment for Fixed-Term Program-Specific Faculty Members and will be paid in accordance with the university's payment standards.
- Allowances are NOT paid. However various allowances (such as commuting allowance, housing allowance, dependent allowance, and year-end/diligent work allowance (bonus)) include an equivalent amount.
- Retirement benefits are NOT paid.
- As the employment period is five years, the term of appointment in the 16th call is from April 1, 2026 to March 31, 2031. This expected date of employment may be postponed in consideration of individual circumstances, however, the end of the term of appointment is until March 31, 2031 in any case. (For example, if a person starts working on October 1, 2026, the term of appointment will still run until March 31, 2031.)
- The term of appointment is not renewable. However, if a researcher takes childcare leave or nursing care leave after being hired and wishes to extend the term of appointment, it is possible to extend the term of the appointment by the period of absence after consultation with the host researcher and host department.
- Successful applicants will be covered by the MEXT Mutual Aid Association membership, including an employee pension, unemployment insurance, and workers' accident compensation insurance.
- Research grants will range from 1 to 4 million yen per year depending on the nature of the research.
- Hakubi Researchers are required to submit an annual report on their research activities to the Hakubi Center at the end of each academic year. At the end of the employment period, Hakubi Researchers must present their research results to the Hakubi Center.
- In addition, Hakubi Researchers will be evaluated as faculty members in according to Kyoto University internal regulations by the department or program. However, the Hakubi Center will not conduct any interim evaluations.

5. Selection Method and Schedule

(First round of screening)

The Kyoto University Hakubi Center Expert Committee, where a written review will be conducted, evaluates applicants' research achievements and plans and determines whether the applicant will be selected for an interview. (in the end of September 2025)

(Second round of screening)

The selection of candidates for employment will be conducted by the Hakuraku Council of the Hakubi Center, where interviews will be conducted, and candidates will be selected based on a comprehensive evaluation of their qualifications not only in terms of research but also as an individual equipped to lead the next generation of academics. (on November 29th, 2025)

(Third round of screening)

The Kyoto University Hakubi Center Steering Committee will deliberate on the results of the interviews by the Hakuraku Council, etc., and decide who will be offered the positions. (in the middle of December 2025)

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6. Selection Results

All applicants will be notified of the final selection results by e-mail. Please note that the Hakubi Center will not respond to questions regarding the selection process or the reasons for the selection or rejection of candidates.

The announcement of a job offer is scheduled in the late December 2025.

7. Application Procedure and Deadline

(How to apply)

Please be sure to read the Applicant Registration and Proposal Preparation Instructions before submitting your application.

▶ [Applicant Registration and Proposal Preparation Instructions](#) 

▶ [\[Reference\] KAKENHI The Review Section Table \(Overview\)](#) 

1. Please download the required proposal form below to prepare your proposal.

▶ Proposal  [\(PDF\)](#)  [\(Word\)](#)

2. Access to the applicant registration site is scheduled to be available from the URL below around the middle of April 2025. Please access the URL below and register the required information.

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

3. After registration, please log in to the website again and upload your prepared proposal.
Uploading the proposal will complete the application process.

(Application deadline)

The deadline for applications is on Friday, May 16, 2025, at 1:00 p.m. (Japan time).

- ※ No confirmation email will be sent upon completion of registration or uploading of the proposal.
Please log in to the applicant registration website by yourself to verify the updated information.
We will notify you of the acceptance status of your application documents via an email approximately one week after the application deadline.

8. Online information sessions

Application information videos on the Hakubi Project are available on our website. (Language: Japanese)

Please visit our website to see more details.

9. Contact Information

Refer to the FAQ file for more information about applying. For any other questions, please contact us at the e-mail address below. When inquiring after applicant registration, be sure to include your name and registration number. Allow ample time for enquiries as it may take some time for a response depending on the nature of your enquiry. We do not accept telephone enquiries.

▶ [\[Reference\]FAQ](#) 

The Hakubi Center for Advanced Research, Kyoto University

E-mail: recruit * mail2.adm.kyoto-u.ac.jp (Replace * to @)

10. Remarks

- If any false statements are found in your registration or listed details, your application may be disqualified from the selection process or your job offer may be revoked.
- Even after a job offer is made, it may be revoked in accordance with Kyoto University's security export control regulations.
- Application documents will be used for employment screening only. The information will not be disclosed to any third party.
- Applicants are responsible for expenses incurred in the application process.
- We are committed to fostering an inclusive campus and research environment that values diversity, equity, and inclusion. We strongly encourage applications from female or international researchers.
- Kyoto University is working to prevent passive smoking by prohibiting smoking indoors and outdoors except in designated smoking areas on all campuses.