

Kyoto University Hakubi Project to Foster and Support Early-Career Researchers 17th Call for Applications

Kyoto University has operated 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. The university is now inviting applications for the position detailed below.

Note: As the Ministry of Education, Culture, Sports, Science and Technology (MEXT) 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 for applications onward.

Recruitment Timeline

—2026—

March 16	Opening of call for applications and provision of information
April	Information Session (please check the Hakubi Project website)
<u>May 17</u>	<u>Deadline for applications (23:59 JST)</u>
Late June	Application screening
Late September	Selection of interview candidates
<u>December 5</u>	<u>Interview</u>
Late December	Announcement of successful applicants

—2027—

April 1	Beginning of employment
---------	-------------------------

1. Terms and conditions of employment

- Those employed through this project will be awarded the title of “Kyoto University Hakubi Researcher” from the date of employment to indicate that Kyoto University recognizes them as outstanding researchers who will lead the next generation of scholars.
- Hakubi researchers will be affiliated with the Hakubi Center, but their research activities will be conducted at their respective host departments within Kyoto University.
- A “host researcher” serves as a mentor to Hakubi researchers in their host departments and provides guidance on matters that need to be addressed for the smooth implementation of their research, such as administrative procedures and securing a research location. Due to their role, host researchers must, in principle, be in an employment relationship with Kyoto University. Each applicant is encouraged to contact a prospective host researcher of his or her choice at the time of application to obtain their informal consent. The informal consent of the host researcher must be obtained by the time of the interview screening at the latest.

- 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.
- Hakubi Researchers will be evaluated as faculty members in accordance with Kyoto University's regulations, but no interim evaluation will be conducted by the Hakubi Center..
- Hakubi Researchers are required to conduct their activities in accordance with the Hakubi Centre's compliance requirements.

2. Details

Positions	Program-specific assistant professor Program-specific associate professor/Program-specific junior associate professor
Number of Positions	Program-specific assistant professor: Approximately 15 Program-specific associate professors or program-specific junior associate professors: Approximately 5
Affiliation	The Hakubi Center, Kyoto University.
Location	The host department (laboratory) *If remote work is permitted or required by the university, the employee's residence or other approved location.
Job Description	Academic research
Research Budget	1 to 4 million yen per year
Eligibility Requirements	Researchers with a doctoral degree (including those without a degree who have academic research ability equivalent or superior to that of a doctoral degree holder) are eligible. All nationalities are welcome. Those who have previously been employed as a Hakubi researcher through the Hakubi Project are not eligible to apply.
Target Fields	All fields, from basic to applied
Commencement Date	April 1, 2027 The commencement date of employment may be postponed in consideration of individual circumstances; however, the term of appointment will not be extended under any circumstances.
Appointment Term	Five years (April 1, 2027– March 31, 2032) 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.
Probationary Period	Six months
Working Arrangements	Discretionary Labor System for Professional Work (deemed working hours: 38 hours and 45 minutes per week; 7 hours and 45 minutes per day)

	<ul style="list-style-type: none"> • If the discretionary labor system is not applied: a work schedule of five days per week from 8:30–17:15 (break from 12:00–13:00). • Possibility of overtime work: Yes <p>Holidays: Saturdays, Sundays, national holidays, year-end and New Year holidays, and the anniversary of the university's foundation (June 18th).</p>
Salary	<p>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. Please check the FAQ for details.</p> <p>[Examples of monthly salary]</p> <p>Program-specific assistant professors: JPY 500,000–600,000</p> <p>Program-specific junior associate professors: JPY 550,000–650,000</p> <p>Program-specific associate professors: JPY 600,000–750,000</p>
Allowance	<p>No allowances or retirement benefits will be paid; however, the equivalent amount of various allowances (such as commuting allowance, housing allowance, dependent allowance, and year-end/diligence allowance (bonus)). Except for overtime pay. Please check the FAQ for details.</p>
Insurance	<p>MEXT Mutual Aid Association membership, including an employee pension, unemployment insurance, and workers' accident compensation insurance</p>
Relocation Expenses	<p>A portion of relocation expenses will be provided in accordance with the Kyoto University Regulations for the Provision of Travel Expenses. Please check the FAQ for details.</p>
How to Apply	<p>Please visit the recruitment page of the Hakubi Project website. https://www.hakubi.kyoto-u.ac.jp/recruitment/</p>
Information Session	<p>April 2026</p> <p>Please visit the recruitment page above for the details.</p>
Deadline for Applications	<p>Deadline: May 17, 2026, 23:59 (JST)</p> <p>Please note that access to the server may become unstable due to heavy traffic just before the deadline. Applicants are strongly advised to upload their materials well in advance.</p>
Screening Process	<p>Screening of Applications: Late June to Late September 2026</p> <p>The Kyoto University Hakubi Center Expert Committee will evaluate applicants' research achievements and plans and determine which applicants will be selected for an interview.</p> <p>Interview: December 5, 2026</p> <p>The Hakuraku Council of the Hakubi Center interviews those who passed the application screenings. Candidates will be selected based on a comprehensive evaluation of their qualifications, not only in terms of research, but also as individuals equipped to lead the next generation of</p>

	<p>academics.</p> <p>The Kyoto University Hakubi Center Steering Committee will deliberate on the results of the interviews and determine the successful candidates.</p> <p>All applicants will be notified of the final selection results by email.</p> <p>Please note that the Hakubi Center will not respond to questions regarding the selection process or the reasons for the results.</p> <p>The Hakubi project job offers are scheduled to be made in the late December 2026.</p>
<p>Inquiries</p>	<p>Kyoto University Hakubi Center</p> <p>Inquiry Form: https://forms.gle/5RcUvHT9WvFTRb8F9</p> <ul style="list-style-type: none"> ● Please read the FAQ for details. ● When any change is made regarding the application process, a notification will be posted on the Hakubi Project website. ● When making an enquiry after completing the applicant registration, be sure to include your name and registration number. ● Be sure to allow plenty of time for enquiries, as it may take some time for a response depending on the nature of your enquiry. ● The Hakubi Center does not accept telephone enquiries.
<p>Remarks</p>	<ul style="list-style-type: none"> ● If any false statements are found in your registration or the details provided, 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 parties. ● 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 encourage applications from female researchers and international researchers. ● Kyoto University is working to prevent passive smoking by prohibiting smoking indoors and outdoors on all campuses, except in designated smoking areas.