

JOB VACANCY ANNOUNCEMENT

- Professor, National Astronomical Observatory of Japan (NAOJ)

The National Astronomical Observatory of Japan (NAOJ) invites applications from researchers for full-time professor position as follows:

1. Job Title: Professor (female), one position
2. Division and Location: To be decided after selection
(Scope of possible changes) Place designated by NINS / NAOJ
3. Area of Expertise: Astronomy and/or related fields

4. Job Description:

The National Astronomical Observatory of Japan (NAOJ) has been playing a key role in the forefront of astronomical research worldwide, as demonstrated in the construction and operation of large-scale astronomical facilities such as Subaru Telescope, ALMA, supercomputers for astrophysical simulations, and TMT (Thirty-Meter Telescope) as well as in the development of space-based instruments, in the effort to promote cutting-edge astronomy utilizing these advanced telescopes. NAOJ has the Advanced Technology Center (ATC) as a research center for advanced technology development to support these important astronomical programs, the Astronomical Data Center (ADC) as an archive center for utilizing the astronomical data produced by these facilities and programs, and the Public Relations Center (PRC) as a center for outreach to public.

We invite applications from female researchers for a professor position at the NAOJ. A successful candidate for this position is expected to lead a project or conduct science research related to large-scale astronomical facilities or space astronomy programs of NAOJ, to lead development programs at ATC or ADC, or to lead public outreach activities at PRC. The successful candidate is expected to explore new possibilities in astronomy and to take an initiative in promoting scientific activities that make impact on relevant research fields as well. Responsibilities of this position require continuously demonstrating leadership and outstanding performance in the project/center activities and fostering collaborations among NAOJ scientists and engineers to stimulate productivity of science and development by making the best use of NAOJ's strengths. Fostering young scientists and supervising students in PhD programs is also required as part of the responsibilities.

(Scope of possible changes) Research and Teaching Activities designated by NINS / NAOJ

5. Terms of Appointment:

The successful candidate should be able to start working at NAOJ as soon as reasonably possible after accepting the job offer. The term of the contract will continue up to the end of the Japanese academic year in which the candidate reaches NAOJ's mandatory retirement age of 65. The hired

candidate will undergo a six-month probationary period upon commencement of employment.

6. Qualification Requirements:

- (1) PhD degree or equivalent in the related field;
- (2) To have sufficient English language proficiency to take part in scientific/technical discussions in face-to-face meetings, video conferences, and teleconferences.

7. Required Application Materials: (*To be prepared in English)

- (1) Cover letter;
- (2) Curriculum vitae;
- (3) Publications list (Separate refereed and non-refereed papers with number of citations from ADS);
- (4) Summary of your past activities related to this position;
- (5) Your commitment and plan to fulfill the duties (including the project(s) or center(s) you wish to be assigned to) with a detailed description of your research or development activities;
- (6) Your address (e-mail and phone) for prompt contact and the email address of your current supervisor or line manager; and
- (7) Three or more reference letters. Reference letters should be written by faculty/staff with tenured positions. Please ask your references to upload their letters directly using the URL indicated in 9.1 before the application deadline. Applicants are responsible for ensuring that the letters are submitted before the application deadline.

8. Closing Date for Application: 2026-10-13, 12:00 (noon) (Japan Standard Time)

9. Application Instructions:

9.1 How to Apply:

Applicants are required to apply via the NAOJ Nextcloud on the web.

- (1) Please access the following URL for registration:

<https://forms.cloud.microsoft/r/Viq53huviG>

- (2) After you submit the registration form, you will receive an email showing the URLs for
 - (a) uploading your application documents, and
 - (b) for your reference letters.
- (3) Please ask your references to upload their letters via the URL shown in (2)(b).
- (4) Please upload the application documents (from 7. (1) through (6) above) via the URL(2)(a). These files must be in PDF format (max 50MB each, 100MB in total, at most 10 files).

9.2 Contacts:

- (1) If you have any questions related to the job description, contact;
E-mail address: michitoshi.yoshida_AT_nao.ac.jp (replace _AT_ with @)
Attention to: Michitoshi Yoshida, Vice Director General, NAOJ
Subject: "Question on Female Professor"
- (2) If you have any question related to the other items, contact,
E-mail address: job01-professor_AT_nao.ac.jp (replace _AT_ with @)

Subject of e-mail: “Question on Female Professor”

10. Notes for Applications:

- (1) Candidates selected in the final short list may be interviewed by the selection committee either via the internet or face-to-face. The expense for the interview will not be covered by NAOJ.
- (2) If the selection committee determines that there are no qualified candidates for this position, this announcement may be closed without any selections.

11. Working Conditions:

- (1) Work Type and Work Hours: The Discretionary Labor System for Professional Work shall be applied. (standard work hours: 38.75 hrs/week, from 8:30 to 17:15 with an hour intermission)
- (2) Holidays: Saturdays and Sundays, National Holidays, New Year holidays (December 29th - January 3rd), Annual paid leave, Refreshment leave, Summer closure, Bereavement leave, etc.
- (3) Social Insurance: MEXT Mutual Aid Association (health insurance), Employees' Pension Insurance, Employment Insurance, Industrial Accident Compensation Insurance
- (4) Remuneration:
 - Salary: Annual salary shall be determined based on professional knowledge, skills, required education, and job experiences as per the NINS regulations (NINS, or the National Institutes of Natural Sciences, is an upper-level organization that manages NAOJ). Payments will be made monthly in 12 equal installments.
 - Allowances: Dependent allowance, residential allowance, commutation allowance, and other allowances will be paid to employees who meet the conditions outlined in the NINS regulations. An amount equivalent to the year-end allowance and diligence allowance will be included in the annual salary.
 - Salary Increment: Once a year in accordance with the performance review
 - Retirement Allowance: Provided
 - Travel and relocation: Eligible employees will be provided with a relocation travel package to NAOJ, subject to the travel regulations of NINS (details must be arranged with the administration office).

12. Miscellaneous

- The NAOJ Advisory Committee for Research and Management will make the final decision for the appointment.
- This position is subject to the NINS Employee Regulations. The annual salary schedule indicated in Table (2) of the Research-Education Employee Base Annual Salary shall be applied to this position.
- Policy for Equal Employment Opportunity: NAOJ is committed to diversity and inclusion in the workplace and strives to pay regard to advancing equality. To this end, this open recruitment has made use of positive action in accordance with Article 8 of the Equal Employment Opportunity Act for Men and Women (Special Provisions Concerning Measures for Female Workers). If you have taken a leave(s) for maternity, childcare, and

family care, please indicate it in your curriculum vitae. We will take it into account when assessing your performance.

For details, see <https://www2.nao.ac.jp/~open-info/gender-equality/en/>

- NINS implements the program to support staff members (young researchers) who received educational loans (scholarships) from the Japan Student Services Organization (JASSO) and are now repaying them.

For details, see <https://www.nins.jp/about/folder7/dairihenkan.html>

- Smoking is prohibited on premises excluding designated outdoor smoking areas.
- Information submitted in your application documents will not be used for any purpose other than the selection process and for contacting you with necessary notices in connection with the selection. Once the selection process is complete, we will securely dispose of all application documents and personal information except those submitted by the successful candidate.

13. Recruiting Institution:

Inter-University Research Institute Corporation, National Institutes of Natural Sciences (NINS),
National Astronomical Observatory of Japan (NAOJ)