

JOB VACANCY ANNOUNCEMENT

Associate Professor (female), Division of Science, National Astronomical Observatory of Japan (NAOJ)

1. Job Title: Associate Professor (female), one position

2. Division and Location: Division of Science, National Astronomical Observatory of Japan (NAOJ), Mitaka, Tokyo 181-8588, Japan

(Scope of possible changes) Location 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, Atacama Large Millimeter/submillimeter Array (ALMA), supercomputers for astrophysical simulations (ATERUI III), and Thirty-Meter Telescope (TMT) as well as in the development of space-based instruments, in the effort to promote cutting-edge astronomy utilizing these advanced telescopes.

The Division of Science (DoS) has been contributing to the scientific achievements, progresses, and future plans of the NAOJ's current projects and domestic/international projects from broad, long-term scientific perspectives, the delivery of world-leading scientific results by bridging observation and theory with unbounded ideas, the advance of the frontiers of astronomy, the expansion of horizons of astronomical knowledge, the development of early career researchers, including through education of graduate students, and the exchanges and collaboration with domestic and international researchers.

We invite applications from female researchers for one associate professor position at the DoS, NAOJ, who conducts pioneering studies by bringing new ideas and key innovations to astronomy from observational and theoretical perspectives. The successful candidate is expected to demonstrate high-impact research with broad and deep knowledge of astronomical phenomena: for instance, a study of groundbreaking theory that can open up an opportunity for planning out the next-generation telescope(s)/instrument(s); an epoch-making discovery based on observations that can build up the standard model or exceed its prediction; and so on. The successful candidate is also expected to explore the new possibilities of astronomy, to take the initiative in promoting scientific activities that impact on relevant research fields, to broaden the horizons of research fields in the DoS, and to lead community-wide discussions in astronomy beyond own research fields to establish future flagship projects. The responsibilities of this position require continuously demonstrating leadership and outstanding performance in research activities and also promoting collaborations among NAOJ scientists as well as collaborations among international and Japanese communities to stimulate productivity of science by making the best use of NAOJ's facilities. Education of young scientists, including

supervising students in the PhD's program, is also required as part of the responsibility.
(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:

(1) Minimum Educational Requirement: Ph.D. or equivalent

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

- (1) Cover letter addressing your interest in the position
- (2) Curriculum vitae
- (3) List of publications (Separate refereed and non-refereed papers and provide individual citation counts from ADS)
- (4) Summary of past research activities including international collaborations
- (5) Your commitment and plan to fulfill the duties with detailed description of your research
- (6) Anticipated start date of the job appointment
- (7) Your address (e-mail and phone) for prompt contact
- (8) Three or more reference letters

All reference letters should be written by faculty/staff with tenured positions. Reference letters from multiple countries are preferred.

Please ask your references to upload their letters directly using the URL indicated in section 9.1 before the closing date for application. Applicants are responsible for ensuring that the letters are submitted before the closing date for application.

8. Closing Date for Application: 2026-9-11, 12:00 (noon) (Japan Standard Time)

9. Application and Contacts:

9.1. How to Submit an Application:

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/cun6armMpb>

(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 (2)(b).

(4) Please upload the application documents (from 7. (1) through 7. (7) 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: If you have any questions related to the job description, contact;

E-mail: nozomu.tominaga_AT_ao.ac.jp (replace _AT_ with @)

Professor Nozomu Tominaga,

Director, Division of Science, NAOJ,

Subject of e-mail: "Question on Associate Professor (female) of Division of Science, NAOJ"

If you have any questions related to the other items, contact;

E-mail address: job02-associateprof_AT_ao.ac.jp (replace _AT_ with @)

Subject of e-mail: "Question on Associate Professor (female) of Division of Science, NAOJ"

10. Selection Process:

Qualified candidates who will proceed to the final selection may be interviewed by the selection committee either via the Internet or in person. The expense for the interview will not be covered by NAOJ.

11. Labor 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)

(3) Paid leave: Annual paid leave, Refreshment leave, Summer closure, Bereavement leave, etc.

(3) Social Insurances: 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. Remarks:

- 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 the 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 for those submitted by the successful candidate.

13. Name of recruiter:

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