

Announcement – NAOJ Fellow 2026

The National Astronomical Observatory of Japan (NAOJ) invites applications for up to two NAOJ fellow positions aimed at encouraging highly qualified young researchers to participate in research activities at NAOJ. Please refer to the following URL:

<https://www.nao.ac.jp/en/about-naoj/employment/jobs-fellow.html>

1. The formal employment status of a NAOJ fellow at the National Institutes of Natural Sciences (NINS, <http://www.nins.jp/en/>), which consists of five institutions including NAOJ, is that of a project assistant professor. This is a full-time position (discretionary work type, with deemed working hours of 38 hours and 45 minutes per week) and is based on an annual salary system. Every year, NAOJ selects several fellows (please see <https://www.nao.ac.jp/en/about-naoj/employment/jobs-fellow.html>).
2. The applicant must designate a host researcher among the NAOJ research and academic staff and should consult with the host researcher about the application and research plans. Please refer to the following list of NAOJ research and academic staff if needed. <https://www2.nao.ac.jp/~open-info/reslist/index.html> (If you need further information, please contact Dr. Masahiro Ikoma <masahiro.ikoma_AT_nao.ac.jp> (Replace_AT_with @-sign.) The subject of the e-mail should be: “Question on NAOJ Fellow”). The name of your host researcher must be indicated in a cover letter.
3. The fellow will become a member of the project at NAOJ, to which their host researcher belongs, and will work at one of the NAOJ campuses: Mitaka (Osawa, Mitaka, Tokyo, Japan), Mizusawa (Mizusawa-Hoshigaoka, Oshu, Iwate, Japan), Nobeyama (Nobeyama, Minamimakimura, Minamisaku, Nagano, Japan), Kamioka (Kamioka, Hida, Gifu, Japan), Okayama (Kamogata, Asaguchi, Okayama, Japan), Ishigaki (Ishigaki, Okinawa, Japan), Hawaii (Hilo, Hawaii, USA), and Chile (Santiago, Chile). The working place may be subject to change during their contract.
4. The research field of the applicants can be any field of astronomy or related research being conducted at NAOJ. The affiliation of the fellow with a specific NAOJ project is only meant for administrative purposes. The NAOJ fellow is expected to concentrate on research without any observatory/project duties, such as telescope operation, teaching responsibilities, commitments to committees, and so on. This condition will not change during their contract.

5. (1) The appointment term will begin on April 1, 2026, or later. However, the successful candidate is expected to start their appointment no later than September 30, 2026. Please note, however, that certain successful candidates may be eligible for an adjusted start date. Specifically, if an individual has received an offer for a fixed-term research position from a foreign organization and if it is the first time the successful candidate will conduct research outside of Japan, the start date for the NAOJ fellow appointment may be postponed until that contract expires. For details, see
(Japanese) <https://www.nao.ac.jp/about-naoj/employment/jobs-fellow.html>
(English) <https://www.nao.ac.jp/en/about-naoj/employment/jobs-fellow.html>
- (2) The position has a term of five years, which includes a probationary period of six months. An annual review will be conducted during this time. If the successful candidate was employed by the National Institutes of Natural Sciences (NINS), the executive institute that manages NAOJ, within six months retroactively from the start date, the term will be adjusted to ensure that the total employment period does not exceed ten years.
6. The applicant must hold a PhD degree in astronomy or related fields by the starting date.
7. Required Application Materials: (All documents must be prepared in English. Submissions in any other language will not be accepted)
Your application must include the following:
- (1) Cover Letter. Please indicate the name of the NAOJ host researcher stated in section (2) and provide your references stated in section (7).
- (2) Curriculum Vitae. If you have taken any leave(s) (e.g., for maternity, childcare, or family care), please include this information in your curriculum vitae. We will take it into consideration when assessing your performance.
- (3) Summary of Past Research Activities. This should be no more than 1200 words, excluding figures and references.
- (4) Publication List. Please provide a numbered list of your publications, categorized as follows:
- (i) Refereed papers of which you are the corresponding author;
 - (ii) Other refereed papers;
 - (iii) Non-refereed papers. For co-authored papers, please list the names of all the authors.
- The applicant is strongly encouraged to provide a URL to the Astrophysics Data System (ADS) library, in addition to a written list for the list (i). The lists (ii) and (iii) can be

substituted with URLs to publication lists from the ADS library.

(5) Outline of Your Research Plan at NAOJ. This should be no more than 1500 words, excluding figures and references.

(6) List of Invited Talks you have given at international conferences.

(7) Two or More Reference Letters. Please note that your potential host researcher for this application cannot serve as a reference. Please ask your references to upload their letters directly using the URL indicated in 9.(1) before the deadline. Applicants are responsible for ensuring that the letters are submitted prior to the application deadline. The names of your references should be included in the application cover letter.

8. The application documents and reference letters must arrive by 12:00 noon (JST) (3:00 AM UTC) on August 6, 2025.

9. (1) Applicants should submit their applications via the NAOJ Nextcloud website. Please access the application form at the following URL:

<https://forms.office.com/r/Pk8b6cKPDn>

After submitting the initial form, you will receive an email containing the URLs for (a) uploading your application documents and (b) submitting your reference letters. Once you receive the URL (a) for your application documents, please upload the files corresponding to documents (1) through (6) stated in section 7. These files must be in PDF format, with a maximum size of 50MB each, a total limit of 100MB, and a maximum of 10 files. Please ask your references to upload their letters via URL (b) you receive for this purpose.

* For information regarding the NAOJ host researcher who will accept your proposal, please refer to the NAOJ Research and Academic staff list (<https://www2.nao.ac.jp/~open-info/reslist/index.html>) as needed and consult with them in advance.

(2) If you have any question related to the NAOJ Fellow, contact

Dr. Masahiro Ikoma

Director of Research Coordination

National Astronomical Observatory of Japan

masahiro.ikoma_AT_nao.ac.jp (Replace _AT_ with @-sign.)

Subject of e-mail: “Question on NAOJ Fellow”

(3) If you have any question related to the application process or other items, contact,

E-mail address: job13-naoj-fellow_AT_nao.ac.jp (replace _AT_ with @-sign)

Subject of e-mail: “Question on NAOJ Fellow”

10. (1) Candidates who are selected for the shortlist will be interviewed by the selection committee via teleconference. Please note that NAOJ will not cover any expenses related to the interview. The interviews are scheduled to take place on a date in early to mid-October 2025. Information regarding the interviews will be sent to those selected by the end of September 2025.

(2) The final decision will be made by the Advisory Committee of NAOJ, which is scheduled for November 2025.

(3) The following terms and conditions apply to the fellow position:

- The fellow will receive a monthly salary of 550,000 JPY, along with compensation for commuting expenses (up to 150,000 JPY per month), and annual research funds of 1,000,000 JPY.
- Social insurance (MEXT Mutual Aid Association for health insurance, Employees' Pension Insurance, Employment Insurance, and Industrial Accident Compensation Insurance) will apply. Bonuses and retirement allowances are not provided.
- Holidays include Saturdays and Sundays, national holidays, New Year holidays (from December 29th to January 3rd), annual paid leave (20 days: to be prorated for the first year), refreshment leave (3 days) and summer closure, etc.
- The travel and relocation expenses to NAOJ will be covered, in accordance with the travel regulations of NINS. Details must be arranged with the administration office.
- If the fellow is a resident outside the State of Hawaii and is accepting the fellow position at the NAOJ Subaru Telescope in Hilo, Hawaii), or if the fellow is a resident outside the Republic of Chile and is accepting the fellow position at the NAOJ Chile in Santiago, Chile), an allowance will be paid.
- NAOJ fellows are eligible to apply for the Grants-in-Aid for Scientific Research (KAKENHI).
- For the fellow position at NAOJ Subaru Telescope in Hilo, Hawaii, successful applicants will be hired through RCUH (Research Corporation of the University of Hawaii). Note that the salary and the monthly allowance will be paid in USD at a fixed exchange rate. Additionally, the social insurance specified above will not be applied.
- In accordance with the Equal Employment Opportunity Act for Men and Women, NAOJ is committed to promoting gender equality and fostering an inclusive society. When two candidates are evaluated as equally qualified, NAOJ will take positive action to promote

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

- Smoking is prohibited on the premises, except in designated outdoor smoking areas.
- The information provided in your application documents will be used solely for the purpose of the selection process and for contacting you regarding matters related to the selection process. Once the selection process is complete, all application documents and personal information will be securely disposed of, except for those submitted by the successful candidate.

11. The recruiting institution is the Inter-University Research Institute Corporation, National Institutes of Natural Sciences (NINS), National Astronomical Observatory of Japan (NAOJ).