

## JOB VACANCY ANNOUNCEMENT

– Project Researcher on Annual Salary System at RISE Project, National Astronomical Observatory of Japan (NAOJ) –

The National Astronomical Observatory of Japan (NAOJ) is the core institution of astronomical research in Japan. As an inter-university research institute, NAOJ provides large-scale observational and research facilities to researchers nationwide, while actively promoting both astronomical studies and the development of advanced observational instruments. Furthermore, as a world-leading research center, NAOJ engages in international collaborations to advance the frontiers of astronomy. As an A-project of NAOJ, the RISE (Research of Interior Structure and Evolution of Solar System Bodies) Project conducts research to investigate the interiors of planets and satellites in the Solar System in order to understand the origin and evolution of the Solar System, as well as the origin of life. The motto of the RISE Project is to conduct research based on observational data. For this purpose, the RISE Project is working with JAXA and other research institutes in Japan and overseas to obtain data from lunar and planetary exploration.

1. Job Title: Project Researcher (postdoctoral researcher), one position
2. Division: RISE Project
3. Work Location: National Astronomical Observatory of Japan (NAOJ), Mizusawa, Iwate, Japan (or Mitaka, Tokyo, Japan, if the successful candidate requests).

(Scope of possible changes) No changes

4. Area of Expertise: Earth and planetary sciences, geodesy, astronomy and/or related fields
5. Job Description:

After consulting with the project director, the successful candidate will spend 100 % of their working hours for the following research duties.

- The successful candidate will contribute to the Martian Moons eXploration (MMX) mission, which is scheduled for launch in 2026. This contribution will involve investigating the shape, gravity, and rotation of the Martian moons based on remote sensing data from cameras and laser altimeter, as well as ground-based spacecraft tracking data. The research goal is to infer the internal structure of the Martian moons. Preparations prior to the spacecraft's arrival in the Martian sphere include creating observation operation plans from quasi-

satellite orbit (QSO) and establishing analysis procedures using simulated data.

- Other tasks that may arise as needed during the course of the project.

6. Terms of Appointment:

The successful candidate is expected to start the job on April 1st, 2026, or as early as possible after April 1st, 2026. The term of employment will be three years, including a probation period of six months.

(Possibility of renewal): None

Note:

- If the successful candidate had been a fixed-term employee of the National Institutes of Natural Sciences (NINS, which is an executive institute that manages NAOJ) within six months retroactively from the start date, the term will be set so that the total employment period does not exceed ten years.
- An annual performance review will be conducted.

7. Labor Conditions:

- The Discretionary Labor System for Professional Work shall be applied. (Standard work hours: from 8:30 to 17:15 with an hour intermission)
- Work days: 5 days per week. Holidays include Saturdays and Sundays, National Holidays, New Year holidays (December 29th - January 3rd)
- Paid days off shall be provided (annual leave, refreshment leave, summer closure, bereavement leave, etc).
- Director of the project may require the successful candidate to work on holidays or during late-night hours when needed.
- Salary is based on an annual salary system. Generally equivalent to that of an assistant professor at a national university. One-twelfth of the annual salary amount, determined based on job duties, achievements, experience, etc., is paid monthly.
- Commuting expenses (up to 150,000 JPY per month) will be provided.
- Bonuses and retirement allowances are not provided.
- Social Insurances: MEXT Mutual Aid Association (health insurance), Employees' Pension Insurance, Employment Insurance, Industrial Accident Compensation Insurance.
- Smoking is prohibited on the premises, excluding designated outdoor smoking areas.
- Travel and relocation costs to NAOJ will be covered, subject to the travel regulations of NINS (details must be arranged with the administration office).

8. Minimum Academic Requirements: The applicant must have a PhD degree in the related field or is expected to obtain it by the date of appointment.

\*Applicants are ineligible if their cumulative employment period as a Project Research Fellow or Researcher (part-time contract staff) at the National Astronomical Observatory exceeds five years.

9. Selection Process: A candidate will be selected through screening of application documents and an interview (face-to-face or online).

10. Required Application Materials:

- (1) Curriculum vitae
- (2) Summary of past research activities
- (3) List of publications (Separate refereed and non-refereed papers, and indicate all authors' names in the case of co-authored papers)
- (4) Major papers (up to three)
- (5) Research plans
- (6) One reference letter

11. Closing Date for Application: November 28 (Fri.), 2025, 12:00 (noon) (Japan Standard Time)

12. Submission:

Applicants are required to apply via the following form.

<https://forms.office.com/r/uQu56nnVVh>

- (1) 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 letter.
- (2) Please upload the application documents (from 10. (1) through 10. (5) above) via the URL (1)(a).
- (3) Please ask your reference to upload the letter (10. (6)) via the URL (1)(b).

Notes:

- After receiving your application, we will send a notification email within 3 business days (excluding holidays). If you do not receive the notification email, please contact us at the address below.
- Please ensure notification emails are not filtered into your spam folder.
- Applicants are responsible for ensuring that the letter is submitted before the application deadline.
- Please submit all documents in PDF format (max 50MB each, 100MB in total, at most 10 files).
- After confirming the upload of your application documents, we will send a receipt confirmation email within 7 business days (excluding holidays). If you do not receive the email, please contact us at the address below.

13. Contacts:

If you have any questions related to the job description, please contact;

Prof. Koji Matsumoto, RISE Project, NAOJ

E-mail: koji.matsumoto\_AT\_nao.ac.jp (replace \_AT\_ with @)

If you have any questions related to the job application system or other items, please contact;

E-mail address: job11-pjt-researcher1\_AT\_nao.ac.jp (replace \_AT\_ with @)

14. Remarks:

- 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.
- The expense for the interview will not be covered by NAOJ.
- Project researchers are eligible to apply for the Grants-in-Aid for Scientific Research (KAKENHI).
- Policy for Equal Employment Opportunity: Abiding by the Equal Employment Opportunity Act for Men and Women, NAOJ is committed to the realization of a society with gender equality. If two candidates are deemed equal in their performance evaluation, NAOJ will take positive action to employ women. If you have taken a leave(s) such as for maternity, childcare, and/or family care, please indicate it in your curriculum vitae. We will consider it when assessing your performance. For details, see <https://www2.nao.ac.jp/~open-info/gender-equality/en/>.

15. Name of recruiter

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