

JOB VACANCY ANNOUNCEMENT

- Associate Professor or Professor, National Astronomical Observatory of Japan (NAOJ)

NAOJ has a position open for Associate Professor or Professor who leads research and development of optical and infrared astronomy and instrumentation. We expect applications from scientists and engineering scientists who are willing to actively take on new challenges in this field.

1. Job Title: Associate Professor or Professor, one position

2. Division and Location: The Advanced Technology Center (ATC), NAOJ, Mitaka, Tokyo 181-8588, Japan

(Scope of possible changes) Location designated by NINS / NAOJ

3. Area of Expertise: Optical and infrared astronomy and instrumentation, 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, and TMT (Thirty-Meter Telescope) as well as in the development of space-based instruments such as Hinode Satellite for solar observation, in the effort to promote cutting-edge astronomy utilizing these advanced telescopes. The NAOJ Advanced Technology Center (ATC), the research center for advanced technology development to support these important astronomical programs, has been producing successful results in the development of various astronomical instruments.

In the field of optical and infrared astronomy, the ATC has focused on three major technological advancements: wide-field imaging, adaptive optics, and spectrographs. We invite applications for an Associate Professor or Professor position at the ATC to lead the spectrograph development. A successful candidate for this position is expected to: 1) pursue research and development of advanced spectrographs in optical and infrared astronomy working closely with the researchers and engineers in the ATC, 2) lead the development of optical and infrared spectrographs for existing and future telescopes, 3) contribute to enhance optical and infrared astronomical spectrograph technologies in Japan. The successful candidate is also expected to work closely with other scientists in NAOJ to identify and address promising technology areas at the ATC that can exert international competitiveness in large-scale projects in the future and develop research in the technology areas.

The important responsibilities of this position require continuous strong will, outstanding ability in research, and communication literacy to foster collaborations among NAOJ scientists and engineers

to stimulate productivity of science and development by making the best use of NAOJ's strengths. Fostering of young scientists, engineers and technicians including PhD's students is also required as part of the responsibility. In the future, the candidate will also be required to be involved in the management of the ATC.

As required qualifications for this position, applicants are expected to have a wide range of experience and high skills in the field of optical and infrared astronomical instrumentations.

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

5. Terms of Appointment:

The successful candidate is expected to start the job as early as reasonably possible after accepting the job offer. The term of employment will continue up to the end of the Japanese academic year, in which the post-holder 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) Ph.D. or equivalent; and
- (2) To have a proven track record of achieving internationally recognized research in the field of expertise through peer-reviewed publications in relevant journals
- (3) Experience as the lead or as a key member of a development team for large-scale astronomical projects will be highly evaluated
- (4) To have a fluency in English

7. Required Application Materials: (*To be prepared in English. Any other language will not be accepted.)

- (1) A cover letter, in which it must be clearly stated whether you are applying for the position of Associate Professor or Professor;
- (2) A curriculum vitae;
- (3) Publications list (Separate refereed and non-refereed papers. SPIE can be included in refereed papers.);
- (4) A summary of your past research activities, including international collaborations;
- (5) Your commitment and plan to fulfill the duties (including your research plan as needed);
- (6) Three or more reference letters; All reference letters must be prepared 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 9.1. before the closing date for application. Applicants are responsible for ensuring that the letters are

submitted before the closing date for application.

- (7) Your address (e-mail and phone) for prompt contact and the email address of your current supervisor or line manager.

8. Application Deadline: 2026-1-14, 12:00 (noon) (Japan Standard Time)

9. Application Instructions:

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.office.com/r/DkwW4Y4Szx>
- (2) After you submit the registration form, you will receive an email showing the URLs for
 - (a) uploading your application documents and
 - (b) 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 (5) and (7) above) via the URL (2)(a). These files must be in PDF format (max 50 MB each, 100 MB in total, at most 10 files).

9.2. Contacts:

- (1) If you have any questions related to the job description, contact;
Email: masayuki.hirabayashi_AT_nao.ac.jp (replace _AT_ with @)
Attention to: Hirabayashi, Masayuki, Director of Advanced Technology Center, NAOJ,
Subject: "Question on Associate Professor or Professor at the NAOJ ATC"
- (2) If you have any questions related to other items, contact;
E-mail: job01-professor_AT_nao.ac.jp (replace _AT_ with @)
Subject: "Question on Associate Professor or Professor at the NAOJ ATC"

10. Notes for application:

- (1) Candidates selected in the final shortlist may be interviewed by the selection committee either in person or online. NAOJ will not cover any expenses associated with the interview.
- (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)
- (3) Paid leave: Annual paid leave, Refreshment leave, Summer closure, Bereavement leave, etc.
- (4) Social Insurance: MEXT Mutual Aid Association (health insurance), Employees' Pension Insurance, Employment Insurance, Industrial Accident Compensation Insurance
- (5) 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:

- (1) 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.
- (2) Policy for Equal Employment Opportunity: Abiding by the Equal Employment Opportunity Act for Men and Women, NAOJ is committed to realizing 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) for maternity, childcare, and 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/>

- (3) Smoking is prohibited on the premises excluding designated outdoor smoking areas.
- (4) 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)