

Hiroshima University hereby invites applications for one position, either at the Associate Professor (primarily responsible for education) or Assistant Professor (primarily responsible for education) level, in the field of Spanish language pedagogy, Spanish linguistics and/or literature, Hispanic socio-cultural studies, or related areas. This international recruitment is conducted in accordance with the University's policy, *"Securing and Developing Excellent University Faculty: Toward a University Where Early-Career Faculty Can Thrive with Confidence."*

The title of the position to be offered will be determined based on an evaluation of the applicant's achievements at the time of hiring and will be one of the following: Associate Professor (with tenure), Tenure-Track Associate Professor, or Tenure-Track Assistant Professor. For those appointed as tenure-track faculty, this is a new position that offers the opportunity to obtain tenure as an Associate Professor, conditional upon successful completion of the tenure review by the end of the tenure-track period. The position is designed to allow the appointee to devote themselves fully to education and research over the long term, based on a research plan that pioneers new academic areas.

Accordingly, in the selection process at the time of hiring, in addition to evaluating past achievements in education and research, the University will also assess the content of the applicant's medium- to long-term research plan (approximately 10 years), not limited to the tenure-track period. The tenure review will comprehensively consider both progresses achieved during the tenure-track period and prospects.

Hiroshima University provides start-up research funding to newly appointed tenure-track Assistant Professors. In addition, the University ensures an environment in which faculty members can conduct independent research activities, including the assignment of mentor faculty members. Furthermore, if tenure is not granted, the University has established a system under which the individual may be employed as a specially appointed faculty member for up to one year from the day following the end of the tenure-track period.

We welcome applications from individuals who support Hiroshima University's philosophy, long-term vision, and medium-term goals (<https://www.hiroshima-u.ac.jp/about>), and who are motivated to contribute actively to the University's education and research mission.

Mitsuo Ochi
President, Hiroshima University

Please refer to the following URL for details about personnel system reform of Hiroshima University.

<https://www.hiroshima-u.ac.jp/en/employment/kyoinkobo>

Date: August 25 2026

Faculty Open Position(s)

1. Affiliation (Appointment)

Academy of Hiroshima University (Institute for Foreign Language Research and Education: FLaRE)

2. Work location

Higashi-Hiroshima Campus 1-7-1 Kagamiyama, Higashi-Hiroshima

3. Position(s) and the number of opening(s)

Associate Professor (Focused on teaching) or Assistant Professor (Focused on teaching), one (1)

Based on the performance evaluation at the time of hiring, the position will be determined as either Associate Professor (tenured) or a tenure-track faculty member (Associate Professor or Assistant Professor).

4. Commencing date of employment

April 1st, 2027

5. Terms of employment

Tenure-track position(s) Period of employment

- 7 years (in case that tenure-track Associate Professor gets promoted to tenured Associate Professor)
- 5 years (in case that tenure-track Assistant Professor gets promoted to tenured Associate Professor)

- (1) Tenure-track faculty members will undergo a tenure review at least six (6) months or more in advance of the expiration date of appointment, and those who have successfully passed the review process will be granted tenure along with promotion to associate professor.
- (2) Granting a candidate for tenure is subject to two reviewing processes: an intermediate and final review. If a candidate is not granted tenure in final review, he/she will be dismissed from the university upon completion of the term of appointment.
- (3) If a candidate has taken leave because of some life events such as delivering a baby, child-raising and caregiving, he/she may extend the term of appointment up to certain period according to the length of such leave.

6. Duties to be Performed (Immediately after employment)

- (1) Matters related to research in the field specified in “7. Area of Specialization.”
- (2) Matters related to teaching courses listed in “8. Scheduled Courses to be Taught” and providing academic supervision to undergraduate students.
- (3) Duties related to the implementation of educational programs offered by the Center (e.g., training programs, specialized programs).
- (4) Duties related to the Center’s educational and research activities (e.g., development of teaching materials, various projects).
- (5) Other duties as directed by the head of the educational and research organization.

(Scope of Changes)

Duties as determined by the University.

7. Area of Specialization

Spanish language pedagogy, Spanish linguistics and/or literature, Hispanic socio-cultural studies, or related fields.

8. Scheduled Courses to be Taught

The appointee will be responsible for approximately 640 hours per year, primarily teaching Spanish language courses within general education and designated programs (e.g., Basic Spanish, Intensive Spanish, Spanish Communication Skills Enhancement). This corresponds to a teaching load equivalent to conducting ten classes per week in a single term (8 weeks), with each class counting as 2 hours (including a 90-minute lecture plus preparation and related work).

Note: The assigned courses may be subject to change or addition.

9. Qualifications

Applicants must satisfy all of the following requirements:

- (1) A strong commitment to Spanish language education.
- (2) A master’s degree or higher in Spanish language education, Spanish linguistics and/or literature, Hispanic socio-cultural studies, or a related field (including equivalent degrees awarded by institutions outside Japan).
- (3) Teaching experience in Spanish; experience teaching at a university or a comparable higher education institution is particularly desirable.
- (4) For non-native speakers of Japanese, sufficient proficiency in Japanese to provide student guidance and perform university-related duties.

10. Application Documents

(1) Curriculum Vitae (Form 1)

(2) List of Research Achievements (Form 2)

Number each research achievement. Underline the numbers corresponding to peer-reviewed articles and place an asterisk (*) before the numbers of the three major research achievements.

(3) Research Achievements List (Form 3)

Researcher ID or ORCID information can be obtained from the Clarivate Analytics website or the ORCID website.

(4) Three Major Research Achievements (major articles and/or books) and a summary of each achievement (Form 4)

Summaries should be no more than 500 Japanese characters if written in Japanese, or 300 words if written in English.

(5) Statement on Issues in University Spanish Language Education and Future Aspirations after Appointment

(free format, approximately one A4 page)

(6) Other Supporting Documents (if any)

(e.g., letters of recommendation; free format, A4 size)

The prescribed forms can be downloaded from the following website:

<https://www.flare.hiroshima-u.ac.jp/en/about-en/jobs/download/>

11. Application Deadline

Wednesday, September 30, 2026, 17:00 (Japan Standard Time) (applications must arrive by this time).

12. Submission of Application Documents

Please upload your application documents to the following website.

Upload site: <https://www.flare.hiroshima-u.ac.jp/about/jobs/file-submission/>

If submission in electronic form is not possible, please send the documents to the address below.

Institute for Foreign Language Research and Education
Hiroshima University
1-7-1 Kagamiyama, Higashi-Hiroshima
Hiroshima 739-8521, Japan

Please write “Application Materials Enclosed” in red on the front of the envelope and send it by registered mail.

13. Selection Process

- (1) First Stage: Document screening.
- (2) Second Stage: Interview (in person), during which applicants will be required to conduct a mock lesson in Spanish. Details of the interview schedule will be provided separately. Please note that travel expenses for the interview will be borne by the applicant.
- (3) Hiroshima University promotes gender equality. In accordance with the spirit of the Basic Act for Gender-Equal Society, if candidates are deemed equal in terms of achievements (research, teaching, social contributions, etc.) and personal qualifications, preference will be given to female applicants.

14. Working Conditions

- (1) Working hours: 8:30–17:00 (Monday to Friday), with a break from 12:00 to 12:45. (If the discretionary labor system for professional work is applied with the employee's consent, the employee is deemed to have worked 7 hours and 45 minutes per day, or 38 hours and 45 minutes per week.)
- (2) Working days are, in principle, Monday through Friday (excluding public holidays).
- (3) Days off are, in principle, Saturdays, Sundays, and public holidays.

15. Salary and Benefits

- (1) The annual salary system (II) (new system implemented in October 2021) will be applied to the successful candidate.
- (2) In accordance with the University's regulations, travel expenses related to relocation upon appointment may be provided. Please inquire for details.

16. Evaluation

Faculty members at the University are subject to individual performance evaluations based on their work achievements after appointment. The results are quantified and reflected in their compensation and treatment.

17. Name of Employer

National University Corporation Hiroshima University

18. Others

- (1) Probationary period: Six months
- (2) Personal information obtained through the application documents will be used for the selection process and for necessary procedures related to personnel, salary, and welfare after hiring. It will not be used or provided for any other purpose. Please note that application documents of unsuccessful candidates will not be returned and will

be properly disposed of after the completion of the recruitment process.

- (3) The mandatory retirement age is 65.
- (4) At Hiroshima University, all faculty members belong to the “Academy” and are assigned to educational and research organizations such as faculties, graduate schools, research institutes, and the university hospital.
- (5) While faculty members will engage in education and research within their assigned organization, they may also be responsible for general education courses, as well as education and research in other organizations or university-wide initiatives.
- (6) Hiroshima University has established minimum hiring standards for each academic field. These standards are applied at the first stage of the selection process, and only applicants who meet the minimum requirements will be considered. The minimum standards applicable to this recruitment are available at the following URL:
<https://www.hiroshima-u.ac.jp/employment/kyoinkobo/>
- (7) Hiroshima University provides job information (for academic, administrative, and other positions) in addition to this recruitment. Please refer to the following if, for example, a spouse is seeking employment:
Job information: <https://www.hiroshima-u.ac.jp/employment>
- (8) Hiroshima University has maintained a completely smoke-free campus since January 2020.

19. Contact Information

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