

Waseda University Faculty of Science and Engineering Recruitment Information for the 2014 Tenure Track Position

Waseda University is seeking to further enhance the teaching and research environment it provides. In particular, the University is working to establish a research framework that enables young researchers to demonstrate their flexible thinking, capabilities, and talent to the full.

The Faculty of Science and Engineering of Waseda University is currently recruiting young researchers (so-called 'tenure track faculty') in the following research fields under the tenure track program*. This is supported by the Dissemination Program of the Tenure Track System, under the Funds for the Development of Human Resources in Science & Technology of the Ministry of Education, Culture, Sports, Science and Technology (MEXT).

* Tenure Track Program

A system of employment with a limited term of appointment that allows young researchers to gain experience in a self-reliant research environment, becoming tenured (full-time) faculty following strict review

1. Number of Positions

Three positions in total for the following research fields:

- Mechanics and Strength of Materials
- Computer Science and Communications Engineering
- Reactor Physics

2. Appointment Status

* Assistant Professor (without tenure) or Associate Professor (without tenure) for the following research fields:

- Mechanics and Strength of Materials

* Assistant Professor (without tenure) for the following research fields:

- Computer Science and Communications Engineering
- Reactor Physics

3. Application Qualifications

Young researchers who have any of the following qualifications:

- a. Persons with a doctorate obtained within 10 years of April 1, 2014.
- b. Persons who expect to obtain a doctorate by April 1, 2014.

4. Field of Research

The program seeks to recruit researchers who will undertake highly creative research themes that have the potential to identify issues for the future, and carve out new fields of study.

Research field	Department • Major	Remarks
Mechanics and Strength of Materials	Department of Applied Mechanics and Aerospace Engineering	Candidates are expected to be able to research based on both experiments and numerical simulations.
Computer Science and Communications Engineering	Department of Computer Science and Engineering or Department of Communication and Computer Engineering	All topics in computer science, computer engineering and communications engineering, including interdisciplinary fields.
Reactor Physics	Cooperative Major in Nuclear Energy	Hopefully to have experience of Nuclear Reactor Design Study

5. Duties

- (1) Research activities in accordance with the Research Plan submitted at the time of employment
- (2) Responsibility for educational activities such as some of the classes and research guidance, including laboratory & practice works, pertaining to the research field
- (3) Commitment to attending Monthly Workshops hosted by Waseda Institute for Advanced Study (WIAS) and organizing a WIAS seminar.
- (4) Other matters deemed necessary by the Senior Dean of Faculty of Science and Engineering

6. Working Conditions

- (1) The duties at Waseda University will be the sole duties of the tenure track faculty.
- (2) A workplace will be provided on campus at Waseda University.
- (3) Other working conditions will be in accordance with regulations of Waseda University.

*Maternity, parental, and nursing leave are available in accordance with Waseda University regulations.

7. Salary

A salary will be paid in accordance with Waseda University regulations concerning payment of salaries.

8. Research Expenses

Research expenses will be provided with an upper limit of 9 million yen and 6 million yen in the first and second year respectively as start-up funds, taking into consideration the content and progress of the research. From the third year, an upper limit will be set according to the regulations of each department.

9. Period of Appointment

From April 1, 2014 to March 31, 2019

Regardless of academic title, in the event that an employment contract with the university has been signed as of April 1, 2013 and there is in principle no period during which there is no half-year employment contract up to the date of the new employment, the limit to the employment contract shall be five years. Because of this, it is possible that the employment duration and existence or absence of a re-appointment may not be the same as the duration stated above.

10. Promotion of full-time faculty

The tenure track faculty's research and teaching performance will be subject to interim appraisal in academic year 2016, and final appraisal by academic year 2018. If the tenure track faculty member is judged to be eligible, he or she will be employed as tenured (full-time) at the Faculty of Science and Engineering.

It is intended to employ with tenure status about 80% of tenure track persons. The evaluation standards for hiring a tenured person are given in an attachment to this announcement.

11. Selection Procedure

(1) First selection stage (document screening)

Mid-October 2013

Applicants will be notified of selection results by e-mail.

(2) Second selection stage (interview)

End of October 2013

* Applicants who pass the first selection stage will be notified of details by one week before the interview date.

* Travel expenses to the interview (at Waseda University) will be borne by the applicant.

(3) Final interview

Early November 2013

* Applicants who pass the second selection stage will be notified of details by one week before the interview date.

* Travel expenses to the interview (at Waseda University) will be borne by the applicant.

(4) Notification of Results

We will notify the final result as soon as the committees of the university decide and approve the recruitment after the final interview is held.

12. Application Procedure

Complete the Online Registration Form on the website and submit the application documents specified in 14 below through use of the Online Registration Form. When the registration is successfully completed, a confirmation message will be sent to the e-mail address provided to us. Please note that the application documents specified in 14 below cannot be accepted by e-mail, post or any other procedure than submitting through use of the Online Registration Form.

13. Deadline for application

30 September 2013 (Monday), 17:00 (Japan time)

* Submission of application documents through use of the Online Registration Form must be completed by this date.

14. Required Documentation

(1) Application Documents (CV / Research and Educational Activities Plan)

*Please use the specified form.

(2) Principal research achievements (Maximum of three)

*Submitted documents will only be used for the purpose of screening candidates.

*Letters of recommendation are optional. If submitted, letters should be written in the specified form and must be directly sent to tenure-track-sci AT list DOT waseda DOT jp by the recommending persons by the application deadline.

15. Contact

To contact us, please use the Online Inquiry Form. Inquiries by phone will not be accepted.

[Online Inquiry Form](http://www.tenure-track-waseda.jp/contact/) <http://www.tenure-track-waseda.jp/contact/>

Evaluation Standards for Tenured Faculty

1. Basic Policy

Waseda University seeks to engage and nurture those who recognize fully the fundamental principles of the university, as well as the role and the mission the university assumes in the society, and those who are reliable, resolute for pedagogical work and research as well as management and operation of the departments to which they belong.

2. Evaluation Items

(1) Research activities

1. Was there adequate accomplishment of the initial research plan?
2. Does the current research plan (subject) have promise of advancement, creativity, and future potential?
3. Was there success in obtaining competitive funding?
4. Was there participation on a joint basis by persons from within and outside the university?
5. Have there been accomplishments in collaborative, funded research with entities or persons outside the university?

(2) Dissemination of results

1. Was there appropriate, invitational announcement of results at an academic meeting in or outside of Japan?
2. Was there appropriate announcement in documentary or printed form (including publication in a periodical and provision of software on an open-use basis)?
3. Have there been any distinctive awards or prizes?
4. Has there been coverage by the media?

(3) Educational activities

1. Have the content and methodology of lectures been effective (based on contact with students and mentors)?
2. Have the content and methodology of research supervision been effective (based on contact with students and mentors)?
3. Are the assigned subjects suitable?
4. Does the person have qualification and suitability as an instructor (personality, ability to express oneself, leadership)?
5. Does the person have clear awareness as an instructor (attitude, aspiration)?

(4) Others

1. Has the person actively participated in meetings and events?
2. Have there been results of committee work?
3. Any other important matters (contribution to society, etc.)?
4. Has the person met the conditions set at the time of appointment?

Note: Comprehensive evaluation is made, in accordance with the Evaluation Standards, of the initial research and instructional plans of tenure track faculty, as well as the degree of achievement of the annual plan submitted at the start of every academic year, with consideration given to comparison to employment and work standards for full-time faculty in relevant departments or majors.