

**Faculty Recruitment to Promote Diversity, Equity, and Inclusion (DEI)
at the Graduate School of Engineering, Tohoku University**

Tohoku University's Graduate School of Engineering has launched the 'DEI Promotion Project' in line with the 'Tohoku University Declaration of Diversity, Equity, and Inclusion (DEI)' issued in April 2022. This project aims to create an environment that is comfortable to work and learn in, regardless of gender, nationality, or social position, or other attributes. This, in turn, allows everyone to fully demonstrate their abilities, enhances research, and creates innovation.

To accelerate gender equity and inclusion in the field of engineering, where efforts to close the gender gap have been notably slow, we announced the public recruitment of five female professors as the first step in our affirmative action initiative. As the second step, we are now recruiting female faculty roles (tenured), including Professor, early career Associate Professor/Principal Investigator (PI), and Associate Professor. Unlock your full potential at the Graduate School of Engineering and shape a new future in science and technology with us. We eagerly look forward to receiving your applications.

I. Research area:

We are recruiting candidates from a wide spectrum of engineering fields. Your departmental affiliation will be determined by the specific position you are selected for, so please base your application on your primary area of expertise. If you have multiple preferred areas, please rank them in order of preference.

II. Number of positions and type of personnel:

1. Two Professorship positions

1) Departmental Affiliation

- Mechanical and Aerospace Engineering (<https://www.mech.tohoku.ac.jp/en/>)
Department of Mechanical Systems Engineering
- Applied Chemistry, Chemical Engineering and Biomolecular Engineering (<https://www.che.tohoku.ac.jp/english/>)
Department of Applied Chemistry
Department of Chemical Engineering,
Department of Biochemical Engineering
- Materials Science and Engineering (<https://www.material.tohoku.ac.jp/english/>)
Department of Metallurgy
Department of Materials Science
Department of Materials Processing

2) Expectations for Research and Education

The successful candidate will establish a new research field within their major and independently manage a research laboratory. They will collaborate on undergraduate and graduate education with faculty in their affiliated department, while supervising research projects culminating in graduation

theses, master's theses, and doctoral dissertations. Lectures must be conducted in both Japanese and English. In addition to research and education, the candidate will also actively contribute to the DEI Promotion Project and Tohoku University's Association of Leading Women Researchers in Engineering (ALicE).

2. One early career Associate Professor/PI position

1) Departmental Affiliation

- Electrical, Information and Physics Engineering

Department of Applied Physics (<https://www.apph.tohoku.ac.jp/en-top>)

2) Expectations for Research and Education

The successful candidate will establish a new research field within their major and independently manage a research laboratory. They will collaborate on undergraduate and graduate education with faculty in their affiliated department, while supervising research projects culminating in graduation theses, master's theses, and doctoral dissertations. Lectures must be conducted in both Japanese and English. In addition to research and education, the candidate will also actively contribute to the DEI Promotion Project and Tohoku University's Association of Leading Women Researchers in Engineering (ALicE).

3. One Associate Professor position

1) Departmental Affiliation

- Materials Science and Engineering (<https://www.material.tohoku.ac.jp/english/>)

Department of Metallurgy

Department of Materials Science

Department of Materials Processing

2) Expectations for Research and Academia

The successful candidate will be assigned to the relevant department based on their area of expertise. They will collaborate on undergraduate and graduate education with faculty in their affiliated department, while supervising research projects culminating in graduation theses, master's theses, and doctoral dissertations. Lectures must be conducted in both Japanese and English. In addition to research and education, the candidate will also actively contribute to the DEI Promotion Project and Tohoku University's Association of Leading Women Researchers in Engineering (ALicE).

III. Start date: September 1, 2025 or later

IV. Eligibility requirements: Applicants must have a doctoral degree.

V. Salary and benefits: determined in accordance with Tohoku University's employment regulations.

VI. DEI promotion support:

Successful candidates hired for a professorship may employ an assistant professor with a fixed-term contract, if necessary. Additionally, any spouses of those hired (regardless of which position hired for),

is deemed capable of contributing to the education and research of the School of Engineering (by means of an examination), they may be employed at the School of Engineering through the cross-appointment system.

VII. Selection process: Applications will be screened and selected candidates invited for an interview.

VIII. Documents to be Submitted:

- a. Resume with a photo of yourself and contact information
- b. List of research achievements:
 - Academic papers (include all peer-reviewed papers in full texts)
 - Reference papers (other relevant papers)
 - Books, articles, etc.
 - Patents
 - Awards
 - Research funding (list as either as a principal investigator or co-researcher)
 - Invited lectures
 - Educational activities (i.e. courses taught by grade level, undergraduate research supervision)
 - Contributions to academic societies
 - International and interdisciplinary research activities
 - Social contributions and any additional noteworthy information
- c. Summary of research to date: Provide a summary of your research within three A4 pages.
- d. Research and education proposal for the future: Indicate the specific position you are applying for (II-1, II-2, II-3) and describe the research and educational activities you would pursue at the Graduate School of Engineering within three A4 pages.
- e. Copies of top 5 major papers: Submit one copy of each of your top five key papers, along with a summary for each (approx. 500 characters per paper).
- f. Links to researcher profile pages in research databases: Provide URLs to research databases that showcase your work, such as Scopus, KAKEN, etc.
- g. References: List the names, affiliations, and email addresses of three individuals who can assess your qualifications and character.
- h. Please list any considerations and requests related to equity that you would like to have accommodated through the DEI promotion project.

IX. Application deadline: March 5, 2025 (Applications must be submitted by this date).

X. How to apply:

Applicants should email their application documents to the following address:

Contact: Naomi Shibasaki-Kitakawa, Assistant to the Dean for Gender Equity

Graduate School of Engineering, Tohoku University

6-6, Aramaki Aza Aoba, Aoba-ku, Sendai, 980-8579

Email: naomi.kitakawa.d3@tohoku.ac.jp

Email Subject: Please include the following in the email subject line:

‘Faculty Recruitment to Promote DEI (Positions Applied For: II-1, II-2, II-3,
[Applicant's Full Name])’

Please note that application documents will not be returned.

XI. Reference:

School of Engineering <https://www.eng.tohoku.ac.jp/english/>

DEI Promotion Project <https://dei.eng.tohoku.ac.jp/en/>

ALicE <https://alice.eng.tohoku.ac.jp/english>

XII. Other considerations

- Tohoku University is dedicated to promoting diversity, equity, and inclusion (DEI) and invites applications from individuals with diverse backgrounds. For more information, please visit the Tohoku University Declaration of Diversity, Equity, and Inclusion webpage:

<https://dei.tohoku.ac.jp/en/vision/about/>

- We have established the ‘Tohoku University – Live as You Are – Guidelines on Gender and Sexual Diversity’ to outline the university's policies and specific actions aimed at fostering an environment that respects gender and sexual diversity. The goal of these guidelines is to ensure that students and faculty members can fully engage in their studies, research, and duties in a safe and inclusive environment. For more information, please visit the Center for Diversity, Equity, and Inclusion webpage:

https://dei.tohoku.ac.jp/en/vision/consulting/for_minority/

- Tohoku University offers several childcare facilities for its faculty and staff. This includes the Kawauchi Keyaki Nursery School (capacity: 22 children), Aobayama Midori Nursery School (capacity: 116 children), and Hoshinoko Nursery School (capacity: 120 children; available to Tohoku University Hospital staff). These facilities make Tohoku University the largest on-site childcare provider at any national university in Japan. Additionally, Tohoku University Hospital features a nursery room for sick and recovering children and is available to all faculty and staff.
- Please visit the URL below for more information on Tohoku University's work-life balance support, such as initiatives to promote research support, joint participation programs, and childcare leave for male faculty and staff.

Diversity, Equity and Inclusion Promotion Center:

https://dei.tohoku.ac.jp/en/vision/consulting/for_family/

Human Resources Division: <https://c.bureau.tohoku.ac.jp/jinji-top/external/a-4-kosodate/>