

April 1, 2026

**Call for application in Labor Law or Labor Policy at Iwate University**  
**Faculty of Humanities and Social Sciences**

1. Position and Number of Positions: 1 (One), Associate Professor (full-time position) or Lecturer (tenure track)

2. Affiliation:

Faculty of Humanities and Social Sciences, Department of Regional Policy  
Graduate School of Arts and Sciences, Division of Regional Innovation and Management  
(Master's Program)

3. Research field: Labor Law or Labor Policy

4. Subjects to Teach:

The appointee will teach classes in the following general and specialized areas.

Liberal Arts Education:

Law or Constitutional Law, Perspectives on Modern Society and others as needed.

Specialized education subjects:

Basic Seminar, Basic Synthetic Sciences (Regional Policy) A and B, Synthetic Science, Practical Seminar in Regional Policy B, Labor Law (Specific Part), Labor Law (Collective Part), Employment Management Law, Social Security Law, Seminar in Labor Law I & II, Advanced Research, and others. (These are divided into single-teacher led courses and omnibus courses conducted by a group.)

Graduate courses:

Advanced Studies on Labor Law, Advanced Seminar on Labor Law, Advanced Research, and others. (These are divided into single-teacher led courses and omnibus courses conducted by a group.)

- We might ask you to modify the courses you will be in charge of. Please take note of this possibility.
- In order to establish a university-wide implementation system for General Education Courses, etc., you will be required to be in charge of at least one of the "General Education Courses" or "Specialized Basic Courses" based on your field of employment.

In addition, to meet the diversifying needs of learning and to promote diverse and advanced media utilization, faculty members who are in charge of basic academic knowledge courses\* in General Education Courses are required to create on-demand content for remote classes and a video syllabus (overview introduction).

\* These are lecture courses in the applicant's research specialization held at a level of academic knowledge that can be understood by lower-year students from faculty other than the applicant's.

On-demand content for remote classes consists of 1 credit (7 lessons of 100 minutes each) × 2 subjects (2 credits) or 2 credits (14 lessons of 100 minutes each) × 1 subject (2 credits) or more.

5. Term of employment:

Associate professor: None (however, the retirement age is the last day of the fiscal year in which the employee reaches 65 years of age.)

Lecturer: 5 (five) years. Please note that an interim evaluation will be conducted by the day at which three years have passed from the date of employment, and a tenure review will be conducted seven months prior to the expiration date of the tenure-track faculty member's term. Tenure (associate professor, without tenure) will be granted if target values required for granting tenure have been met during the term. In the case of a particularly outstanding evaluation in the interim evaluation, the eligibility for granting tenure may be discussed at that time.

6. Qualification for application:

Those who meet all the following requirements:

(1) Applicants should hold a Ph.D. degree (including a degree awarded in a foreign country) or have research achievements comparable to those of a Ph.D. holder.

(2) Applicants should have the research achievements in the field of Labor Law or Labor Policy.

(3) Applicants should be enthusiastic about research activities and be highly motivated and enthusiastic about education. They should be willing to play an active role in academic affairs.

\* Furthermore, what fulfills the following conditions is desirable.

- Those who have experience of interchanging internationally, and experience of studying abroad etc. in the past.
- Those who have some educational experience in the past in research institutions, such as universities.

7. Starting date: October 1, 2026

8. Workplace Address

Faculty of Humanities and Social Sciences, Iwate University, 3-18-34 Ueda Morioka, Iwate 020-8550, Japan

9. Application deadline: May 22, 2026 (Deadline for receipt)

10. Submission of application documents

Submit application documents by the electronic data via e-mail, in principle.

(1) Curriculum vitae (Please use the specific style as shown in the attached document.)

(2) Educational and research achievements (Please use the specific style as shown in the attached document.)

- (3) PDF files of less than five major publications selected from (2). (However, publication books are acceptable by mail in the form of one copy of the original.)
- (4) Abstracts of each major publication of (3) (approximately 400 characters in Japanese: PDF file)
- (5) Summary of your previous research activities and future research plans (within 1,200 characters in Japanese, PDF file)
- (6) Statement of your educational policy (within 1,000 characters in Japanese: PDF file)
- (7) Previous main lesson subjects (lectures) in charge (Please use the specific style as shown in the attached document.)

#### 11. Application document submission method

##### (1) Online Application

E-mail: hiro1018@iwate-u.ac.jp

\* Please write “Labor Law or Labor Policy teacher application” in the application mail subject name.

##### (2) Mailed documents

Faculty of Humanities and Social Sciences, Iwate University, 3-18-34 Ueda Morioka, Iwate 020-8550, Japan

Hiroshi UCHIDA

\* Please write clearly in red on the front of the mail envelope “Labor Law or Labor Policy application documents enclosed”, if by mail.

\* Submit application documents by the electronic data via e-mail, in principle. If you wish us to mail back the publication books you submit, please state it, and enclose a cash on delivery slip with a return envelope.

#### 12. Contact for inquiries

Name: Hiroshi UCHIDA

E-mail: hiro1018@iwate-u.ac.jp

\*E-mail only

#### 13. Others

(1) The selection criteria are stipulated in the “National University Corporation Iwate University Teacher Selection Criteria” and the “Iwate University Faculty of Humanities and Social Sciences Teacher Selection Criteria” and selection will be made in accordance with these criteria.

(2) After screening the documents, a second screening (an interview and a trial lesson) will be conducted. Please note that the travel expenses will not be paid in the second screening. In some cases, the second screening may be held online. Details about the interview and the trial lesson will be provided in due course of time.

(3) If you wish us to mail back the publication books you submit, please state it, and enclose a cash on delivery slip with a return envelope.

(4) The salary and working conditions after hiring will be in accordance with the regulations established by Iwate University.

(5) Employees of Iwate University receive social insurance, employment insurance, worker accident compensation insurance, and MEXT Mutual Aid Association.

- (6) Holidays are weekends and holidays, year-end, and New Year holidays, etc.
- (7) All the private data in application for selection and employment is handled in strict confidentiality, and it is not utilized for any other purpose.

#### 14. Comments

Iwate University is promoting diversity and is taking the following measures to increase and retain diverse researchers.

##### Initiatives to Promote the Recruitment of Young Faculty Members

The following start-up support funds will be provided to tenure-track faculty members (lecturers) as research expenses.

- Humanities: 1,000,000 yen in a lump sum for 2 years from the date of hire.

##### Efforts to Promote the Recruitment of Female Faculty Members

- Priority will be given to women (in cases where performance and qualification evaluations are deemed equal)
- Research expenses for settlement support will be provided to female faculty members who are newly hired at the University in addition to the start-up allowance.

Associate Professor: 500,000 yen x 2 years

Lecturer: 200,000 yen in a lump sum for 2 years from the date of hire.

- Any maternity, childcare, or family care leave taken before or after childbirth will be taken into consideration during the selection process (regardless of gender, please specify the period of leave in your resume).

- Various support for work-life balance:

<https://diversity.iwate-u.ac.jp/support/wlb/>

Dual residence allowance system, next generation development support (support for balancing childbirth and childcare) and family caregiver support, on-campus childcare center, on-campus childcare space, etc.

- Career support for female researchers:

<https://diversity.iwate-u.ac.jp/support/womenreserchers/>

Research supporters/assistants assignment system, buyout system dedicated for female researchers, overseas dispatch program for female researchers global career development, etc.

\* Support will be provided as needed through the initiative project for realizing diversity in the research environment (female leader development type) subsidized by the MEXT funds: <https://iwatewomensleadership.iwate-u.ac.jp/>