

Job Announcement for a Specially Appointed Assistant Professor (Tenure-track system)  
at the Institute of Space and Astronautical Science,  
the Japan Aerospace Exploration Agency

The Japan Aerospace Space Exploration Agency (JAXA) is seeking to recruit a Specially Appointed Assistant Professor (Fixed-term Academic Staff) for the Department of Spacecraft Engineering, Institute of Space and Astronautical Science (ISAS), as described below:

**1. Title and Number of Position(s)**

One Specially Appointed Assistant Professor (Fixed-term Academic Staff)

**2. Department**

Department of Spacecraft Engineering, Institute of Space and Astronautical Science (ISAS), JAXA

Institution URL: <http://www.isas.jaxa.jp/en/index.html>

Department outline: <http://www.isas.jaxa.jp/en/about/organization/spacecraft.html>

**3. Summary of Position (Duties and Required Abilities)**

The Institute of Space and Astronautical Science (ISAS) is contributing to the demonstrative research on the origin and evolution of the solar system that led to the formation of the Earth as a habitable planet by promoting solar system exploration fusing interested planetary scientists and space engineering researchers, as well as by enhancing the function of inter-university cooperation. In order for the Japan planetary community to play a meaningful role in the landscape of the international competition and collaboration, and in order for the community to design its missions in a strategic manner, a leader needs to clarify its strength and weakness.

Specifically, it is requested to effectively carry out the following three categorized missions:

(I) Japan leading strategic medium class missions that aim to solve most significant problems of planetary science with international collaboration, (II) Competitive small class missions that aim to solve unresolved fascinating problems of planetary science with possible international collaboration and (III) Participation to the international large class missions that is too large for Japan to take lead in order to resolve the most significant problems of planetary science.

The Department of Spacecraft Engineering promotes engineering studies that enable exploration of the heliosphere and of solar system bodies via spacecraft missions that perform remote sensing observations as well as in-situ observations. Mission-related activities at the Department include mission design, navigation systems studies, and the development of component technologies. As the Department also plays key roles in constructing solar system exploration missions, the capability to strategically plan planetary explorations is expected of most members of the Department.

For this position, we are seeking a candidate who will work as a core member of the above mentioned (II) and (III), that is planetary exploration by small-class missions or participation in international large-class missions by coordinating a win-win path for both planetary science and space engineering. In addition, the candidate is expected to have a clear image of future space engineering and improve her/his ability through experiences obtained during the term of research. If the candidate is approved to have achieved ability to lead future solar

system exploration including strategic medium class mission, an Associate Professor position (Full-time/Retirement age is 63) at ISAS will be tenured (See below for details).

During the term of research, the successful candidate is expected to:

- 1) Promote planetary exploration by competitive small class mission and promote participation to international large class missions as a core member of the mission development team by working closely with ISAS and other team members as well as Japanese and foreign industrial partners.
- 2) Contribute to the promotion of future ISAS planetary mission activities by developing technologies for mission design, trajectory design, and navigation for planetary exploration.
- 3) Conduct research in collaboration with researchers from other universities based on the understanding that JAXA/ISAS acts as inter-university research system. In addition, the successful applicant will engage in teaching and directing graduate students and will actively participate in various studies and projects conducted within JAXA.

To fulfill these duties, applicants who apply for this specially appointed assistant professor (tenure-track system) position need to satisfy, at minimum, the following conditions:

- Possess a record of contribution to system development or flight operations for a space exploration mission
- Be ready to expand the scope of her/his own research in planetary exploration
- Be capable of teaching and directing graduate students

#### **4. Eligibility**

- (1) PhD degree is required (including expected PhD by the date of adoption)
- (2) Applicants must have degrees earned within less than or equal to 8 years in principle from the application deadline date, or are expected to earn their degrees by the hire date.

#### **5. Commencement of Assignment**

At the earliest possible date after selection

#### **6. Employment Status**

Full-time

#### **7. Terms**

The contract term shall not exceed the same fiscal year, and the renewal of the contract term shall be limited to within five (5) years from the commencement of the initial employment contract.

#### **8. Interim Evaluation and Performance Review**

- (1) A successful applicant will, by consulting with Research Director, Program Director of Space Science, Project Manager of a relevant space science project and Director of a relevant Department, make necessary modification to a research plan submitted upon application. This modification should be intended to make a tenure-track career plan into a clearer shape and should be made soon after the beginning of the track.
- (2) An interim evaluation is set approximately two years after the beginning of the track.
- (3) After the interim evaluation and before the end of the term, review of performance during the tenure-track period will be made. The performance review can be held twice during the interval. When the review finds the Specially Appointed Assistant Professor to possess expertise that is indispensable for the future of ISAS, an Associate Professor

position at ISAS will be tenured. The performance review can be held simultaneously with the interim evaluation at earliest.

- (4) The interim evaluation and the performance review will be conducted by forming a committee that includes directors at ISAS as well as external members from the relevant academia.

### **9. Viewpoints of Performance Review**

The performance review will be conducted from the viewpoints listed below. These are the points inspected upon selection among candidates who apply in response to a job announcement of an Associate Professor position at ISAS. An Associate Professor at ISAS is expected to show a good leadership in ISAS activities and to indicate a future vision that is shared by members of an academic group who work together towards a common goal.

- (1) In project-related work, did a Specially Appointed Assistant Professor's expertise lead to high performance that is expected of a project core team member? Was the output so substantial as to make the Assistant Professor a strong candidate for a senior position in the project team, such as Project Scientist or Project Engineer?
- (2) In addition to project-related work, did the Assistant Professor produce high quality research results? Were the results of good enough quality to receive high evaluation of the relevant academia?
- (3) Did the Assistant Professor show a good leadership to young colleagues which encouraged them to perform better in project-related work or to make significant progress in research?
- (4) Through the experiences gained during a tenure-track career, has the Assistant Professor reached a future vision that may be relevant to the future of ISAS? Is the future vision (or, will the future vision be) attractive enough to be shared by an academic group that works together towards the goal indicated in it?

### **10. Duty Location**

JAXA Sagami-hara campus (ISAS), Kanagawa, Japan

### **11. Position**

Specially Appointed Assistant Professor, ISAS (Fixed-term Academic Staff, JAXA)

### **12. Terms and Conditions**

- (1) Based on JAXA rules and regulations
- (2) Salary will be determined under the provision of JAXA wage rules and regulations, taking into account ability and experience.
- (3) Research funding: JPY1,000,000 is paid as traveling and research expenses every year
- (4) Working days: Monday – Friday, except Japanese national holidays, year-end and new-year holidays, paid vacation, summer vacation, celebration or condolence leave, maternity leave, child-care leave, care leave, nursing leave, volunteer activities, etc.
- (5) Office hours: 9:30-17:45, in principle, with a recess from 12:15 to 13:00 (however, a discretionary labor system is applied).
- (6) Overtime work: may be required (however, a discretionary labor system is applied, and working hours per day are regarded as 7.5 hours).
- (7) Social insurances will be provided in full.

### **13. Application Documents**

Submit one copy each of the following:

- (1) Curriculum vitae
- (2) Research career
- (3) List of research achievements, including published papers and other publications.
- (4) Summary of previous research and outline of future research plan (Including contribution to projects and ambitions for educational activities. Three items expected of the successful candidate in “3. Summary of Position” should be born in mind.)
- (5) List of awarded research funds through competition (type of funds, amount, principal investigator or co-investigator).
- (6) Contact information of two referees (names, addresses, telephone numbers, and e-mail addresses for a direct inquiry from JAXA). If you are recommended by others, please provide two letters of recommendation.
- (7) Photocopies of major research papers or other publications (within 3 papers) published in refereed academic journals.

#### **14. Submission**

Submit the application through the following website

<https://isas-appli-form.jaxa.jp/forms1/1522918592>

following the instructions on the site.

The files need to be in pdf format. Note that documents (2) to (5) need to be merged into one pdf file.

Referees will be asked to upload their recommendation directly onto the website.

Application delivered in person or by mail shall not be accepted.

#### **15. Application Deadline**

July 2, 2018, 9:30 (JST).

Applies to both web input and all necessary files, including letters of recommendation for recommended applicants.

Please access the above website and check how to submit necessary documents for application (including letters of recommendation if the applicant is recommended by others) as soon as possible. If application is made to close to the deadline, it will be difficult for recommenders to submit a letter of recommendation. Please secure good enough lead time so that all the necessary documents will be ready before the deadline.

#### **16. Contact at the Department of Space Flight Systems**

Institute of Space and Astronautical Science, JAXA

Department of Spacecraft Engineering

Prof. Takahiro Yamada

Director

Tel: +81-50-3362-4632 E-mail: [yamada.takahiro@jaxa.jp](mailto:yamada.takahiro@jaxa.jp)

For inquiries regarding Application Submission in Section 8:

Management and Integration Department

Human Resources Section

Fax: +81-42-759-8440 E-mail: [ISAS-JINJI@jaxa.jp](mailto:ISAS-JINJI@jaxa.jp)

#### **17. Other Remarks**

Applications will be examined and selected by the Advisory Council for Research and Management of ISAS, JAXA.

The selection process will be consistently done with the peer review process of LEADER. If the applicant is younger than 40 years old on April 1 2019, he or she is expected to apply also Job Announcement for Leading Initiative for Excellent Young Researchers (LEADER) in the following HP address

[https://www.jsps.go.jp/j-le/koubo\\_kenkyu.html](https://www.jsps.go.jp/j-le/koubo_kenkyu.html)

This job announcement comes into effect when there are three applicants or more. If there are fewer than three applications, the announcement will be made again.

Traveling expenses necessary for the examination and selection shall be borne at the applicant's own expense. ISAS/JAXA actively welcomes female applicants.

<Handling of Personal Information>

The personal information provided to ISAS/JAXA will be used and handled solely for the selection purpose. ISAS/JAXA will discard all personal information of unsuccessful applicants after the selection.