

## Recruitment of permanent research scientists (2025)

### 1. Content of job information

[1] Research institutes, Research division (Location), and Research programs.

Please see the [separate table](#). \*

Applicants can only apply up to two posts from fixed-term or permanent posts.

In case of multiple appliances, applicants should apply each post with each and separate set of documents.

\*Posts on this list will accept applications and interviews in English.

You can apply for the post indicated in [Japanese](#). In this case, you have to fill in the entry sheets in Japanese and have an interview in Japanese as well.

[2] Job Starting date

April 1st, 2025

### 2. Qualifications for application

[1] Applicants must have obtained, or be scheduled to obtain, a doctoral degree prior to the date of employment.

[2] Applicants should have the knowledge, ability, and/or skills necessary for employment as a member of the research scientist group corresponding the research theme of the intended post.

[3] Communicative competence in both Japanese and English languages is necessary. The required level of Japanese language competence for non-native speakers concerning each position is indicated in the separate table. In addition, foreign-national applicants must acquire working visa prior to the date of employment.

[4] Side jobs are not permitted except that permission has been obtained after employment.

\* Those who falls under any of the following legal situation(s) cannot apply to the post.

a person sentenced to imprisonment without compulsory labor or to a more severe penalty and whose execution of declared penalty has not yet been completed or has not yet expired

### 3. Compensation

[1] Salary

(i) Calculated in accordance with the regulation of NARO.

[Scheduled gross Salary]: 284,000JPY or more

(ii) Bonus payment will be paid twice a year in accordance with the regulation of NARO.

(iii) Area allowance, transport allowance, overtime compensation, dependency allowance, house

allowance and others will be given in accordance with the regulation of NARO.

\* The salary is subject to changes in case of a revision of regulation.

[2] Employment Status

(i) Work Days: From Mondays to Fridays

(ii) Work Hours: In principle, a discretionary labor system for professional work.

\* The flex time system is also available.

(ii) Holidays: Saturdays and Sundays, National holidays, 12/29 to 1/3

(iii) Paid Leaves: Annual paid leave, Summer holidays, Sick leave, Marriage leave, Maternity leave and other leaves are offered based on the regulation of NARO.

(iv) Social Insurances:

The Ministry of Agriculture, Forestry and Fisheries Mutual Aid Associations,  
Employment insurance, Workers' compensation insurance, etc.

[3] Transfer

(i) All employees may be transferred to another department during his/her employment.

4. Application documents

[1] An entry sheet ([download the format](#))

File name: Post No.-Applicant's family name-1.xls Example: P701-Williams-1.xls

The application form has been modified this year. Submissions using the old forms are not accepted.

[2] A summary of current research and major achievements

File name (example): P701-Williams-2.pdf

Summary could be written in free format and must be in one page, A4 size.

[3] A list of publications ([download the format](#))

File name (example): P701-Williams-3.xls

[4] Your future ambitions for the research theme

File name (example): P701-Williams-4.pdf

Future ambitions should be written in free format and must be in one page, A4size.

[5] Recommendation Letter

This recommendation letter should be written in one page, A4 size and must include the date and the information of recommender, such as, name, affiliation, title, phone number, and e-mail address of recommender. The manuscript signature of the recommender is mandatory.

\* Current NARO employees are unacceptable as the recommending persons

File name (example): P701-Williams-5.pdf

[6] Major publications

File name (example): P701-Williams-6.pdf

Applicants can attach up to five publications as major publications.

One unified PDF file is recommended.

[Note]

Submitted documents are strictly protected under the NARO's Privacy Policy and will be used only for the purpose of applicant screening concerning the recruitment. Applicant's personal information will not be disclosed, transferred, or loaned to a third party under any circumstances without legitimate reasons. Documents will not be returned.

5. E-mail destination address

[1] Documents should be submitted by e-mail to:

saiyoh@naro.affrc.go.jp

[2] Title of the e-mail:

(Number of post) - (Family name of applicant)

Example: P701-Williams

[3] In case of multiple applications, applicants should submit each post with separate set of documents in separate e-mails.

6. Deadline

**The documents must arrive by 13:00 on Friday, July 26th, 2024(Japan Standard Time).**

7. Screening

[1] The selection committee of NARO will perform its initial evaluation based on the documents from early August.

[2] The second evaluation (oral interview including 10 minutes presentation about your research) will be carried out in Tsukuba City from middle September to October. The detail about the interview will be informed after the first selection.

\* The above dates are the currently scheduled dates and are subject to changes. NARO will inform applicants in case of any change in the schedule.

\* The schedule, method and location of the interview are currently planned and may be changed to online interviews, etc. depending on the situation. In that case, the applicant will be notified.

8. Inquiries

Questions regarding employment at NARO should be addressed to Department of Personnel Management, National Agriculture and Food Research Organization (NARO).

E-mail address: saiyoh@naro.affrc.go.jp

Download

[1] [Separate table](#) (Research institutes, Research division, Location, and detailed information about the research theme)

[2] [Entry sheet.xls](#)

[3] [List of publications.xls](#)