

令和7年8月27日

**【女性限定】大学院農学研究院基盤研究部門農業経済学分野
協同組合学研究室・助教の公募について**

1. 募集職名・人員：助教（テニュアトラック）・1名（付記1参照）
2. 所属：（雇入れ直後）北海道大学 大学院農学研究院 基盤研究部門 農業経済学分野
協同組合学研究室（付記2参照）
（変更の範囲）大学の定める場所
3. 職務内容：（雇入れ直後）大学院農学研究院、農学院及び農学部に係る教育・研究業務
（変更の範囲）大学の定める業務
4. 担当科目：大学院農学院および農学部における専門分野に関する講義、実験、実習、
演習科目および全学教育科目など（付記3参照）
5. 応募資格
 - （1）博士の学位を有する方、または取得見込みの方。
 - （2）女性であること。（本公募は、男女雇用機会均等法第8条の規定に基づく男女の雇用比率是正のためのポジティブ・アクションとして、女性に限定した公募となっております）
 - （3）協同組合学、特にわが国ならびに諸外国の農業協同組合論およびその関連分野において優れた研究業績を持ち、留学生を含む大学院学生および学部学生に対する教育指導能力を有すること（付記4参照）。
 - （4）当該研究室で担当する学科目に関連する教育指導を日本語及び英語で行う能力を有すること（付記2、3参照）。
 - （5）採用予定日に着任できること。
6. 応募書類（各2部、ただし（4）はPDFファイルが1部でPDFファイル変換が困難な分のみ別冊を各2部）
 - （1）履歴書（所定の様式）※
 - （2）研究業績目録（所定の様式）※
 - （3）研究業績内容の分類と要約（自らの研究業績を踏まえ、業績番号を引用する形式で作成して下さい。日本語で1,000字程度または英語で800語程度）
 - （4）学術論文（研究業績目録の(1)学術論文・学術書）すべての別刷
（「（2）研究業績目録」に対応した名称のPDFファイルを、USBメモリ等の電子媒体に収録して提出。PDFファイル変換が困難で電子媒体に収録できなかった分は別刷（コピーも可）を各2部提出。）
 - （5）これまでの教育指導経験（英語での教育指導経験を含む）と着任後の教育に対する抱負（日本語で1,000字程度または英語で800語程度）
 - （6）着任後の研究に対する抱負（日本語で1,000字程度または英語で800語程度）
 - （7）応募者についての照会が可能な方、2名の連絡先（氏名、所属、電話、E-mailアドレス）

※ 履歴書及び研究業績目録の様式については、本研究院 HP から取得してください。

（本研究院 HP） <https://www.agr.hokudai.ac.jp/i/subscription>

ただし、当該様式で（1）学術論文・学術書の業績の順は入れ替え、1）学術書、2）審査制度のある原著論文、3）2）以外の原著論文（大学の紀要、研究所・試験場等の研究報告等）、4）審査制度のある、その他の学術論文、として作成してください。

なお、候補者を選考する過程で、候補者に対する面接を実施することがあります。ただし、対面での面接にかかる旅費等は支給しません。また、原則として応募書類は返却いたしません。個人情報保護法の観点から、応募書類は目的以外には一切使用しません。

1. 採用された場合、任期は5年とし、審査により再任可。再任の任期は5年とし、再任の審査は1回を限度とします。なお、任期満了までにテニユア審査を経て任期の定めのない助教と

なることが可能です。テニユア審査は、再任後にも受けることが可能です。

2. 農業経済学分野は、農業環境政策学、農業経営学、開発経済学、協同組合学、食料農業市場学の5研究室から構成されています。協同組合学研究室では、わが国ならびにアジア地域を中心とした諸外国の協同組合とくに農業協同組合を対象として、その理念、組織・事業体制のあり方、ならびにその存立基盤を社会経済学的に明らかにするための理論、歴史、実証に関わる研究と教育を行っています。
3. 協同組合学研究室では、下記の科目を担当しており、本公募の教員にはこれらの科目の一部を単独または分担して担当していただく予定です。
 - ① 大学院農学院における科目
農学研究Ⅰ・Ⅱ、農学演習Ⅰ・Ⅱ、協同組合学特論など
 - ② 農学部における科目
協同組合学、農村社会史、農業団体論、農村調査実習、農業経済学概論、農業経済学実験Ⅰ・Ⅱ・Ⅲ、卒論演習、卒業論文など
 - ③ 全学教育における科目
一般教育演習など
4. 本公募では、わが国ならびに諸外国（特に中央アジア）の農業協同組合や生産者組織、地域農業・農村の振興に関連した優れた研究業績を有する人材を求めます。また、農業・農村をフィールドとした研究・教育の経験や農業関係諸組織との関係構築の経験がある方を望みます。
5. 本学ダイバーシティ・インクルージョン推進本部では、別紙のとおり補助人材の雇用経費を補助する事業の他、様々な取り組みを実施しています。（令和7年度実績）
URL:<https://www.dei.hokudai.ac.jp/>

参考：北海道大学全体における職位別年間給与の分布状況等は、以下のURLにて公表しています。

URL:<https://www.hokudai.ac.jp/news/2025/06/post-1941.html>

別紙

1. 研究活動とライフイベント両立のための補助人材支援

支援対象	女	男	支援上限額（半年）
1 か月以上の産前・産後休暇・育児休業を取得する研究者 （支援対象期間：出産予定日の2 か月前から）	○		4 5 万円
2 か月以上の育児休業を取得する研究者 （支援対象期間：育児休業の開始日の1 か月前から）		○	
1 か月以上の介護休業を取得する研究者	○	○	
有機溶剤健康診断、特定化学物質健康診断または電離放射線健康診断が義務付けられている妊娠中の研究者で、当該健康診断に係る特定の実験を自身で担うことができないために研究との両立が困難な者	○		2 5 万円
単身又は共働きで、小1以下の子の育児を行っている、またはその予定があり、研究との両立が困難な研究者 （本人、あるいは本人とパートナー（フルタイムで勤務）のみで育児を担っている者）	○	○	4 0 万円
日常的に家族の介護・看病で研究との両立が困難な研究者（支援対象者の定期的な通院等により研究活動とライフイベントの両立に制約が大きい場合でも本プランが適用になる場合あり）	○	○	
その他、自身のライフイベントにより特に研究との両立が困難と認められる研究者	○	○	

2. 研究活動と女性リーダー活躍の両立のための補助人材支援

支援対象	女	男	支援上限額
◆女性リーダー活躍支援 ・本学の女性の教授・准教授（特任教員含む） ・特に、大学の管理運営や社会貢献等、学内外の要職※1を務めることに伴う業務等によって研究時間を十分に確保することが困難な研究者	○		1 8 0 万円 （4 月～翌年 2 月）

※1 「要職」…本学もしくは部局執行部における役職（副学長、副理事、総長補佐、研究院長、副研究院長、評議員、代議員等）、日本学術会議や学会における役職（理事長・理事、委員会・分科会委員、連携会員、委員長・副委員長等）、国・地方自治体等の審議会委員等における職とし、年単位の長期にわたり務める必要があり継続的に業務負担が生じる職、他機関等からの依頼や選出によって任命される職を指す。

**Position for Assistant Professor (Jokyo) in the Laboratory of Agricultural Cooperatives,
Research Faculty of Agriculture, Hokkaido University – Women Only**

August 27th, 2025

We are inviting applications for the position of Assistant Professor in the Laboratory of Agricultural Cooperatives, Research Group of Agricultural Economics, Research Faculty of Agriculture, Hokkaido University.

1. Title of position:
Assistant Professor (Tenure-track; see Appendix 1).
2. Affiliation:
[Immediately after hiring] Laboratory of Agricultural Cooperatives, Research Group of Agricultural Economics, Division of Fundamental Agriscience Research, Research Faculty of Agriculture, Hokkaido University (see Appendix 2).
[Scope of Change] Location as determined by the University
3. Responsibilities:
[Immediately after hiring] Duties concerning education and research at the Research Faculty of Agriculture, Graduate School of Agriculture, and School of Agriculture
[Scope of Change] Duties as determined by the University
4. Duties in education:
Lectures, seminars, experimental work, practical training, and exercise courses provided in Graduate School of Agriculture and School of Agriculture, Hokkaido University (see Appendix 3).
5. Qualifications:
 - (1) Applicants should have or are expected to have a doctoral degree or Ph.D.
 - (2) Being female. (This recruitment is limited to females as a positive action to correct the employment ratio between men and women, based on the provisions of Article 8 of the Equal Employment Opportunity Law.)
 - (3) The successful applicants should possess an excellent track record regarding theoretical and empirical research into agricultural cooperatives and related domains in Japan and other countries, as well as the ability to supervise undergraduates and postgraduates including international students (see Appendix 4).
 - (4) Applicants should be able to provide research guidance regarding the above subjects for undergraduate and graduate students in Japanese and English (see Appendix 2,3).
 - (5) Applicants should arrive at this post on the scheduled date.
6. Application materials (Two hard copies each except for (4)):
 - (1) Curriculum vitae *
 - (2) Publication list and biographical data on research activities *
 - (3) Summary of research activities with citing the reference number matching the publications list (either around 800 words in English or around 1,000 characters in Japanese)
 - (4) PDF files of all publications from the "(1) Scholarly journal articles and books" in the publication list (Submit PDF files of the names corresponding to the publication list in a USB memory stick or other electronic media. Submit two sets of reprints or photocopies of only those that could not be included in a USB memory stick or other electronic media due to difficulties in converting them into PDF files.)
 - (5) Summary of educational activities including those made in Japanese and applicant's perspectives on education (either around 800 words in English or around 1,000 characters in Japanese)
 - (6) Summary of applicant's perspectives on research (either around 800 words in English or around 1,000 characters in Japanese)
 - (7) The list of two references for the applicant, showing their names, institution, position, telephone number, and e-mail address

* Forms of curriculum vitae, publication list, and biographical data on research activities are available at the URL of Hokkaido University. (<https://www.agr.hokudai.ac.jp/i/subscription>)

Applicants are advised to make a change in the format of the publication list “(1) Scholarly journal articles and books”. The order of sub-items should be altered as following: 1) Books, 2) Peer-reviewed original articles, 3) Other original articles (such as works published in bulletins, published by universities and reports published by research institutions and laboratories), 4) Other peer-reviewed articles.

Remarks: If you have experienced interruptions or delays in your research activities due to reasons such as childbirth, childcare, nursing care, or illness, you may indicate such periods in your curriculum vitae.

We will give due consideration in performance reviews.

Please note that an interview may be conducted if necessary. In that case, the applicant is responsible for any travel expenses.

The submitted document will not be returned to the applicant. Applications will not be used for purposes other than this job posting.

7. Deadline for application:

September 30th, 2025 (The application materials must arrive at Hokkaido University no later than this date.)

8. Scheduled starting date for this position:

January 1st, 2026

9. Destination of the documents:

Prof. Tomohiko Kubo, Chair of the Personnel Committee, Ph.D.

Research Faculty of Agriculture, Hokkaido University,

Kita 9 Nishi 9, Kita-ku, Sapporo 060-8589, Japan

Tel: +81-11-706-3350 (Personnel section in Research Faculty of Agriculture, Hokkaido University)

* The requested documents should be submitted via registered mail (or a similar method) to the postal address indicated above. Please specify "Application for Assistant Professor in the Laboratory of Agricultural Cooperatives" in red on the front of envelope.

10. Contact person:

Prof. Hiroshi Sakazume, Ph.D.

Research Faculty of Agriculture, Hokkaido University,

Kita 9 Nishi 9, Kita-ku, Sapporo 060-8589, Japan

Tel: +81-11-706-2457, E-mail: sakazume@agr.hokudai.ac.jp

11. Compensation:

(1) Probation Period:

Three months

(2) Salary:

National University Corporation Hokkaido University Salary Regulations for Faculty Subject to Annual Salary System

(3) Working hours, etc.:

•Discretionary Labor System for Professional Work or Fixed Working Hour System based on agreement

•Determined in accordance with the Hokkaido University Working Hours, Break Times, Holidays, and Leave Rules

•[For Discretionary Labor System for Professional Work]

The work hours per day are deemed as 7 hours and 45 minutes

•[For Fixed Working Hour System]

Work hours: 8:30 to 17:00

Break time: 12:15 to 13:00

Overtime work: Applicable

(4) Health Insurance, Pension, and Other Insurance:

•Mutual association of the Ministry of Education, Culture, Sports, Science and Technology

•Employee pension

•Workers' accident compensation insurance

•Employment insurance

(5) Support for female faculty members:

To support faculty members, there is a system in place to subsidize the employment costs of technical assistants (see Appendix 5).

12. Name of Hiring Institution:

Hokkaido University

13. Measures to Prevent Second-hand Smoke:

No smoking on campus except for the designated outside smoking areas.

14. Others

Hokkaido University has announced the “Statement on the Promotion of Diversity and Inclusion” and is striving to promote education and research activities by diverse human resources. We are also striving to create an environment that empowers all members of the University to demonstrate their abilities to the fullest.

Web page of the Statement on the Promotion of Diversity and Inclusion.

URL: https://diversity.synfoster.hokudai.ac.jp/en/statement_en/

Appendix

1. For Assistant Professor, initial term of employment is 5 years, and an additional term of employment is limited to an additional 5 years. To qualify for a tenure positions, the candidate’s performance during employment will be evaluated.

2. Research Group of Agricultural Economics has five laboratories: Agricultural and Environmental Policy, Farm Business Management, Agricultural and Rural Development, Agricultural Cooperatives, and Food and Agricultural Marketing. The Laboratory of Agricultural Cooperatives conducts theoretical, historical, and empirical research and education on cooperatives, particularly agricultural cooperatives in Japan and other countries, mainly in the Asian region. The research is unique in analyzing the philosophy, organizational structure, business structure, and the foundations and conditions for their existence from a socio-economic perspective.

3. The successful applicant will give lectures partly or fully listed below, which the Laboratory of Agricultural Cooperatives is responsible.

(1) Subjects taught in the Graduate School of Agriculture:

Study on Agricultural Science I•II, Seminar on Agricultural Science I•II, Advanced Cooperatives and others.

(2) Specialized subjects taught in the School of Agriculture:

Agricultural Cooperatives, History of Rural Society, Farmers’ Organizations, Practical Field Work in Rural Areas, Introduction to Agricultural Economics, Seminar on Agricultural Economics I•II•III, Graduation Research, Graduation Thesis and others.

(3) Subjects in the general education: General education exercises and others.

4. The successful applicants should demonstrate an excellent track record of research into agricultural cooperatives in Japan and other countries (especially Central Asia), and outstanding skills and rich experience in research and education in the field of agriculture and rural areas, as well as experience in building relationships with related agricultural organizations.

5. The Diversity and Inclusion Promotion Headquarters of our university is implementing various initiatives in addition to the project to subsidize the employment costs of technical assistants as shown in the attached document. (Results for FY 2025)

URL: <https://www.dei.hokudai.ac.jp/en/>

attached document

1. Support for the employment of technical assistants over life events

Support recipient	woman	man	Maximum support amount (six months)
(A) Researchers who need to halt research due to leave such as maternity leave and childcare leave, care leave			450,000 yen
1. Researcher taking leave for one month or longer (Support is available from two months prior to the expected date of childbirth)	○		
2. Researcher taking leave for two months or longer (The period of support begins one month prior to the start of childcare leave)		○	
3. Researchers who take one month or more of nursing care leave	○	○	
(B) Researchers who are pregnant and are obliged to take specific medical examination (listed below), and have difficulty in work life balance because they cannot carry out a kind of experiment by themselves	○		250,000 yen
(C) Researchers other than those listed above			400,000 yen
1. Researchers who take care of children under the first grade of elementary school alone or with a partner of full-time job *1	○	○	
2. Researchers who routinely need to give cares to their family such as elder member and have difficulty in work life balance *2	○	○	
3. Other researchers who find it particularly difficult to balance work and family life due to their own life events	○	○	

*1 In this case, childcare must be done in the same household by a researcher and his full-time working partner only.

*2 This case may apply even if a researcher has difficulty in balancing a life event and research due to a reason such as the researcher's regular hospital visits.

2. Support for the employment of technical assistants for active female leaders

Support Eligibility	woman	man	Maximum support amount (six months)
◆Support for female leaders - Female professors and associate professors (including specially appointed faculty members) at our university - In particular, researchers who find it difficult to secure sufficient time for research due to duties associated with holding important positions*1 within and outside the university, such as university management and social contribution activities	○		1,800,000 yen April to February of the following year

*1 "important positions" Positions at the university or departmental administrative offices (vice president, vice director, assistant director, research institute director, deputy research institute director, council member, representative, etc.), positions within the Japan Academy of Sciences or academic societies (such as President, Councilor, Committee Member, Subcommittee Member, Affiliated Member, Chairperson, Vice-Chairperson, etc.), and positions on advisory committees of national or local governments, etc., which require continuous service over a long-term period (one year or more) and entail ongoing workloads, as well as positions appointed through requests or elections from other organizations or entities.