

October 2024

## **Ritsumeikan Asia Pacific University the School of Management : Call for Faculty Applications**

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We are pleased to announce that the School of Management (SOM) in Ritsumeikan Asia Pacific University (APU) is recruiting for a tenured / tenure-track position in Management for October 2025.

SOM is AACSB and AMBA accredited and a signatory member of the Principles for Responsible Management Education (PRME). It holds the core values of Diversity & Inclusion, Leadership, Social Responsibility, Creativity & Innovation, and Global Aspiration. It is committed to providing equal opportunities to all qualified candidates and increasing diversity so its faculty, disciplines, students, and the community can benefit from multiple cultural and gender perspectives. APU ranks # 1 for Environment and Internationalization in Japan by the Times Higher Education Japan University Rankings and QS World Rankings, respectively. About 55% of SOM faculty are international. Consideration will be given to applicants who have shown potentials for scholarly impact, and commitment to SOM core values and dedication to educating a diverse student body to enhance personal growth and academic success.

Ritsumeikan Asia Pacific University actively welcomes applications from women in accordance with the Act on the Promotion of Women's Active Engagement in Professional Life, promotes diversity and inclusion, and aims to develop human resources that transcend region and nationality, gender, age, and physical and mental disabilities. We seek individuals whose research aims to realize goals such as diversity and inclusion and SDGs. We are a diverse campus, and we look forward to applications from individuals who actively pursue interdisciplinary research in collaboration with the main subjects and areas of specialization that make up the educational objectives of our college and graduate school.

Area of Specialization	Management / Sustainability areas
Research field	Major category: Social Sciences Sub-category: Management
Position/s Available	(1) Type of Employment: Fixed-term faculty member (Tenure Track, under age 65 at the time of appointment) Position: Assistant Professor or Associate Professor or Professor  (2) Type of Employment: Tenured Faculty member Position: Associate Professor or Professor

	<p>*The type of employment and position will depend on teaching and research achievements and work history. The candidate will be notified of the type of employment and position when the hiring decision is made.</p>
Job Description/ Teaching Responsibilities	<ul style="list-style-type: none"> <li>• Can teach in the areas of Sustainability and Marketing Management.</li> <li>• Candidate is required to be able to teach in Japanese or English.</li> <li>• Other subjects to teach will be decided upon consultation with the successful candidate and in consideration to their professional experience, research fields, interests, and educational needs of the university.</li> <li>• Duties include generating research publications, supervising students' research and projects, and providing service to the school.</li> <li>• Candidate is expected to be able to communicate and interact in English. At APU, undergraduate subjects are offered in both English and Japanese, and graduate subjects are offered entirely in English. Official business on campus is conducted in either English or Japanese.</li> </ul>
Number of Positions	2
Starting Date	October 1, 2025
Qualification Requirements	<p>The candidate must meet Qualification (1) or (2) as well as Requirement (3), (4), (5), (6) and (7) below.</p> <ol style="list-style-type: none"> <li>(1) Possesses a doctoral degree in a discipline related to the position of interest (or is scheduled to obtain one within one year of appointment) and has experience publishing articles in peer-reviewed journals. In the case of ABD (All But Dissertation), the candidate must have passed the dissertation plan review and be eligible to submit the dissertation.</li> <li>(2) Possesses a master's degree in a discipline related to the position of interest and at least five years of practical experience in an executive/senior-level position in a company, government agency, or international organization, and has experience in consulting or publishing books, and articles in the field of interest.</li> <li>(3) Demonstrated ability to publish academic or practice-oriented research</li> <li>(4) If the primary language of instruction is Japanese, you must be fluent in Japanese. Ability to teach both in English and Japanese is an advantage, but not required.</li> <li>(5) Ability and willingness to work in a culturally and academically diverse environment.</li> <li>(6) Commitment to assurance of learning and meeting the standards for accreditations, including AACSB and AMBA.</li> <li>(7) Demonstrated ability to engage students in learning and to translate theory into practice</li> </ol>
Contract period	<p>Fixed-term faculty member: Five years * The upper age limit for employment is 65. Tenured Faculty member: Tenured</p>
Retirement	<p>Tenured faculty member (Professor): 65 years old (Associate Professor): 60 years old</p>

The Tenure Track System	Fixed-term faculty members hired under the APU tenure-track system as an Associate Professor are subject to an internal review of their performance in education, research, and university administration around the third year after their appointment. As a result of the review, if the faculty member meets the review criteria in accordance with university regulations, their position type will be changed to a tenured position until retirement under a new contract.
Affiliation/ Workplace	The College of International Management Ritsumeikan Asia Pacific University 1-1 Jumonjibaru, Beppu, Oita, Japan
Teaching Load	Professor and Associate Professor: 5 class hours (1 class hour is 100 minutes) per week on average throughout the year
Salary, Allowances Social Insurance	Please refer to the Ritsumeikan Asia Pacific University Terms of Employment (Benefits).
Application Deadline	All application materials must be submitted online at <b>JREC-IN</b> no later than Friday, 13 December, 2024 (JST).
Application Materials	<p>(1) Curriculum Vitae • Education, Employment, and Research Experience 【Form 1】 Please submit Microsoft Word data.</p> <p>(2) List of Major Education/Research Projects and Other Achievements 【Form 2】 Please submit Microsoft Word data.</p> <p>(3) Language Proficiency Report 【Form 3】 Please submit Microsoft Excel data.</p> <p>(4) Potential Courses of Instruction 【Form 4】 Please submit Microsoft Excel data.</p> <p>(5) Statement of Intent for Application (Reason for applying to work at APU, etc.) 【Form 5】 Please submit Microsoft Word data.</p> <p>(6) Copies of three major publications (books or articles) in PDF format Applicants without 3 major publications may submit 2 or less. ABD applicants may also submit their thesis statement as a major publication.</p> <p>(7) Summary of Major Publications in (6) 【Form 6】 For each publication, please provide approximately one side of A4 for English. Please submit Microsoft Word data.</p> <p>(8) Two Letters of Recommendation 【Any Format】 Recommendation letters must clearly state the relationship between the referee and the applicant. Please ask your referees to send their recommendation letters directly to the email address below. Only letters of recommendation sent directly from referees will be accepted.</p> <p>Email: <a href="mailto:apm-ap@apu.ac.jp">apm-ap@apu.ac.jp</a></p>

	<p>Please send emails with the subject “APM (Management/Sustainability)”.</p> <p>Submitted letters after the Application Deadline will not be acceptable.</p> <p>(9) Proof of Final Education in PDF format (Copy of Diploma) For ABD applicants, please submit proof of ABD.</p> <p>(10) Document Submission Checklist 【Form 7】 Please submit Microsoft Excel data.</p> <p>Important Notes: *Please download the prescribed forms from APU public call page on JREC-IN. *(1), (2) and (5) above should be created and submitted in Japanese or English. *All submitted files should have the file number and applicant’s 【Full Name】 included at the beginning of the file name. *You may be requested to provide additional documents relating to research achievements during the screening process if necessary. *Please note that we do not return any submitted documents. Any personal information provided as part of the application process will be handled appropriately in accordance with university regulations. The information will not be used for any purpose other than screening candidates for employment.</p>
How to submit	<p><b>Please submit documents by online application through JREC-In.</b></p> <p>① Please attach the file number and your 【Full Name】 to the heading of each application document file name. (Ex.) 1. 【SATO HANAKO】 Form1-EN.docx</p> <p>② Please add all application documents other than (8) above to a single compressed folder. [Compression: Zip format / data capacity: 30 MB max]</p> <p>③ Please make the compressed folder title your name in roman characters (half-width alphanumeric characters). (Ex.) SATO-Hanako.zip</p> <p>④ Please apply online through the JREC-IN Portal.</p> <p>▼JREC-IN Portal URL <a href="https://jrecin.jst.go.jp/seek/SeekJorDetail?id=D124100686&amp;ln=1">https://jrecin.jst.go.jp/seek/SeekJorDetail?id=D124100686&amp;ln=1</a></p> <p>* If applications cannot be made from the JREC-IN Portal, the data capacity has possibly been exceeded (maximum of 30 MB) or characters not permitted for use are possibly being used in the compressed folder title. Please submit the documents upon confirming that the data capacity is below 30 MB and half-width alphanumeric symbols are being used in the compressed folder title.</p>
Screening Process	<p>(1) Document Screening (2) Interview (*The candidate will conduct a presentation about their research as well as a mock lecture with the interviewers acting as students in Japanese or English.)</p> <p>*Notification of acceptance or rejection will be sent by email in mid May, 2025.</p>
Contact	<p>Ritsumeikan Asia Pacific University Academic Office Email: <a href="mailto:frecruit@apu.ac.jp">frecruit@apu.ac.jp</a></p>

	Please send emails with the subject “APM (Management/Sustainability)”.
Other Information	<ul style="list-style-type: none"><li>•Ritsumeikan Asia Pacific University is a smoke-free campus. There are no smoking areas on campus.</li><li>•We value faculty diversity and look forward to receiving applications from individuals with various backgrounds and work experience.</li><li>•If you are appointed to APU, you will be required to complete a health check using a form prescribed by the university.</li></ul>

End

# Ritsumeikan Asia Pacific University Terms of Employment (Benefits)

## 1. Faculty Salary

\*Based on actual salaries in AY2022. Regulations are subject to change.

### (1) Salary

Salaries are paid according to the salary regulations for each respective position.

(Examples)

The following are actual salaries (and allowances) that were paid to APU faculty in AY2022. The exact amount may differ by year.

- Assistant Professor: (Age 35, no dependent family members) Approx. 5.7 million yen, (Age 40, no dependent family members) Approx. 6.4 million yen
- Tenured Senior Lecturer: (Age 38, spouse and two elementary school children) Approx. 7.8 million yen, (Age 53, spouse) Approx. 8.2 million yen
- Associate Professor: (Age 40, spouse) Approx. 10.4 million yen, (Age 50, spouse and one elementary school child) Approx. 11.18 million yen
- Professor: (Age 50, spouse) Approx. 12.5 million yen, (Age 62, spouse and one child in university) Approx. 13.8 million yen

\*The salary for a specially-appointed faculty member is the amount set based on the employment contract.

### (2) Allowances and other benefits at the time of employment

1. Moving Allowance (500,000 yen from overseas, 300,000 yen from within Japan\*)

\*Only if the distance from the nearest public transit stop at the previous place of residence to the nearest public transit stop at the new place of residence is at least 80 km.

2. Travel Expenses at the time of employment for faculty and dependent family members (actual expenses)

## 2. Benefits package

\*Based on actual benefits in AY2022. Program details are subject to change.

- (1) Provision of a place of residence (rental housing) (professors, associate professors, tenured senior lecturers and fixed-term faculty members \*Specified in the employment contract for specially-appointed faculty members)

A residence rented by the Ritsumeikan Trust is provided through an associated company.

1. A company associated with APU will assist you in finding housing.

(Provide property information, accompany you to see potential residences, help you sign a rental agreement, and assist in the processes for electricity, gas, and water utilities when moving in)

2. APU will cover the initial moving-in expenses (security deposit and key money).

\*As a rule, only once. You must cover these expenses yourself if you move again.

### Housing Subsidy for rental housing

Number of residents (You and co-residing family members)	Standard subsidy amount (rent includes common service charges but not parking space fees)
	Monthly amount
1 person (you)	Rent equivalent (up to 60,000 yen)
Up to 3 people	Rent equivalent (up to 80,000 yen)
4 or more people	Rent equivalent (up to 100,000 yen)



Standard subsidy amount (rent includes common service charges but not parking space fees)
Annual basis
Rent equivalent (up to 720,000 yen)
Rent equivalent (up to 960,000 yen)
Rent equivalent (up to 1,200,000 yen)

\*If the rent for your residence exceeds the above standard amount, you are responsible for the extra amount (deducted from your salary).

\*5% of your rent (including common service charges) will be deducted from your salary as a usage fee. The minimum usage fee is 10,000 yen.

**(2) Housing Allowance** (professors, associate professors, tenured senior lecturers and fixed-term faculty members  
\*Specified in the employment contract for specially-appointed faculty members)

If you wish to move into a place of residence other than the rental housing described in (1) above in an individual housing agreement or if you own your own home, you can receive a housing allowance.

**Housing Allowance (Monthly)**

Number of residents (You and co-residing family members)	Standard subsidy amount (rent includes common service charges but not parking space fees)
	Monthly amount
Privately-owned home	40,000 yen
1 person (you)	Rent equivalent (up to 60,000 yen)
Up to 3 people	Rent equivalent (up to 80,000 yen)
4 or more people	Rent equivalent (up to 100,000 yen)



Standard subsidy amount (rent includes common service charges but not parking space fees)
Annual basis
480,000 yen
Rent equivalent (up to 720,000 yen)
Rent equivalent (up to 960,000 yen)
Rent equivalent (up to 1,200,000 yen)

\*You are responsible for the deposit and key money and any other expenses.

\*The general rule is that a privately-owned home is owned by you and a rental is owned by a third party.

\*If you wish to look for a property other than rental housing and are not proficient in Japanese, we will provide support for finding accommodation.

(Provide rental information, accompany you to see potential residences, help you sign a rental agreement, and assist in the processes for electricity, gas, and water utilities when moving in)

**(3) Education and Child Care Subsidy (professors, associate professors, tenured senior lecturers and fixed-term faculty members** \*Specially-appointed faculty members cannot receive education and childcare subsidies.)

Faculty and staff with children under age 25 who submit the required paperwork can receive the following allowances.

**Education and Child Care Subsidy (Amount per child)**

Type *Subsidies are not provided for children attending a type of school other than those listed below.	Subsidy amount (monthly)	
	Private	National or public
Daycare	5,000 yen	5,000 yen
Kindergarten	10,000 yen	5,000 yen
Elementary school	10,000 yen	5,000 yen
Junior high school	20,000 yen	10,000 yen
High school	30,000 yen	15,000 yen
Specialized training school	30,000 yen	15,000 yen
National institute of technology or junior college	40,000 yen	20,000 yen
University	40,000 yen	20,000 yen
Graduate school	50,000 yen	25,000 yen



Subsidy amount (annual basis)	
Private	National or public
60,000 yen	60,000 yen
120,000 yen	60,000 yen
120,000 yen	60,000 yen
240,000 yen	120,000 yen
360,000 yen	180,000 yen
360,000 yen	180,000 yen
480,000 yen	240,000 yen
480,000 yen	240,000 yen
600,000 yen	300,000 yen

Example: If you have one child attending private university and one child attending public high school

→ Subsidy amount: 55,000 yen (monthly amount) / 660,000 yen (annual amount) with prescribed conditions

**(4) Support for other procedures to secure a base for daily life**

Assistance in having an inkan (personal seal) made, various procedures such as resident registration at city office, and opening a bank account

**(5) Joining social insurance (health insurance, employees' pension insurance, long-term care insurance)**

**(6) Health management and promotion**

1. Holding periodic health checkups and stress checkups
2. Subsidy program for thorough medical examination (ningen dock) and cancer screening

**(7) PMAC welfare programs**

1. Loan programs (general loans, mortgages, education loans, marriage loans, disaster relief loans, medical care loans)  
\*Only for professors, associate professors, and tenured senior lecturers who have been employed for at least one year continuously
2. Savings plan program, mutual aid pension, and mutual aid term insurance

**(8) Marriage**

Marriage Allowance, Marriage Gift

**(9) Pregnancy and childbirth**

1. APU offers **Maternity Leave (Before/After Birth)**, Childcare Leave, Leave for Childbirth by Spouse, and Childcare Leave for Childbirth
2. Various benefits (childbirth or family childbirth, Childbirth Allowance, Childbirth Gift, Childcare Leave Benefits)
3. Exemption of PMAC premiums during Maternity Leave (Before/After Birth) and Childcare Leave

**(10) Childcare**

1. Subsidy for using babysitters
2. Company-sponsored babysitter discount tickets
3. On campus temporary childcare center for classes held on national holidays
4. Sickness/injury childcare leave program

**(11) Family Care**

1. APU offers a Nursing Care Leave and a Family Care Leave program
2. Family Care Leave Benefits \*Conditions apply
3. Subsidy for using home helpers

**(12) Corporate type defined contribution plan (for professors, associate professors, and tenured senior lecturers who are interested)**

**(13) Optional benefits provided by Benefit Station**

Service that offers discounts for partner services and at partner shops around Japan.

(Over 1.4 million services such as travel, entertainment, dining, sports, parenting, long-term care, and correspondence courses)

**(14) Other PMAC benefits programs**

1. Leisure activity and shopping discounts, discounts at sports and accommodation facilities