

Hitotsubashi University Business School, School of International Corporate Strategy (Hitotsubashi ICS)
Associate Professor (Tenured Faculty Position)
or Assistant Professor (Tenure-Track Faculty Position)

Place of Work	Hitotsubashi University Business School, School of International Corporate Strategy Hitotsubashi University Chiyoda Campus, National Center of Sciences Building, 2-1-2, Hitotsubashi, Chiyoda-ku, Tokyo, 101-8439, Japan 【Access Map】 https://www.ics.hub.hit-u.ac.jp/contact/ (Scope of change) Place determined by the University
Job Title	Associate Professor (Tenured Faculty Position) or Assistant Professor (Tenure-Track Faculty Position)
# of Positions	1
Salary	Determined according to the Hitotsubashi University regulations, considering qualifications and experience
Starting Date	September 1, 2026 (negotiable)
Employment Term	For Assistant Professor (Tenure-Track Faculty Position), September 1, 2026, to August 31, 2031. Tenure evaluation before the end of the five-year period. If successful, the appointee will be promoted to a tenured position.
Job Description	<ul style="list-style-type: none"> Teach at the graduate level (MBA and DBA programs). Required to teach one or two courses in MBA program related to leadership, one course in DBA program, and develop courses. Conduct research in English and proactively engage in thought leadership initiatives including publication (international peer-reviewed academic journals) and development of pedagogical material (cases, simulations, and exercises). Participate in administrative tasks (e.g., committee work, MBA/DBA admission, and program administration) and proactively contribute to peer development, institution-building and governance. (Scope of change) General operations related to the management of the University
Qualifications	We are seeking a candidate for research and teaching in leadership, open to various disciplines including Organizational Behavior, Applied Psychology, Decision Science, Knowledge Management, Business Philosophy, and relevant areas of philosophy related to leadership and organizations. Minimum Qualifications: <ol style="list-style-type: none"> Ph.D. or other doctoral degree in one of the above-mentioned fields from a recognized university. Consideration given to applicants near completion of a Ph.D. or other doctoral degree. Potential for high quality research and effective graduate-level teaching in English. Desirable Qualifications: <ol style="list-style-type: none"> Published or forthcoming papers in international peer-reviewed journals. Proven teaching ability at the graduate level. Prior research related to Japanese economy and business is desirable and will be considered with higher priority. Japanese language proficiency is desirable, but not required. (a) For Associate Professor: established international publication record. (b) For Assistant Professor: solid pipeline of international journal publications.
Work Hours	<ul style="list-style-type: none"> Work hours: 7 hours and 45 minutes per weekday / 38 hours and 45 minutes per week, under the Discretionary Work System for Professional Work. Work days: 5 days a week, Monday through Friday.
Days Off	Saturdays, Sundays, national holidays, year-end and New Year days off; Mid-summer days off; Other days as designated by the president of the university.
Leave	Annual paid leave of 20 days per calendar year (January 1 to December 31); Sick leave; Special leave (bereavement, maternity, childcare, nursing care, etc.)
Social Insurances	Employment Insurance, Industrial Accident Compensation Insurance, Employees' Pension and Health Insurance

Screening Process	Preliminary documentation screening and interview. Only candidate(s) who pass the initial documentation screening will be invited for an interview.
Application Process	<ul style="list-style-type: none"> Applications must be prepared in English. Send applications via Google Forms: https://forms.gle/MVvPEcdLSTa4ubPV6 Submit the documents as listed in the "Documents to be submitted" section below. Make sure that your application is complete prior to submission. Incomplete applications will not be considered. Prepare all the documents in PDF format, and include your full name as part of the file name. Please put all the documents in one Zip folder, and title the folder as "Firstname_Lastname.zip".
Documents to be Submitted	<ol style="list-style-type: none"> Cover letter clearly stating how you satisfy the minimum and desirable qualifications and summarizing your research /teaching interests and reasons for wanting to join the faculty at Hitotsubashi University Business School, School of International Corporate Strategy. Digital soft copies of 3 representative papers (published or unpublished). List of three professional references (names, affiliations, titles, and contact information including telephone numbers and email addresses) who are prepared to provide letters of recommendation. Current curriculum vitae Copies of official transcripts of graduate education (official transcripts required upon hiring). A list of courses taught at the graduate level, preferably with course and faculty evaluation scores. And a proposed syllabus for an MBA Leadership course, consisting of 12 sessions (including a final exam and/or project), and including grading criteria and reading materials.
Application Deadline	5 PM, Friday, November 28, 2025, Japan Standard Time (JST)
Notification of Results	Only candidate(s) who pass the initial documentation screening will be contacted for interview by phone or e-mail by December 5. If not contacted by this date, it indicates non-progression to the interview round.
Interview Date	Online interviews from December 10 to 18, 2025. Campus visit fly-outs in early January to February, 2026
Policy on Document Return	Application documents will not be returned and will be disposed of appropriately after processing.
Point of Contact	<ul style="list-style-type: none"> Application Submission: https://forms.gle/MVvPEcdLSTa4ubPV6 Inquiries*: Professor Satoshi Akutsu, Hitotsubashi ICS, ics-hiring@ics.hub.hit-u.ac.jp * Email inquiries only.
Notes	<ul style="list-style-type: none"> Personal information obtained from application documents is used solely for the purpose of conducting statistical surveys and operations related to recruitment and post-employment personnel / salary / welfare, health management, labor, hygiene, employment / retirement, on-campus system and facility usage management and will not be used nor provided to a third party for any purpose other than these purposes. However, if it is necessary to achieve these purposes, we may outsource the handling of the information to an external organization that has concluded a confidentiality agreement with the university. Hitotsubashi University is an equal opportunity employer in the spirit of the Basic Act for Gender-Equal Society. Smoking is prohibited on campus, except in designated smoking areas. Although the university does not have its own staff housing, it may be possible to use staff housing provided by affiliated institutions or universities.