

Fukushima Institute for Research, Education and Innovation (F-REI)

Application Guidelines for F-REI Expert (Research Engineer: Sensing Technology)

Description	The Fukushima Institute for Research, Education and Innovation (commonly known as F-REI) is a new research institute established on April 1, 2023 under the Act on Special Measures for the Reconstruction and Revitalization of Fukushima. F-REI aims to become a world-leading “center of excellence for creative reconstruction,” which provides dreams and hopes for realizing the reconstruction of Fukushima as well as the entire Tohoku region. Further, F-REI will enhance the scientific capabilities, technological capabilities, and industrial competitiveness of Japan, therefore contributing to economic growth and improvement of people’s lives. To this end, F-REI plans to prioritize recruiting research and development (R&D) personnel—centered around a unit leader within each research unit—and developing research infrastructure. F-REI is also expanding its Industrialization function, such as by supporting startup businesses and conducting joint research with various companies. To initiate its Human Resource Development function, F-REI is also facilitating collaborative graduate programs for the younger generation. Previously, F-REI outsourced R&D personnel through commissioned research. However, at present, we are gradually shifting to direct employment and cross-appointment of R&D personnel. In addition, F-REI is a new research institute that pursues both “research and development” and “industrialization.” To support integrated management from basic research and demonstration research to social implementation (including intellectual property management and startup support), F-REI provides an environment in which highly specialized professionals (Experts) can maximize their contributions to invigorating research activities and strengthening R&D management. For this reason, F-REI is recruiting not only researchers but also highly specialized professionals (Experts). Within this context, we are seeking an Expert (Research Engineer: Sensing Technology) (hereinafter referred to as RE:Sensing). Their responsibilities are to (1) continuously survey and evaluate cutting-edge sensing technologies from around the world; (2) explore the potential applications of sensing technologies in F-REI’s five research fields (see 5.Areas of expertise); and (3) assist researchers in conducting research and development as well as in realizing the social implementation of research results. An Expert (Research Engineer) is a professional who can communicate with researchers by using their high level of expertise and can perform various aspects of applied research including the development, management, and operation of advanced R&D facilities.
1.Position	Expert (Research Engineer)
2.Number of Position	A few
3.Affiliation	Research and Development
4.Location	F-REI Headquarters (Namie Town, Futaba County, Fukushima Prefecture, Japan)
5.Areas of expertise	F-REI is focused on five key research areas: (1) Robotics (Mechanical Engineering, Electrical and Electronic Engineering); (2) Agriculture, Forestry, and Fisheries (Agricultural Science, Agricultural Machinery Science, and Bioscience); (3) Energy (Chemical Physics, Materials Science and Engineering); (4) Radiation Science, Medicine, and Drug Development, and Industrial Applications for Radiation (Radiation Science, Pharmaceutical Sciences); and (5) Collection and Dissemination of Data and Knowledge on Nuclear Disasters (Environmental Science, Social Systems Engineering, Sociology) RE:Sensing will support the application and social implementation of sensing technologies in F-REI’s research and development activities, both in one specific research area and in interdisciplinary research.
6.Duties	RE:Sensing will engage in the duties listed below.

	<u>* After appointment, the specific duties will be further refined and assigned based on the individual's expertise, experience, and aptitude.</u> 1. Investigating and analyzing advanced sensing technologies Specific duties include: on-site surveys of domestic and international research trends, analysis of recent trends in technology, and collection of technical information through communication with companies and research institutions 2. Supporting the introduction of sensing technologies Specific duties include: identification of application needs within research and development units, proposing the utilization of sensing technologies to researchers, and examining and coordinating methods to introduce such technologies
7.Qualifications	A successful applicant must: 1. Have a willingness to proactively and responsibly dedicate themselves to carrying out the above duties 2. Have a degree equivalent to a master's degree (a doctoral degree is preferred). 3. Have at least 3 years of research experience or practical experience in research and development or procurement related to sensing technologies. 4. Have knowledge of physics, chemistry, or engineering. 5. Have cooperative and communication skills necessary to work 6. Have basic knowledge of and interest in R&D 7. Have the ability to actively engage in practical work to resolve issues at F-REI, by utilizing the expertise acquired through on-site experience 8. Be capable of carrying out duties smoothly in both Japanese and English and communicating effectively in a global environment.
8.Starting Date	After April 1, 2027 *The start date is negotiable.
9.Term of Appointment	- Tenure position: Indefinite - Tenure-track position: 3 years. The contract period may be extended based on consideration of ability, performance, and other circumstances.
10.Probationary Period	6 months
11.Working Hours and other conditions	(1) Working Hours: 8:30 a.m. to 5:15 p.m. (Rest period: 12:00 to 1:00 p.m.) *When necessary, employees may be ordered to work other than the working hours. *Flextime System (flexible working hours) is also available. * In principle, work is performed at the headquarters. Telework (work from home) is possible if the tasks can be effectively performed remotely and if approved by the supervisor. (2) Holidays

	Saturdays, Sundays, National Holidays of Japan, and Year-end and New Year Holidays (from December 29 to January 3 in the following year) (3) Types of Leave Annual paid leave (granted according to the length of employment), sick leave, and special leave. (4) Housing Accommodation is available upon request. The rent must be paid by employees. Part of the rent will be covered by F-REI.
12. Salary and Allowances	(1) Salary Annual salary system will be adapted. • Annual Salary Structure The annual salary consists of a base salary (fixed pay) and performance-based pay. • Base Salary The base salary is determined by the President within the range of JPY 5,256,000 to JPY 34,128,000, taking into comprehensive consideration the employee's abilities and experience, as well as the complexity, difficulty, and level of responsibility of their duties. This amount is paid in equal monthly installments. However, if circumstances require an exception to this salary range, the President may determine the amount individually. • Performance-Based Pay The performance-based pay is calculated by multiplying the base salary by a payout rate equivalent to 3/12 or 4/12 of the annual amount (3 or 4 months' worth of pay, depending on the job grade). This is further adjusted by a performance coefficient determined by the President based on the employee's performance over the past year. • Standard performance: Coefficient of 1.00 • Above standard: Coefficient exceeding 1.00 • Below standard: Coefficient less than 1.00 (2) Allowances Other allowances will be paid in accordance with the salary regulations of F-REI. https://www.f-rei.go.jp/assets/contents/research_staff_salary_regulations_20260206.pdf (Japanese only)
13. Insurance	Enrollment in Health Insurance, Employee's Pension Insurance, Employment Insurance, and Industrial Accident Compensation Insurance
14. Selection Process	After document screening, an interview will be conducted for qualified candidates. - Document Screening: Late-December, 2026 - Interview Screening: January 14 (Thu), January 15 (Fri), or January 21 (Thu), 2027 * After document screening, applicants will be notified whether or not they have been selected for an interview. * In principle, an interview will be conducted in person. In anticipation of passing the document screening, please keep the above dates available for scheduling purposes. * Travel and accommodation expenses for the interview will be covered by F-REI within the

	prescribed upper limits. * Applicants will be notified of the selection result via email regardless of whether or not they have been accepted.
15.Submission Package and Application Deadline	<Application Deadline: 5:00 p.m., December 15 (Tue), 2026 (JST)> Application documents must be written in Japanese or English. 1) CV (Form 1) 2) List of Research and Development Achievements: A list of accomplishments in research and development activities, or achievements related to the duties described in “6. Job Description” (format optional).) 3) Statement of Aspirations for Work at the Organization: A written statement expressing your motivation and aspirations for working at F-REI (Word format, approximately one A4 page, format optional). 4) Overview of Research and Development Projects with Active Involvement: For up to three major projects listed in “2. List of Research and Development Achievements,” provide a one-slide summary for each in PowerPoint format. (Content of the slide: Purpose and objectives of the project, Implementation period, Applicant’s role and contributions, Project outcomes and achievements (outputs), Broader impacts on society or other sectors) 5) Optional Submission: Persons who can provide a reference about the applicant (Form 2) Personal information provided in application documents will be used exclusively for the purpose of selecting applicants and personnel/labor management after employment and will not be disclosed to any third parties. Submitted documents will not be returned to applicants.
16.Contact Information	Please include the above-listed documents in the prescribed order above. All documents must be combined into a single PDF file and then submitted electronically via email. Inquiries can be addressed to: F-REI_RAetc@f-rei.go.jp Phone: +81-240-41-9967 R&D Planning Division, Department of Research and Innovation, F-REI
17.Measures to Prevent Passive Smoking	No smoking on the premises
18.Other Conditions	Other working conditions shall be determined by the F-REI employee rules and regulations. These working conditions are subject to change.
19.Name of Recruiter	Fukushima Institute for Research, Education and Innovation