

Kyoto Seika University. Faculty of Manga. Department of Character Design

Recruitment Guidelines for Full-Time Faculty Member

Faculty / Department	Animation Course , Department of Character Design, Faculty of Manga
Available Position	Full-time Faculty (Professor, Associate Professor, or Lecturer), 1 position
Field of Specialization	Character Design – 2D Illustration
Background of Recruitment	The Character Design Course in the Department of Character Design, Faculty of Manga, provides education aimed at learning advanced knowledge and expression regarding characters, nurturing individuals who can contribute to the development of the next generation's content culture. To offer a more fulfilling curriculum, we are seeking a faculty member with a proven track record in the field of 2D illustration, who can support the growth of students with passion and dedication to education.
Expected Start Date	April 1, 2027
Term of Employment	Full-time (Tenured / No fixed term) *Retirement age is 65
Location	Kyoto Seika University (Sakyo-ku, Kyoto)
Job Description	1) Teaching the specialized practical subjects (Core practical, Applied Practicum, Graduation Research, etc.) in Faculty of Manga, graduation production guidance, thesis guidance. 2) Providing guidance to students outside of classroom. 3) Taking part in student recruitment activities. 4) Other teaching-related duties as assigned by the President, Vice President, or Dean of the Faculty.
Expected Courses to Teach	" Character Design Study 1・2", "Character Design Practicum 1・2", " Graduation Research Practicum 1・2" etc.
Application Requirements	1) Individuals who agree with the founding philosophy of our university and have a strong interest in university education, research, and administration. 2) Individuals with a deep passion for university-level education, capable of guiding students from their perspective and actively engaging in university management. 3) Possesses a broad understanding of content culture and pop culture, and has experience teaching 2D expression such as drawing and design. 4) Is proficient in digital content production and has experience teaching various software (drawing software such as Adobe, CLIP STUDIO, etc.)

	5) Has domestic and/or international research and practical achievements, or a track record of creating and publishing works in specialized fields (manga, anime, and game industries, graphic design industry, etc.). 6) Individuals of any nationality who have sufficient Japanese language proficiency to fully perform university administrative duties and instruct students. 7) Individuals who are highly collaborative and capable of developing and managing courses in cooperation with others. 8) Individuals who, in accordance with the university's Diversity Promotion Declaration, respect diversity among students and staff in education, research, and employment. 9) Individuals who can establish a residence within a reasonable commuting distance. 10) Individuals who hold a master's degree or higher in a relevant field-or who have equivalent academic credentials or achievements. * The university has issued a Diversity Promotion Declaration, and is actively working to enhance educational, research, and working environments from a diversity-driven perspective. Under Article 8 of Japan's Equal Employment Opportunity Act, if a department has a significantly low female faculty ratio, recruitment may be conducted exclusively for women as a temporary corrective measure. Applications from individuals of foreign nationality are also welcomed, in line with our diversity policy.
Reference URLs *Please review before applying.	Founding Philosophy https://www.kyoto-seika.ac.jp/about/idea/ Ideal Faculty Profile and Faculty Organization Policy https://www.kyoto-seika.ac.jp/about/report/gjh1lq00000029dg-att/gjh1lq0000005tgo.pdf Diversity Promotion Declaration http://www.kyoto-seika.ac.jp/about/diversity.html University Curriculum and Course Details (Seika Portal "Study Guide" & "Syllabus Inquiry") https://portal.kyoto-seika.ac.jp/uprx/up/pk/pky001/Pky00101.xhtml
Working Conditions / Benefits	Base Annual Salary: 4 million – 10 million JPY <i>(Example) 35 years old: 356,000 JPY/month; 45 years old: 476,000 JPY/month</i> *The monthly salary is 1/15 of the base annual salary. Salary Increase: Yes Bonus: Yes Retirement Allowance: Yes Commuter Transportation Allowance: Yes (up to 55,000 JPY/month) Retirement Age System: Yes Health Insurance: Yes Welfare Pension Insurance: Yes Workers' Accident Compensation Insurance: Yes Employment Insurance: Yes Working Hours: 09:00 – 18:00 (7.5 hours actual work) <i>Generally, 7.5 hours a day between 9:00 and 18:00 from Monday to Saturday, totaling 37.5 hours per week. (Working days/hours may change due to operational needs.)</i>

	Holidays / Vacations: Sundays, non-working days other than Sundays, national holidays, year-end and New Year holidays (According to the academic calendar. National holidays may occasionally be class days). Year-end/New Year Holidays: FY2026 / December 25, 2026 – January 3, 2027 (planned) Paid Leave: Yes (days according to the number of prescribed working days) Working conditions are based on the regulations of Kyoto Seika University.
Application Documents	Please be sure to submit the following three items: (ア), (イ), and (ウ). Electronic Application (*Submission via JREC-IN Portal Web application function) - (ア) Curriculum Vitae and List of Achievements (University-designated format. CV must include a photo data. The List of Achievements should be categorized into books, papers, academic conference presentations, research grants obtained, etc., and papers should be categorized into peer-reviewed and others. Affiliated academic societies and social activities should also be listed.) - 1 copy - (イ) Statement of Purpose and Educational/Research Aspirations after appointment (approx. 2000 characters) *Please download the format from the JREC-IN public recruitment page. Mailed Documents - (ウ) Research Achievement Materials (Books, academic papers, artworks, etc.) • Printed materials of major books, etc., and 5 offprints of major papers (copies acceptable), each with an abstract of about 400 characters on A4 paper. OR • Artwork Portfolio (Submit works compiled in a portfolio format, up to 3 volumes). *We may ask you to submit additional documents during the selection process. <Notes on Application> Application documents (ア) and (イ) must be submitted as electronic data via the JREC-IN Portal Web application function. Please name the files as follows: (ア) "rirekisyo-gyosekisyo-last-first.docx" Example: For Taro Seika, "rirekisyo-gyosekisyo-seika-taro.docx" (イ) "siboudouki-hofu-last-first.docx" Example: For Taro Seika, "siboudouki-hofu-seika-taro.docx" Please submit application document (ウ) by mail to the submission address below.
Mailing Address for Documents	〒606-8588 京都市左京区岩倉木野町 137 番地 京都精華大学 学長 宛 Please mail the documents by registered mail (Kakitome) or Letter Pack. Write "マンガ学部キャラクターデザイン学科専任教員応募書類在中" in red on the envelope, and clearly state your address and name on the front of the envelope.
Application Deadline	Valid if postmarked by Saturday, August 29, 2026

【Selection Process】

Document Screening: Applicants will be notified of the results by email by October 1, 2026, regardless of pass or fail.



Second Round - Interview and Mock Class : Held at the university, for those who pass the first round only.



Third Round - Interview : Held at the university, for those who pass the second round only.

※Notifications regarding selection will be sent to the email address or phone number listed on your resume.

※Please note that travel and accommodation expenses for the selection process will not be reimbursed.

※Personal information provided in the application documents will be used solely for this selection process and not for any other purpose (however, information of successful candidates will also be used for personnel management). In principle, submitted documents will not be returned. If you wish to have books or other items returned, please enclose an envelope with a cash-on-delivery courier slip (with required information filled out) at the time of application. Please note that we cannot return items without it.

【Inquiries】

President's Office Group, Kyoto Seika University
Weekdays 9:00 – 17:30 (Closed on weekends and national holidays)
MAIL: poffice@kyoto-seika.ac.jp TEL: 075-702-5317

End of document