

Terms of employment

1. Place of assignment

【Immediately after employment】

(Domestic) Ibaraki, Fukushima, Chiba, Tokyo, Fukui, Hyogo, Hokkaido, Gifu, Okayama, Aomori
(Overseas) Washington, Paris, Vienna

【Range of change】

Location determined by JAEA

2. Work to be performed

【Immediately after employment】

Resercher : Basic and applied research, and technical development etc..

Engineer : Operation and management of Nuclear facilities and testing devices, disposal and management of radioactive wastes, safety and radiation management, construction, and engineering etc..

Administrative staff : General affair, publicity, legal affairs, personnel, accounting, contraction, international affairs, support of research and engineering development etc..

Due to business circumstances, employees may be sent on loan to other entities.

【Range of change】

Work determined by JAEA

3. Holidays

Saturday, Sunday, National holiday, Year-end holiday, Paid holiday, Anniversary of foundation, Summer Vacation, Nursing and child care leave system etc.

4. Social insurance

Health insurance, Welfare pension insurance, Employee's pension fund,
Employment insurance, Worker's compensation insurance.

5. Housing

Dormitory for family and singles

6. Working hours

9:00am-5:30pm (overtime work is required in needs)

*1 According to work place, working hours would differ.

*2 In some department, shift working is required.

*3 Flextime system and discretionary work system are adopted partly.

7. Rest time

12:00pm-13:00pm (for an hour)

8. Trial period

There is a Trail period (for 6 month)

9. Salary

-Starting salary (Example)

Master Degree: 232,400 yen (Estimate April, 2025)

Doctor Degree: 270,300 yen (Estimate April, 2025)

*Besides, considering years of experience salary is decided according to JAEA's regulation

-Allowance: Commutation allowance, Family allowance, House allowance,
Research allowance, etc.

- Pay raise : Once per year.(Performance for last year)

- Bonus : Twice per year. (Performance for last year)

<Annual income example>

Staff member of three-year career (age 25) with no dependents...JPY 4.7 million.

Staff member of eight-year career (age 30) with no dependents... JPY 6.5 million.

Staff member of 13-year career (age 35) with one dependent... JPY 7.7million.

[Calculation conditions of the examples]

Shown above are model annual incomes for a staff member who is a college graduate and lives in Ibaraki Prefecture that works 15hours overtime per month and is provided service area allowance, housing allowance and bonuses.

*Researchers and engineers are provided allowance (JPY 19,000~33,800/month) according to the certified classes qualified by JAEA qualification system for engineering and research

10. Other systems

<Welfare program:>

system of property accumulation savings

A mutual-aid society

Group Insurance, Group life and pension scheme

Insurable to Individual defined contribution pension plan (iDeCo)

<Care leave system>

Childcare, nursing care leave systems (partial leave available) Leave of Relocating due to Job

Transfer of Spouse system