Overview of RIKEN’s policy for BOOST: Broadening Opportunities for Outstanding young researchers and doctoral students in STrategic areas

Development program for next-generation talent for AI research
This material introduces RIKEN’s policies in acceptance of cross-appointment and flow of the development program for next-generation talent for AI research supporting young researchers.

Introduction

The BOOST program was launched to promote the development of young researchers with expertise in the field of next-generation AI (the field of AI and emergent and integrated areas in the field of AI) and to promote state-of-art research and development by using the cross-appointment system. RIKEN is currently developing the activities of the Transformative Research Innovation Platform of RIKEN platforms (TRIP), which aims to solve societal problems by accelerating research cycles and advancing from prediction of the future to control of the future through scientific innovation in data utilization and advanced calculation. Among the activities, Advanced General Intelligence for Science Program (AGIS) is promoting AI for Science as a national project. RIKEN is one of the optimal research environments specified by the BOOST program therefore, by supporting young researchers and improving employment conditions, which is an aim of the BOOST program, we will proactively collaborate to promote the BOOST program and contribute to creating innovation, enhancing the competitiveness in industry and activating the circulation of intellects.

Along with such efforts, since FY 2022, RIKEN has been undertaking fundamental reform of its research personnel system with the aim of becoming a world premier research institute which has a high level of both stability and mobility and grows by combining these two elements. In order to maximize the effectiveness of the BOOST program at RIKEN, we have been considering RIKEN’s policy in its participation in the BOOST program, in a manner that is consistent with the main objectives of the BOOST program and RIKEN’s research personnel system.

We hope that you will understand RIKEN’s policy for the BOOST program as described in this material, and that we can work together to advance science and technology through the BOOST program.
Linking the BOOST program and RIKEN’s personnel policies

Perform internal screening of applicants for BOOST program
01 Linking the BOOST program and RIKEN’s personnel policies

Current idea

♦ RIKEN strives to go forward in the project of AI for Science: TRIP under a national policy. To accelerate research and development by “pioneering cutting-edge science that anticipates the future society,” we are advancing the sophistication and optimization of foundational models and the exploration of new theories and technologies in generative AI, known as Science for AI. These research activities align with the field of next-generation AI (field of AI and emergent and integrated areas in the field of AI), which the government has designated as a "highly important and urgent area in the national strategy."

♦ As a research center for the field of next-generation AI, RIKEN will actively cooperate in promoting the BOOST program, contributing to the creation of innovation in Japan, enhancing industrial competitiveness, and improving the mobility of intellectual resources. In doing so, we believe it is essential to ensure alignment between the cross-appointment system and RIKEN’s researcher personnel system.

RIKEN’s policies for this program

◆ RIKEN Review for BOOST
  ✓ The decision to hire and compensate researchers at universities and research institutions is the most important management decision that must be made by the institution itself.
  ✓ RIKEN will perform a review in a manner that is consistent with our own new personnel policies and incorporates the objectives of the BOOST program.
  ✓ RIKEN will conduct a “RIKEN Review for BOOST” for applicants interested in conducting research through the program at RIKEN. A cross-appointment agreement will be concluded for successful applicants.
  ✓ The review will be conducted at the same standard as normal hiring screening. The successful applicants will be hired under a cross-appointment contract regardless of the outcome of the screening.
Salary upon conclusion of cross-appointment

Calculated by: RIKEN’s salary scale × percent of effort
02 Salary upon conclusion of cross-appointment

Current situation

◆ Researchers themselves are able to determine their own salary under the BOOST program.
◆ Salary increase is requested for conducting research under a cross-appointment hire in the BOOST program.

➢ (募集要項 P.25)
3.3.1研究費（直接経費）
Page 25, Paragraph, 3.3.1 Research costs (direct expenses) in the Application Requirements states that, “the human resource expenses for cross-appointment can be borne by the organization with which the concerned researcher belongs, when the organization is a university, national/public research center or other publicly-established body. The sum of the annual salary must exceed the amount of the salary for involvement with the cross-appointment assignment.

Note: Foreign researchers should be aware that they will need to prepare documentation in Japanese and should be aware of other visa-related matters. For detailed information, please see the JST recruitment guidelines (English-version coming soon).

RIKEN’s BOOST policy

◆ Salary increase can be achieved based on RIKEN’s salary standard
  ✓ We believe that the salary of researchers should be determined under the responsibility and authority of the host institution based on an evaluation of the researcher’s performance and ability.
  ✓ Salary will be RIKEN’s salary scale multiplied by the percentage of effort when concluding a cross-appointment for implementation of the BOOST program. If this application results in an increase in salary, RIKEN will not apply the salary calculation system provided by the BOOST program.
  ✓ By applying RIKEN’s salary scale, the salary for the position of cross-appointment will be set higher than the current amount in many cases.
  ✓ For application of BOOST program with RIKEN as a host organization, the cross-appointment human resource expenses will not be calculated. Instead, it should be calculated as other costs.
03

Outline of the RIKEN Review for BOOST

Proposals for appropriate research plans at RIKEN
03 Outline of the RIKEN Review for BOOST

- **BOOST applicants** (Young researchers from outside of RIKEN)
  - ① Send notification to interested labs regarding conducting a BOOST project
  - ② RIKEN Lab PI considers the project details
  - ③ Request to personnel committee for RIKEN Review for BOOST
  - ④ Screening by personnel committee
  - ⑤ Notification of results
  - ⑥ Notify researcher if not accepted by lab PI
  - ⑦ Request for salary calculation
    - Information on main affiliate salary
    - Desired percentage of effort (min. of 20% on RIKEN side)
  - ⑧ Calculate estimated salary based on RIKEN’s salary scale and send notification
  - ⑨ Apply with research plan that’s been coordinated between RIKEN and the applicant
  - ⑩ Notification of results
  - ⑪ Conclude cross-appointment contract regardless of whether applicant is selected

**Important notes:**
- Regardless of the results of the selection for the BOOST project at JST, the successful applicant of the RIKEN Review for BOOST proceed to conclude cross-appointment hire.
- After being selected via the RIKEN Review for BOOST and prior to starting research performance, ensuring that the BOOST project proposed by the successful applicant and research project taken on at the host lab are aligned will lead to smooth progression of research.
- The salary for the position of cross-appointment will be settled upon agreements between the organizations. The salary amount indicated in 8) should be considered as an estimate.
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BOOST program and RIKEN salary review

Relations between standards at the primary affiliate and RIKEN
Review of salary by concluding cross-appointment based on the RIKEN salary standard: The BOOST contracted research expenses do not include cross-appointment human resources expenses in the total calculation but maximize utilization for advancement of research plans such as for facility/equipment, travel, and personnel expenses/honoraria.
THANK YOU!

Thank you for reviewing the materials. The information contained in this PowerPoint is current as of June 27, 2024 (ver. 1). The policies introduced are subject to change depending on announcement from JST and an updated version of information may be provided.

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