

Translation



The following document is an apparently complete list and description of all Chinese Academy of Sciences (CAS) talent recruitment programs. CAS is a huge Chinese state-run scientific research institute, and its talent programs primarily target relatively young scientists working in strategic and emerging disciplines, including defense-related "military-civil fusion" technologies. Some of CAS' recruitment efforts are aimed at domestic S&T talent, while others focus on encouraging foreign scientists to work for CAS at least part-time.

Title

2019 Chinese Academy of Sciences Talent Program Application Guide
2019年度中国科学院人才项目申报指南

Compiler

Talent Program Office (人才项目办公室) of the Bureau of Personnel (人事局) of the Chinese Academy of Sciences (CAS; 中国科学院)

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中国科学院
CHINESE ACADEMY OF SCIENCES

2019 Chinese Academy of Sciences Talent Program Application Guide

Bureau of Personnel, Chinese Academy of Sciences
Compiled by the Talent Program Office

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Program Application Notice

I. Program Deployment Focus

With a focus on major national strategies such as the innovation-driven development strategy and the regional coordinated development strategy, and with the in-depth implementation of the "Take the Lead Initiative" program¹ and the Chinese Academy of Sciences (CAS)' 13th Five-Year Plan as the main direction, CAS adheres to a "high-level, elite, cutting-edge, in-demand" (“高精尖缺”) orientation in promoting the output of achievements in the "Three Majors" (“三重大”). CAS focuses on supporting the “Stranglehold” technical direction of key core areas to ensure that CAS-level talent projects effectively serve and support the development of national and CAS key innovation areas and further improve the effectiveness and pertinence of the allocation of resources for talent programs.

II. Program Application Basic Criteria

(1) Unless otherwise stated, the applying organization shall, in principle, be a first-level public legal institution (一级事业单位) under CAS. First-level public legal institutions that include second-level public legal institutions shall make recommendations after communicating and reaching a consensus with their subordinate second-level organizations.

(2) The applicant should be a registered official employee, except in special circumstances such as talent recruitment programs.

III. Application Requirements

(1) All institutions are required to strictly organize their institution's selection and recommendation work in strict accordance with the relevant project administrative measures, this guide, and the requirements of relevant program Application notices.

1. Project deployment is carried out closely around major national strategies and the CAS 13th Five-Year Plan, giving priority to recommending individuals/teams that carry out scientific research that meets the "Three Majors" outputs and closely follows major national strategies and the strategic layout of the CAS 13th Five-Year Plan.

2. Selection conditions and recommendation standards are strictly enforced to highlight categorized evaluations based on quality, contributions, and performance and to overcome the tendency to evaluate candidates solely based on papers, professional titles, academic qualifications, and awards.

3. Standards of morality and talent (德才标准) are strictly enforced, upholding both morality and talent, with priority given to morality. Emphasis is given to the review of such

¹ Translator's note: The "Take the Lead Initiative" (“率先行动”) is a Chinese Academy of Sciences (CAS) talent recruitment plan launched in 2014. Under the Initiative, CAS aims to "take the lead in carrying out leapfrog development of science and technology, take the lead in constructing a national bastion of innovative talent, take the lead in constructing a high-quality national S&T think tank, and take the lead in building a world-class scientific research institution" (率先实现科学技术跨越发展, 率先建成国家创新人才高地, 率先建成国家高水平科技智库, 率先建设国际一流科研机构) by 2030.

aspects of the recommended candidates as their political stance, moral character, and research integrity.

4. Strengthen the application material review process to ensure the authenticity, accuracy, objectivity, and completeness of the information;

5. For application material requirements and templates for various projects, please click the link below "Bureau of Personnel Website > Service Guide > Talent Programs Office" (<http://www.pe.cas.cn/bszn/ycxmbgs/>).

(2) In order to avoid repeat investment of resources and unhealthy competition, all institutions are asked to organize selection and recommendation work in strict accordance with the spirit of the central authorities' and CAS' Application documents on selection limitations (mutually exclusive) for similar talent programs and the specific project requirements of certain programs. Basic requirements are as follows:

1. CAS distinguished talent and leading talent candidates under the national Thousand Talents Program ("千人计划") and Ten Thousand Talents Program ("万人计划"), recipients of the National Science Fund for Distinguished Young Scholars (国家杰出青年科学基金资助), leaders of the National Natural Science Foundation's Innovative Research Group ("创新研究群体"), and so on cannot re-apply for CAS-level talent programs during the project implementation period.

2. Take the Lead Initiative Hundred Talents Program ("百人计划") candidates, Youth Innovation Promotion Association ("YIPA") ("青年创新促进会") outstanding members, and Western Light ("西部之光") recruited talents cannot apply for other CAS-level talent programs.

3. Applicants applying for other CAS-level talent programs in the same year cannot, in principle, apply to more than two programs (or apply more than two times). If the applicant has been recommended by evaluation experts for both programs as the program funding candidate, the applicant can only accept one program.

4. If the relevant program has specific requirements concerning the scope of personnel application restrictions, the content of the specific application requirements of the program shall prevail.

5. When an applicant applies for different types of CAS-level talent programs in the same year, the application form should list the names of the other CAS-level talent programs applied for in the same year and explain the differences and connections between the programs thus applied for.

IV. Responsibilities of Program Application Supporting Institutions (依托单位)

(I) The supporting institution shall organize the institution's program Application work in strict accordance with the requirements of this guide, relevant application notices and announcements, and relevant program administrative measures.

(II) The supporting institution shall be responsible for the applicant's application eligibility and for reviewing the authenticity and completeness of the application materials and shall not

submit program applications that contain classified content.

(III) The supporting institution should provide information on the scientific research integrity investigation with an official seal issued by the institution's party committee, information on demonstrations for programs that require demonstrations, and information on public announcements (including the content, period, and method of the public announcement, whether there are objections or final handling opinions, etc.) for programs that require public announcements; information on member institution consensus must also be provided for teams or candidates recommended by the four categories of institutions.

(IV) The supporting institution should strengthen propaganda, education, and training and conduct research and judgment on the different types of CAS-level talent programs that the applicant has applied for in the same year in order to avoid the repeat investment of resources and unhealthy competition.

(V) If the supporting institution is negligent in management and fails to perform the review duties on the authenticity and completeness of the application materials as required, or the CAS-level talent program resources are wasted due to repeated applications, the supporting institution shall be liable for management responsibility.

V. 2019 Application Timetable for Various Academy-Level Talent Programs

No.	Project Name	Application Deadline	Application Email Address	Contact Person
1	Overseas Evaluation Expert (海外评审专家)	April 08, 2019	phttp@cashq.ac.cn	Zhou Hui
2	Interdisciplinary Innovation Team (创新交叉团队)	April 08, 2019	rcxmb@cashq.ac.cn	Zhou Hui
3	Hundred Talents Program Final Evaluation	April 15, 2019	phttp@cashq.ac.cn	Sheng Xia
4	Key Technology Talents (关键技术人才)	April 26, 2019	rcxmb@cashq.ac.cn	Zhou Hui
5	YIPA Outstanding Members	July 1, 2019	qch@mail.iggcas.ac.cn	Song Qi
6	Wang Kuancheng Leading Talent Program (王宽诚率先人才计划)	July 1, 2019	kcwong@cashq.ac.cn	Zhou Hui
7	Western Light Talent Recruitment	July 1, 2019	rcxmb@cashq.ac.cn	Sheng Xia
8	Other Western Light Programs	August 16, 2019	rcxmb@cashq.ac.cn	Sheng Xia
9	Hundred Talents Program Youth Project Merit-Based Selection (青年项目择优)	August 30, 2019	phttp@cashq.ac.cn	Sheng Xia
10	Youth Scientist Award (青年科学家奖)	August 30, 2019	rcxmb@cashq.ac.cn	Song Qi

11	YIPA Members	September 30, 2019	qch@mail.iggcas.ac.cn	Song Qi
12	Hundred Talents Program Project (Category A) Application	Accepted throughout the year	phttp@cashq.ac.cn	Sheng Xia

Contact Telephone: Zhou Hui 010-68597465, Sheng Xia 7418, Song Qi 7412

I Talent and Knowledge Recruitment (引才引智类)

Take the Lead Initiative Hundred Talents Program

The Take the Lead Initiative's Hundred Talents Program is the backbone plan for CAS high-level talent recruitment and is led by the Take the Lead Initiative program. Based on national strategic needs, the program highlights a “high-level, elite, cutting-edge, in-demand” and entrepreneurial orientation and focuses on scientific classification and evaluation to enhance on-demand precision recruitment from overseas, strengthen the recruitment of key core technical talents, and focus on improving the effectiveness of talent recruitment.

Relevant policy basis: *Administrative Measures for the Take the Lead Initiative Hundred Talents Program of the Chinese Academy of Sciences and Detailed Implementation Rules for the Take the Lead Initiative Hundred Talents Program of the Chinese Academy of Sciences (2019 Edition).*

I. Hundred Talents Program Project (Category A)

(I) Application Requirements

1. Position Settings and Responsibilities

In principle, it should be set up as a professional technical position at or above grade three (inclusive), and the person shall play the role of an outstanding academic technology leader. The candidate must be able to accurately grasp the dynamics and development direction of the subject and focus on strategic planning with a forward-looking layout. They must actively organize, plan, and undertake national or CAS-level major scientific research or engineering projects, must organize and lead teams in carrying out S&T innovation work at a world-class level, and must achieve major achievements of important influence or that can overcome core technical problems. The candidate must undertake high-level academic exchanges and cooperative research with well-known scientific research institutions, universities, and companies at home and abroad.

2. Application Eligibility

Applicants should reach the level of outstanding academic and technical leaders in the senior professional positions of their employers. In principle, the candidate should be no older than 50 years old (as of January 1 of the reporting year).

- (1) Overseas applicants should have the experience of serving as professors or equivalent positions in well-known overseas scientific research institutions, universities, or research and development institutions of large companies. Requirements on candidates who are particularly outstanding or in urgent need can be relaxed to associate professors or equivalent qualifications.
- (2) Domestic applicants should have experience serving as professors or equivalent positions in well-known Chinese industry research institutes, key universities, or research and

development institutions of large enterprises, and should be outstanding academic technology leaders in related fields in China.

(II) Basic Process

Employer sets up a position → applicant submits an application → employer organizes a hiring evaluation → opinions are solicited from the employer's academic committee → employer's leadership group conducts a collective study → submitted to CAS for review and approval

(III) Application Material Requirements

For application material requirements and templates, please click the link below “Bureau of Personnel Website > Service Guide > Talent Programs Office” (<http://www.pe.cas.cn/bszn/yrcxmbgs/>).

(IV) Application Times

Accepted throughout the year

II. Hundred Talents Program Youth Project (Category B and Original Youth Talent Category C)

(I) CAS Preferential Support Evaluation

1. Scope of Personnel Participating in Preferential Support Evaluation

Program Categories	Participation Required	Participation Optional
Original Take the Lead Initiative Hundred Talents Program Youth Talent (Category C)	Category C candidates who have received support funding from the CAS for 2 annual filing periods Category C candidates who failed to pass their first preferential support evaluation in 2018	Other category C candidates filing through CAS
New Take the Lead Initiative Hundred Talents Program Youth Project (Category B)		Valid category B candidates who have completed filing with CAS by August 30, 2019 may choose to participate

2. Information Related to Public Announcements and Candidates

Before participating in the preferential support evaluation, employers should provide an effective public announcement for candidates from their institutions, and the results of the public announcement should be submitted together with the Application materials to the Bureau of Personnel.

(1) Content of Public Announcement

The content of the public announcement mainly includes the candidate's personal resume, scientific research performance, projects hosted or undertaken, and so on. The content of the

public announcement should not contain classified information and should highlight the contact information for the Talent Program Office of the Bureau of Personnel.

(2) Public Announcement Requirements

The duration of the public announcement should be no less than 5 business days. During the public announcement period, if there are comments and suggestions on the person being publicized or the content of the public announcement, they must be reported directly to the Talent Program Office of the Bureau of Personnel in writing (generally requiring a signature).

(3) Information Related to Candidates

Employers must carefully fill in the appraisal opinions concerning the candidates' political stances and research integrity and should explain the job performance of candidates who have already begun work at their positions.

3. Application Requirements

(1) Selection Application Categories

In order to establish and improve a talent evaluation system oriented towards innovation ability, quality, contributions, and performance, preferential support evaluation work will highlight the principle of categorized evaluation based on the type of scientific work (academic or technical) performed by the applicant. Focus is given to the comprehensive and objective evaluation of the applicant's individual level of academic technical capabilities and actual contributions and performance, paying attention to both personal and team assessments.

(2) Application Material Authenticity Review

In order to strengthen the integrity of scientific research and highlight the evaluation of talent ethics, referential support evaluation implements a "zero tolerance" policy for fraud and academic misconduct. The applicant should adhere to the principle of seeking truth from facts and fill in relevant information carefully and truthfully. The employer should strengthen its review of the authenticity of the application materials and implement an audit and sign-off process that involves the applicant's team lead and a level-two head of the institute's scientific research department. If the application materials submitted to CAS are found to be grossly untrue, CAS will disqualify the applicant for merit-based selection and suspend the application platform eligibility of the relevant employer as appropriate.

(3) Application Material Requirements

For application material requirements and templates, please click the link below "Bureau of Personnel Website > Service Guide > Talent Program Office"
(<http://www.pe.cas.cn/bszn/yrxmbgs/>).

Note: Relevant materials submitted by the employer should not contain classified content. The electronic materials of applicants to the "military-civil fusion" group shall be submitted by CD (do not send emails).

4. Application Times

- (1) Selected Application Material Submission Deadline: **August 30, 2019**

(2) Expected time and place of the preferential support evaluation conference: **To be held in Beijing in mid-to-late September 2019 (notification of specific time and place will be given later)**

(II) Program Final Evaluation

1.Scope of Personnel Participating in Final Evaluation

	Participation Required
Participant	<ul style="list-style-type: none"> ① Hundred Talents Program category A and B candidates who received CAS preferential support in 2015 ② Category C and Z candidates who will be completing this year's Hundred Talents Program ③ Various 2014 Hundred Talents Program candidates who applied for postponed evaluation ④ 2015 Hundred Talents Program category Y candidates (11th batch of Thousand Talents Program Youth Project candidates [2015 candidates])

2. Basic Organization and Implementation Process

(1) The employer organizes the preliminary evaluation. The employer organizes experts to conduct the final evaluation of candidates according to the requirements. The evaluation results are divided into recommended/outstanding, good, pass, or fail (candidates with postponed evaluations cannot be recommended as outstanding).

(2) Public announcement. After the employer's preliminary evaluation, the employer shall make an effective public announcement of the candidate within 5 business days. The content of the public announcement mainly includes the candidate's personal resume, scientific research performance, projects hosted or undertaken, and so on. The content of the public announcement should not be classified and should highlight the contact information for the personnel office of the employer and the Talent Program Office of the Bureau of Personnel. During the public announcement period, if there are comments and suggestions on the person being publicized or the content of the public announcement, they must be reported directly to the personnel office of the employer or to the Talent Program Office of the Bureau of Personnel in writing (generally requiring a signature).

(3) Information Related to Candidates

Employers must carefully fill in the appraisal opinions concerning the candidates' political stances and research integrity, and should explain the job performance of candidates who have already begun work at their positions.

3. Application Material Requirements

For application material requirements and templates, please click the link below “Bureau of Personnel Website > Service Guide > Talent Program Office”

(<http://www.pe.cas.cn/bszn/yrcxmbgs/>).

4. Application Times

- (1) All employers are asked to submit relevant Application materials to the Bureau of Personnel before April 15.
- (2) The Bureau of Personnel organizes overall evaluations. For candidates who are recommended by employers as outstanding, the Bureau of Personnel will organize experts to conduct a comprehensive evaluation in early-to-mid May (notification of specific time and place will be given later).

III. Contact Person and Contact Information

Contact Person: Sheng Xia

Contact No.: 010-68597418

Application Email Address: phttp@cashq.ac.cn

Mailing Address: Chinese Academy of Sciences (North Gate), 52 Sanlihe Road, Xicheng District, Beijing

Overseas Evaluation Expert

I. Basic Program Information

(I) Program Positioning and Objectives

In order to establish an international consulting and evaluation system and continuously improve the level of openness and internationalization of CAS, we hire internationally renowned scientists as "overseas evaluation experts" to provide consulting and evaluation for S&T innovation and talent work and to carry out in-depth scientific research exchanges and cooperation with CAS-associated institutions.

(II) Support Standard and Scale

1. The CAS supports talents with a special fund of RMB 100,000 over an implementation period of 3 years.
2. During the 13th Five-Year Plan, 40 expert overseas evaluators are selected each year.

(III) Policy Basis

Administrative Measures of the Overseas Evaluation Experts of the Chinese Academy of Sciences (2012)

II. Basic Application Selection Process

Institution recommendation → CAS formal review → international communication review → list of recommended candidates for support formed → confirmation by individuals → report to CAS for review and approval → posting and letter of appointment prepared

III. Application Criteria Notice

(I) Application Quota

Each institution may recommend 1-2 people, and those who are engaged in engineering, technology, and R&D and who understand key technologies should be given priority recommendations.

(II) Application Selection Eligibility

1. Candidates should primarily be ethnic Chinese (华裔) and should be associate professors (or equivalent) and above in well-known overseas universities, scientific research institutions, or corporate R&D departments; those working in the United States should have professorships or equivalent positions.

2. The candidate should have profound academic attainments, should have achieved major research results recognized by international peers, should have published highly influential academic papers, or should understand key technologies or possess major inventions or patents, and should have an impressive international influence in the candidate's subject area.

3. The candidate should be honest and trustworthy with decent academic rigor and the desire to advocate for science. The candidate must be willing to be invited to participate in consultation and evaluation work for CAS on S&T development strategy and planning, major S&T projects, high-level talent evaluations, scientific research institution evaluations, and important award evaluations.

4. Candidates who have already been selected for the long-term national Thousand Talents Program projects and as CAS overseas evaluation experts cannot be recommended again.

IV. Application Material Requirements

For application material requirements and templates, please click the link below “Bureau of Personnel Website > Service Guide > Talent Program Office” (<http://www.pe.cas.cn/bszn/yrcxmbgs/>).

V. Application Deadline

April 08, 2019

VI. Contact Person and Contact Information

Contact Person: Zhou Hui

Contact No.: 010-68597465

Application Email Address: phttp@cashq.ac.cn

Mailing Address: Chinese Academy of Sciences (North Gate), 52 Sanlihe Road, Xicheng District, Beijing

II Talent Training

Youth Innovation Promotion Association (YIPA)

I. Basic Program Information

(I) Program Positioning and Objectives

The aim is to further increase the cultivation of outstanding young talents with development potential and create a new generation of academic technology leaders.

(II) Support Standard and Scale

1. CAS supports each member with a special talent fund of RMB 800,000 over an implementation period of 4 years.

2. CAS supports each outstanding member with a special talent fund of RMB 2-4 million over an implementation period of 3 years.

3. If an outstanding member has already received related national talent program support (such as the Ten Thousand Talents Program, National Distinguished Youth Science Fund Project, and Outstanding Youth Science Fund Project) and the amount of funding is lower than that of CAS, CAS may provide supplementary support.

4. If an outstanding member is selected for a relevant national talent program during his or her tenure as a YIPA outstanding member, and if the financial support already provided by CAS and/or other national talent programs is greater than the level of subsidies that the outstanding member will receive from the new talent program, CAS will cease paying extra subsidies.

5. See the official notice for the annual quota of supported candidates.

(III) Policy Basis

Administrative Measures of the Youth Innovation Promotion Association of the Chinese Academy of Sciences (2019 Edition)

II. Basic Application Selection Process

(I) YIPA Members: Institution recommendation → Council review → Bureau of Personnel validation → list of recommended candidates for support formed → report to CAS for review and approval → posting

(II) YIPA Outstanding Members: The Council organizes member final assessment and preliminary evaluation → preliminary list of candidates confirmed → Bureau of Personnel organizes final selection → final assessment recommendations, evaluation results, and list of recommended candidates for support formed → report to CAS for review and approval → posting

III. Application Criteria Notice

(I) Application Quota

1. The CAS Bureau of Council and Businesspeople Affairs (理事会商人事局) determines the number of new members to be recommended by each institution. See official notices for the annual number of candidates supported each year.

2. See the official notice for the annual quota of supported outstanding members.

(II) Application Selection Eligibility

1. Members must be registered staff who are engaged in deputy senior and below professional and technical positions when they join the association, and their age must be no more than 35 years old.

2. Members must have steadfast political stances, both morality and talent, superb academic rigor, and outstanding innovation and development potential.

IV. Application Material Requirements

For application material requirements and templates, please click the link below “Bureau of Personnel Website > Service Guide > Talent Program Office”

(<http://www.pe.cas.cn/bszn/yrcxmbgs/>).

V. Application Deadlines

(I) 2019 Youth Innovation Promotion Association Outstanding Members: July 1, 2019

(II) 2020 Youth Innovation Promotion Association Members: September 30, 2019

VI. Contact Person and Contact Information

YIPA Secretariat Contact Person: Zhao Hao

Telephone No.: 010-82998237

Application Email Address: qch@mail.iggcas.ac.cn

Mailing Address: YIPA Secretariat (Address: Personnel Office, Institute of Geology and Geophysics, Chinese Academy of Sciences, No. 19 Beitucheng West Road, Chaoyang District, Beijing, Postcode: 100029)

Talent Project Office Contact Person: Song Qi

Contact No.: 010-68597412

Key Technology Talents

I. Basic Program Information

(I) Program Positioning and Objectives

The aim is to strengthen the building of a team of technical support talents, ensure the smooth development of CAS S&T innovation activities, and promote the output of major achievements.

(II) Support Standard and Scale

1. The CAS supports talents with a special fund of RMB 300,000 over an implementation period of 3 years.
2. During the 13th Five-Year Plan, 50 people will be supported each year.

(III) Policy Basis

Administrative Measures of the Key Technology Talents of the Chinese Academy of Sciences (2015)

II. Basic Application Selection Process

Institution selection recommendation → institution public announcement → CAS formal review → CAS communication review → list of recommended candidates for support formed → report to CAS for review and approval → posting

III. Application Criteria Notice

(I) Application Quota

1. First-level public legal institutions are limited to reporting 1 person each. Institutes that include second-level public legal institutions shall submit recommendations after reaching a consensus with their subordinate second-level institutes.

2. The four categories of institutions that have been formally established or operated with the approval of CAS can independently recommend 1 candidate through the supporting institution after reaching a consensus with the member institutions.

(II) Application Selection Eligibility

1. The candidate should be a backbone staffer in engineering and technology employed by CAS and must meet at least one of the following criteria: has the ability to develop technology and equipment and the ability to make important technical transformations and upgrades to equipment and devices; has achieved good results in addressing key technical problems in the field of scientific research and in promoting technological innovation; has made outstanding contributions in the construction, operation, and maintenance of CAS large instrument regional centers, professional experiment platforms, public technical service centers at the candidate's level, or large scientific facilities.

2. Priority is granted to researchers who carry out technical research in line with the direction of major national strategic layouts, major works, and major projects such as "Deep Space," "Deep Sea," "Deep Land," "Deep Blue," and "Military-Civil Fusion" with a focus on China's key core technology areas, especially "stranglehold" issues.

IV. Application Material Requirements

For application material requirements and templates, please click the link below "Bureau of Personnel Website > Service Guide > Talent Program Office"
(<http://www.pe.cas.cn/bszn/yrcxmbgs/>).

V. Application Deadline

April 26, 2019

VI. Contact Person and Contact Information

Contact Person: Zhou Hui

Contact No.: 010-68597465

Application Email Address: rcxmb@cashq.ac.cn

Mailing Address: Chinese Academy of Sciences (North Gate), 52 Sanlihe Road, Xicheng District, Beijing

Interdisciplinary Innovation Teams

I. Basic Program Information

(I) Program Positioning and Objectives

The aim is to support an interdisciplinary team of outstanding young and middle-aged talents with complementary advantages from different institutions who carry out innovative interdisciplinary research in order to promote the development of emerging disciplines, interdisciplinary collaboration and exchanges and to accelerate the growth of key S&T talents.

(II) Support Standard and Scale

1. CAS supports talents with a special fund of RMB 1 million over an implementation period of 3 years.
2. During the 13th Five-Year Plan, 20 teams will be supported each year.

(III) Policy Basis

Administrative Measures of the Interdisciplinary Innovation Teams of the Chinese Academy of Sciences (2015)

II. Basic Application Selection Process

(I) 2019 Application: Institution selection recommendation → institution public announcement → CAS formal review → CAS communication review → CAS on-site defense and review → list of recommended teams for support formed → report to CAS for review and approval → posting

(II) 2014 and 2015 interdisciplinary innovation team final evaluation: Institution organizes team self-evaluation → institution public announcement → evaluation materials submitted → CAS formal review → CAS on-site defense and review → list of recommended final evaluation outstanding teams formed → report to CAS for review and approval → posting

III. Application Criteria Notice

(I) Application Quota

First-level public legal institutions are limited to reporting 1 team each. Institutes that include second-level public legal institutions shall submit recommendations after reaching a consensus with their subordinate second-level institutes.

(II) Application Team Eligibility

1. The interdisciplinary team should be composed of no fewer than 5 outstanding young and middle-aged talents with complementary advantages from different institutions. The team should carry out innovative interdisciplinary research, and at least two members should be from outside CAS.

2.The team leader should be a senior professional technical staffer employed by CAS. In principle, the team leader should be no older than 40 years old (born after January 1, 1979). Other team members should have deputy senior and above professional technical positions.

3.The institution where the team leader is located is the supporting institution. The establishment plan must be verified by the academic committee of the supporting institution and reported to the cooperative institution after review and approval.

4.The principle of "mutual exclusion" (“同类互斥”) must be upheld for youth programs, and candidates for national and CAS-level youth talent programs, such as the national Ten Thousand Talents Program youth projects and Ten Thousand Talents Outstanding Young Talents Program, the National Natural Science Foundation's National Science Fund for Distinguished Young Scholars and National Science Fund for Outstanding Young Scholars, and CAS Hundred Talents Program youth projects, cannot apply as team leaders.

IV. Application Material Requirements

For application material requirements and templates, please click the link below “Bureau of Personnel Website > Service Guide > Talent Program Office” (<http://www.pe.cas.cn/bszn/ycxmbgs/>).

V. Application Deadline

(I) 2019 Application: April 8, 2019

(II) 2014 and 2015 Interdisciplinary Innovation Team Final Evaluation:

1. Material Application Deadline: April 08, 2019
2. On-site defense and review time: Mid-to-late May 2019 (notification of specific time will be given later)

VI. Contact Person and Contact Information

Contact Person: Zhou Hui

Contact No.: 010-68597465

Application Email Address: rcxmb@cashq.ac.cn

Mailing Address: Chinese Academy of Sciences (North Gate), 52 Sanlihe Road, Xicheng District, Beijing

III Talent Incentives

Wang Kuancheng Leading Talent Program (王宽诚率先人才计划)

I. Basic Program Information

(I) Program Positioning and Objectives

The aim is to support and motivate different types of high-level S&T talents and includes the Lu Jiayi International Teams Project (“卢嘉锡国际团队项目”) (hereinafter referred to as "International Teams") and the Industry-Researcher Talent Support Project (“产研人才扶持项目”) (hereinafter referred to as "Industry-Researcher Talent"). The International Teams project focuses on supporting leading talents dedicated to original S&T innovations within CAS and for forming teams with overseas talent to promote international cooperation and talent training. The Industry-Researcher Talent project focuses on supporting S&T talents who are committed to the transfer and transformation of S&T achievements into commercial products, who can promote industrial upgrades, and who carry out research and collaborations with relevant enterprises.

(II) Support Standard and Scale

1. The International Teams special fund is RMB 3 million, which is jointly funded by the CAS talents project and the Wang Kuancheng Education Foundation, and the funds are implemented over a period of 3 years; the Industry-Researcher Talent special fund is RMB 500,000, solely funded by the Wang Kuancheng Education Foundation, and the funds are implemented over a period of 3 years.

2. During the 13th Five-Year Plan, 15 International Teams and 10 Industry-Researcher Talents will be supported each year.

(III) Policy Basis

Administrative Measures of the Wang Kuancheng Leading Talent Program of the Chinese Academy of Sciences (2015)

II. Basic Application Selection Process

(I) International Teams: Institution selection recommendation → institution public announcement → CAS formal review → CAS communication review → CAS on-site defense and review → list of recommended teams to be supported formed → report to CAS and the foundation for review and approval → posting

(II) Industry-Researcher Talent: Institution selection recommendation → institution public announcement → CAS formal review → CAS communication review → list of recommended candidates for support formed → report to CAS and the foundation for review and approval → posting

III. Application Criteria Notice

(I) Application Quota

1. International Teams: First-level public legal organizations are limited to reporting 1 team each. Institutes that include second-level public legal institutions shall submit recommendations after reaching a consensus with their subordinate second-level institutes. The four categories of institutions that have been formally established or operated with the approval of CAS can independently recommend one team through the supporting institution after reaching a consensus with the member institutions.

2. Industry-Researcher Talent: Applications are limited to institutions belonging to institutes in Western China or Northeastern China. First-level public legal institutions are limited to reporting 1 person each. Institutes that include second-level public legal institutions shall submit recommendations after reaching a consensus with their subordinate second-level institutes.

(II) International Teams Application Eligibility

1. The team should be composed of no less than 7 leading Chinese and overseas S&T talents (at least 4 of whom must be overseas talents) who are committed to original S&T innovations. The Teams project should focus on key CAS support directions (see "Application Material Requirements"). The institution where the team leader is located is the supporting institution.

2. The team leader should be a core backbone of the CAS "four categories of institutions" ("四类机构") or a leading talent with certain international influence performing active research at the forefront of S&T, and should have achieved outstanding results. At the same time, the team leader should have excellent team organization skills and a good foundation for overseas collaboration. The age of the team leader should be no older than 50 years old (born after January 1, 1969).

3. Other Chinese members should be registered CAS staff with senior professional technical positions. The age of these members should be no older than 45 years old (born after January 1, 1974).

4. Overseas members should have achieved associate professorships and above or equivalent positions in well-known overseas universities or research institutions, have established or are establishing close collaborative relations with Chinese members, and can guarantee that they can participate often in substantive collaborative research for the International Team during their employment and can work at CAS for no less than one month per year. During the period of employment, in general, members should not work concurrently at other Chinese institutions. Where concurrent employment is indeed required, it should not affect the member's working time in the International Team.

(III) Industry-Researcher Talent Application Eligibility

1. Industry-Researcher Talents should be S&T talents who are registered CAS staff, with senior professional and technical positions, who are dedicated to the transfer and conversion of

S&T achievements into commercial products. The candidate should have a certain foundation of collaboration with associated enterprises and should be expected to promote the transformation of technology or industrial upgrades. The age of the candidate should be no older than 50 years of age (born after January 1, 1969).

2.The work proposed by Industry-Researcher Talents and collaborating enterprises should be able to focus on industrial upgrades, achieve key and core technology breakthroughs, serve national economic and social development, and be in line with nationally determined key developments and industry directions that urgently require intellectual property support (see "Application Material Requirements").

IV. Application Material Requirements

For application material requirements and templates, please click the link below "Bureau of Personnel Website > Service Guide > Talent Program Office"
(<http://www.pe.cas.cn/bszn/yrxmbgs/>).

V. Application Deadline

July 1, 2019

VI. Contact Person and Contact Information

Contact Person: Zhou Hui

Contact No.: 010-68597465

Application Email Address: kcwong@cashq.ac.cn

Mailing Address: Chinese Academy of Sciences (North Gate), 52 Sanlihe Road, Xicheng District, Beijing

Youth Scientist Award (青年科学家奖)

I. Basic Program Information

(I) Program Positioning and Objectives

The aim is to commend the advanced models emerging in S&T innovation activities, young S&T talents who have made outstanding contributions, and to form an atmosphere of talent development that encourages innovation and encourages progress throughout CAS.

(II) Support Standard and Scale

1. CAS will issue award certificates and one-time bonus of RMB 50,000 to the winners.
2. Selections take place once a year, and the quota is 10 people.

(III) Policy Basis

Administrative Measures of the Youth Scientist Award of the Chinese Academy of Sciences (2015)

II. Basic Application Selection Process

(I) Non-military-civil fusion areas: Institution selection recommendation → institution public announcement → CAS formal review → CAS communication review → CAS on-site defense and review → list of recommended candidates to be supported formed → report to CAS for review and approval → posting

(II) Military-civil fusion areas: Institution selection recommendation → CAS formal review → CAS on-site defense and review → list of recommended candidates to be supported formed → report to CAS for review and approval → posting

III. Application Criteria Notice

(I) Application Quota

First-level public legal institutions are limited to reporting 1 candidate each. Institutes that include second-level public legal institutions shall submit recommendations after reaching a consensus with their subordinate second-level institutes.

(II) Application Selection Eligibility

1. Applicants should be registered CAS staff, must have made outstanding contributions in related research fields, have important scientific discoveries or technological inventions, have proposed important innovative academic ideas, or have achieved major S&T achievements or significant economic and social benefits. The age of the applicant should be no older than 40 years old, that is, born after January 1, 1979 (inclusive).

2. Priority will be granted to outstanding young S&T talents with outstanding performance with a focus on national S&T strategic deployment and major needs in China's key industries

and industry fields, especially in "stranglehold" issues of key and core technology fields.

IV. Application Material Requirements

For application material requirements and templates, please click the link below "Bureau of Personnel Website > Service Guide > Talent Program Office"

(<http://www.pe.cas.cn/bszn/yrcxmbgs/>).

Note: Relevant materials submitted by the employer should not contain classified content. The electronic materials of applicants in the Military-Civil Fusion group shall be submitted by CD (do not send emails).

V. Application Deadline

August 30, 2019

VI. Contact Person and Contact Information

Contact Person: Song Qi

Contact No.: 010-68597412

Application Email Address: rcxmb@cashq.ac.cn

Mailing Address: Chinese Academy of Sciences (North Gate), 52 Sanlihe Road, Xicheng District, Beijing

IV Regional Talent Programs

"Western Light" Talent Training and Recruitment Program

The Western Light Talent Training and Recruitment Program (hereinafter referred to as "Western Light") aims to accelerate the cultivation and recruitment of young S&T talents in Western China and to promote S&T progress, economic construction, and social development in Western China. Western Light includes Western China Talent Recruitment, Western China Youth Scholars, and other projects. This program relies on the Chengdu Branch, Kunming Branch, Xi'an Branch, Lanzhou Branch, and Xinjiang Branch of CAS for preliminary project reviews.

Relevant policy basis: Administrative Measures for the Western Light Talent Training and Recruitment Program of the Chinese Academy of Sciences (2015) and Notice of the Bureau of Personnel of the Chinese Academy of Sciences on Optimizing and Adjusting Some Academy-Level Talent Programs (2018).

I. Project Application

(I) Western China Talent Recruitment (西部引进人才)

1. Application Selection Eligibility

The Western China Talent Recruitment program aims to introduce the much-needed academic and technical leaders for the major projects deployed by CAS in Western China and integrates with the Institutes' "1-3-5" Plans ("一三五"规划).

Applicants should in principle be senior professional and technical personnel from outside CAS. For applicants from "Double World-Class" universities,² well-known scientific research institutions, or enterprise R&D institutions outside CAS and CAS institutions in Central and Eastern China, requirements may be relaxed to associate senior and above or equivalent positions. Applicants who are already working at CAS institutions must be outstanding talents who were recruited into CAS after July 20, 2018.

2. Support Standard and Scale

The CAS provides talents with a special fund of RMB 2 million/person over an implementation period of 3 years. About 10 people are selected each year.

(II) Western China Youth Scholars (西部青年学者)

1. Application Selection Eligibility

The Western China Youth Scholars project focuses on supporting outstanding young talents and their teams in Western China in carrying out scientific research (category A includes non-CAS applications) as well as outstanding recent PhDs who will work at research institutes in Western China (category B).

² Translator's note: "Double world-class" ("双一流") refers to "world-class universities" and "world-class curricula."

Category A (CAS-internal) applicants for the Western China Youth Scholars should have senior professional technical positions, and research projects should be in line with the major direction of the institutes' "1-3-5" Plans. Category A (non-CAS) applicants should establish a good collaborative relationship with CAS. Category B applicants should be new PhDs working in a CAS institute in Western China. Requirements may be moderately relaxed for outstanding young postdoctoral personnel (no older than 35 years old).

2. Support Standards

CAS provides category A (CAS-internal) project talents with funding of RMB 500,000/person;

CAS provides category A (non-CAS) project talents with funding of RMB 150,000/person;

CAS provides category B project talents with funding of RMB 150,000/person.

(III) Western China Team Program

See subsequent official notices.

II. Project Final Evaluation

(I) Evaluation Work Arrangements

Each CAS branch organizes evaluation and assessment work for the 2015 candidates and sends a summary of evaluation results (outstanding, good, pass, or fail) and work conditions (including the evaluation organization process, list of evaluation experts, a summary of implementation for each project, management experience, and issues and suggestions) to the Talent Program Office of the Bureau of Personnel.

(II) Content of Evaluation

1. Overall character: This includes ideological and moral character, business acumen, organizational and management capabilities, work ethic, and teamwork.

2. Scientific research achievements: This includes the completion of scientific research goals during the selection period, contributions to economic construction and social development in Western China, papers, awards, and other achievements.

3. Team building: This includes the size, structure, internal construction, and external collaborations of the team, student training and guidance, the role played in talent team building in Western China, and so on.

4. Funding status: This includes CAS supporting funds, the use of matching funds from the institution and the locality, and project funds obtained through other channels.

III. Application Material Requirements

For application material requirements and templates, please click the link below "Bureau of Personnel Website > Service Guide > Talent Program Office"
(<http://www.pe.cas.cn/bszn/yrxmbgs/>).

IV. Application Deadline

CAS branches in Western China are asked to submit application materials for the Western China Talent Recruitment program by July 1, 2019. Application materials for other programs and materials related to final evaluations should be submitted before August 16, 2019.

V. Contact Person and Contact Information

Contact Person: Sheng Xia

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