

## Translation



*The following document is an apparently full list, circa 2017, of technical positions that the Hefei Institutes of Physical Science, a branch of the Chinese Academy of Sciences, hoped to fill through its talent programs. The document specifies the academic and career qualifications, desired age, and technology areas of the candidates that the Hefei Institutes seek to hire, and details monetary, housing, and other incentives to attract qualified candidates to Hefei. This is just one example, albeit an unusually detailed one, of Chinese scientific research institutions' efforts to recruit foreign scientists—and Chinese scientists trained in the West—to improve China's S&T talent pool.*

### Title

The Chinese Academy of Sciences Hefei Institutes of Physical Science: Recruiting Outstanding Domestic and Foreign Talent  
中国科学院合肥物质科学研究院 诚聘海内外优秀人才

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### Source

Chinese Scientists and Scholars Association of Harvard Medical School (HMS-CSSA) website, uploaded June 12, 2017.

*The Chinese source text is available online at:*

<https://web.archive.org/web/20200520021420/http://hms-cssa.org/wp/wp-content/uploads/2017/05/%E4%B8%AD%E5%9B%BD%E7%A7%91%E5%AD%A6%E9%99%A2%E5%90%88%E8%82%A5%E7%89%A9%E8%B4%A8%E7%A7%91%E5%AD%A6%E7%A0%94%E7%A9%B6%E9%99%A2%E6%B5%B7%E5%A4%96%E6%8B%9B%E8%81%98>

*US \$1 ≈ 7 Chinese Yuan Renminbi (RMB), as of July 1, 2020.*

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### Translator

Etcetera Language Group, Inc.

### Editor

Ben Murphy, CSET Translation Lead



**Hefei Institutes of Physical Science, Chinese  
Academy of Sciences:  
Recruiting Outstanding Domestic and Foreign  
Talent**



## Organization Introduction

The Hefei Institutes of Physical Science of the Chinese Academy of Sciences (hereinafter CASHIPS) is an important comprehensive scientific research base and talent cultivation base of the Chinese Academy of Sciences (CAS). It is located on beautiful Dongpu peninsula near Shushan Lake in Hefei and has an area of 2.26 square kilometers. The peninsula is surrounded by water and lined with trees. When General Secretary Jiang Zemin visited the site in 1998, he praised the scientific research environment here and gave it the name "Science Island."

CASHIPS has 10 scientific research units: the CAS Anhui Institute of Optics and Fine Mechanics, the CAS Institute of Plasma Physics, the CAS Institute of Solid State Physics, the CAS Institute of Intelligent Machines, the CAS High Magnetic Field Laboratory, the CAS Institute of Nuclear Energy Safety Technology, the Institute of Advanced Manufacturing Technology, the Institute of Technical Biology and Agricultural Engineering, the Center of Medical Physics and Technology, and the Institute of Applied Technology. Its main research fields include energy, the environment, materials, biology, information, and national defense advanced technologies. CASHIPS has over 2,600 employees, including six academicians of the Chinese Academy of Sciences and the Chinese Academy of Engineering, six inductees to the Ten Thousand Talents Program (万人计划), 14 inductees to the Thousand Talents Program (千人计划), six participants in the Ministry of Science and Technology's Innovative Talent Promotion Program (创新人才推进计划), six national-level inductees in the New Century Hundred-Thousand-Ten Thousand Talents Project,<sup>1</sup> four national 863 Program<sup>2</sup> evaluation experts, 32 national 973 Program<sup>3</sup> chief experts, nine members of the National Science Fund for Distinguished Young Scholars and Outstanding Youth Science Foundation (杰青/优青), 49 CAS Hundred Talent Program (百人计划) inductees, and seven Anhui Provincial Hundred Talent Program inductees.

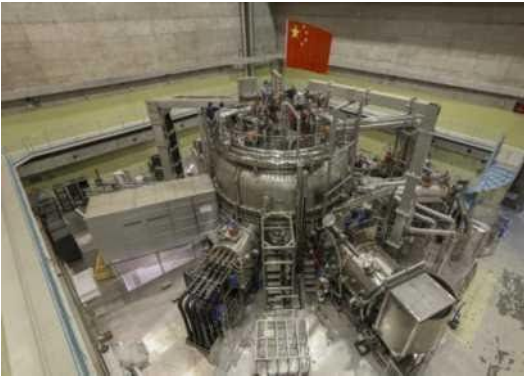
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<sup>1</sup> Translator's note: The New Century Hundred-Thousand-Ten Thousand Talents Project (新世纪百千万人才工程) was a PRC S&T talent cultivation program that launched in 1995. Its goal was to train more than 100 world-class academic and technical leaders around 45 years old, more than 1,000 academic and technical leaders under 45 at China's cutting edge, and more than 10,000 highly qualified academic and technical leaders aged 30-45, all by the year 2000.

<sup>2</sup> Translator's note: China's 863 Program ("863"计划) is also known as the National High-Tech R&D Program (国家高技术研究发展计划).

<sup>3</sup> Translator's note: China's 973 Program ("973"计划) is also known as the National Key Basic R&D Program (国家重点基础研究发展计划).

We have five post-doctoral stations and 73 post-doctoral researchers. We have 12 doctoral programs and 25 master's programs, with more than 1,600 graduate students.



The Experimental Advanced Superconducting Tokamak (EAST) device achieved the world's longest-pulse steady-state high-confinement mode (H-mode) discharge



The Hefei steady-state strong magnetic field device achieved a 400,000 Gaussian steady-state strong magnetic field

CASHIPS has over 20 well-equipped national, provincial, and CAS key laboratories and research centers, including the national major project Experimental Advanced Superconducting Tokamak (EAST) experimental nuclear fusion device, the national major science project steady-state strong magnetic field device, the Key Laboratory of Atmospheric Optics for the National 863 Program, the Intelligent Robot Sensing Technology Laboratory for the National 863 Program, the National Environmental Optical Monitoring Instrument Engineering Center, the Key Laboratory of Environmental Optical Monitoring Technology of the Ministry of Environmental Protection, the CAS-National Ethnic Affairs Commission Agricultural Information Technology Joint Laboratory, the CAS Key Laboratory of Ion Beam Bioengineering, the CAS Key Laboratory of Environmental Optical Monitoring, the CAS Key Laboratory of Materials Physics, the CAS Key Laboratory of General Optical Calibration and Characterization, the CAS Key Laboratory of Atmospheric Composition and Optical Radiation, the CAS Key Laboratory of Novel Thin Film Solar Cells, the Anhui Provincial Nanomaterial Engineering and Research Center, the Anhui Provincial Key Laboratory of Photonic Devices and Materials, and the Applied Technology Research Center for Low Temperature Superconducting Magnets and Electricity Energy Saving.

From 2005 to 2016, CASHIPS won 21 National Science and Technology Awards, including one National Science and Technology Progress Award - Innovation Team Award, four National Science and Technology Progress First Prize Awards and six Second Prize Awards, four National Natural Science Second Prize Awards, two National Technological Invention Second Prize Awards, and three China International Science and Technology Cooperation Awards. We also won 33 Anhui Science and Technology Awards. In 2015, CASHIPS ranked second among national scientific research institutes for papers published in SCI and EI journals and fourth in applications for invention patents. In 2016, we won 143 National Natural Science Foundation projects, ranking second among scientific research institutions throughout China. In 2016, EAST achieved a plasma discharge with an electron temperature of more than 50 million degrees and a duration of 102 seconds, the best performance by any similar device in the world under similar parameters. In addition, the steady-state strong magnetic field device achieved its goal of a 400,000 Gaussian steady-state magnetic field. This made China the second country in the world to achieve a 400,000-Gaussian steady-state strong magnetic field.

In January 2017, the "Hefei Comprehensive National Science Center" was approved by the National Development and Reform Commission and the Ministry of Science and Technology, becoming one of China's three major science centers. As the rising sun lights the road ahead, CASHIPS, as one of the core units of the Hefei Comprehensive National Science Center, warmly welcomes outstanding talents from China and abroad to join us. Let's work together to realize the dream of humanity, achieve things that bring honor to humanity, and advance China's scientific endeavors.



### **Recruitment Fields**

We are currently seeking talented professionals in biomedicine, medical physics and technology, magnetic confinement fusion science and technology, advanced nuclear energy and nuclear safety technology, atmospheric environment detection and monitoring technology, strong magnetic field science and technology, special environmental service materials, robotics and intelligent equipment, modern agricultural technology, national defense strategic high technology, and other disciplines.

### **Open Positions**

#### **1. Full-Time Positions**

- (1) National Thousand Talents Program, Innovative Talent for Long-Term Projects
- (2) National Thousand Talents Program Foreign Talent for Long-Term Projects
- (3) National Thousand Talents Program, Youth Thousand Talents
- (4) CAS Hundred Talents Program, Academic Leader (学术帅才) (Class A)
- (5) CAS Hundred Talents Program, Technical Talent (技术英才) (Class B)
- (6) CAS Hundred Talents Program, Academic Leader (Class C)
- (7) Anhui Provincial Hundred Talents Program, Innovative Talent
- (8) CASHIPS Senior-Level Positions for Foreign Talent
- (9) Post-Doctoral Researchers

#### **2. Part-Time Positions**

- (1) National Thousand Talents Program, Innovative Talent for Short-Term Projects
- (2) National Thousand Talents Program, Foreign Expert Talent for Short-Term Projects

- (3) Anhui Provincial Hundred Foreign Experts Program (“外传百人计划”), Project Positions
- (4) Anhui Provincial Hundred Foreign Experts Program, Incubation Project Positions
- (5) CASHIPS Distinguished Researcher Project Positions

### Compensation

CASHIPS provides annual salaries that are competitive for the region (starting from 300,000 RMB), and those selected for talent programs will enjoy corresponding policy subsidies. We provide scientific research start-up funding support that varies with different positions, suitable office and lab space, and scientific research teams equipped according to the needs of the relevant scientific research work. Those hired will enjoy housing in Hefei City talent apartments (90-220 square meters) and help finding work for spouses and enrolling children in school.

### Contact Method

Scholars from China and abroad who are interested in joining the Hefei Institutes of Physical Science of the Chinese Academy of Sciences, please send your statement of interest and resume to the appropriate address below:

Biomedical: Wang Li [wangli@hmfl.ac.cn](mailto:wangli@hmfl.ac.cn)

Other: Zhu Lijun [zhulj@hfcas.ac.cn](mailto:zhulj@hfcas.ac.cn)

We will contact you as soon as possible. Contact Information: Zhu Lijun, Human Resources and Education Department, Hefei Institutes of Physical Science, Chinese Academy of Sciences

Tel.: +86-551-65595003

Organization Website: <http://www.hf.cas.cn/>

## Application Criteria and Compensation for Open Positions

No.	Type of Talent	Full-time?	Application Conditions	Compensation and Support
1	Thousand Talents Program, Long-Term	Full-time	Applicants shall have obtained their PhDs abroad and, in principle, be no older than 55. They shall be experts and scholars who hold the equivalent of professorships in famous foreign universities and research institutes or other high-level innovative talents urgently needed by the country. After recruitment, candidates must work full-time in China for at least 3 years.	The state will grant a one-time personal subsidy of 1 million RMB, CAS will match with 3 million RMB in special talent funding, Anhui Province will match with a 1 million RMB living expenses subsidy, and the applicant shall enjoy a 180 square-meter Hefei talent apartment.
2	Thousand Talents Program, Short-Term	Part-time	Applicants shall meet all the conditions of the "Thousand Talents Program" long-term position except "work full-time in China." They must work at a fixed work unit in China, with clear and specific work objectives and tasks that allow them to make substantial contributions. Applicants shall sign a work contract with the employer for at least 3 consecutive years and	The state will grant a one-time personal subsidy of 500,000 RMB, Anhui Province will match with a living expenses subsidy of 300,000 RMB, and CASHIPS will provide housing for time spent in China.

			work at least 2 months in China each year, with the attribution of intellectual property rights to work achievements made within the contract period clearly defined.	
3	Thousand Foreign Experts Program, Long-Term	Full-time	Applicants shall be foreign experts of non-Chinese origin. After recruitment to work in China, they shall work in China for at least 3 years and not less than 9 months per year. Applicants shall meet the Thousand Talents Program talent recruitment standards. Taking into account the actual situation of foreign experts, the age limit of applicants can be relaxed to 65 years old.	The state will grant a one-time personal subsidy of 1 million RMB, Anhui Province will match with scientific research funding of 1 to 6 million RMB, and CASHIPS will provide housing for time spent in China.
4	Thousand Foreign Experts Program, Short-Term	Part-time	Applicants shall be foreign experts of non-Chinese origin. After recruitment to work in China, they shall work in China for at least 3 successive years and not less than 2 months per year. Applicants shall meet the Thousand Talents Program talent recruitment standards. Taking into account the actual situation of foreign experts, the age limit of applicants can be relaxed to 65 years old.	The state will grant a one-time personal subsidy of 500,000 RMB and CASHIPS will provide housing for time spent in China.
5	Young Talents	Full-time	Applicants shall work in a field of natural science or engineering technology, have a PhD, be under the age of 40, and have more than 3 years of scientific research experience outside China. Researchers who have obtained a PhD in China must not exceed the above age limit. For researchers who have obtained a PhD outside China, the age limit can be relaxed if the researcher has achieved outstanding research results or other outstanding achievements. After recruitment, the applicant shall return to China for full-time work. Applicants shall be outstanding talents among their peers in the field of scientific research and have the potential to become academic or technical leaders in their fields.	The state will grant a one-time personal subsidy of 500,000 RMB with matching scientific research funding of 1 million to 3 million RMB, CAS will match with 500,000 RMB in special talent funding, Anhui Province will match with a 1 million RMB living expenses subsidy, and the applicant shall enjoy a 180 square-meter Hefei talent apartment.
6	CAS Hundred Talents Program, Class A	Full-time	Applicants shall have experience holding a professorship or equivalent positions in well-known foreign universities or internationally renowned scientific research institutions or enterprises. They shall have in-depth academic attainments in their subject fields, have wide international academic influence, and be generally recognized by international peers. Applicants shall have a	CAS will grant 7 million RMB (including 3 million RMB for team formation) in special talent funding and 1 million RMB for infrastructure construction for Class A talents. The applicant shall enjoy a 180 square-meter Hefei talent apartment.

			wealth of experience and strong capabilities, with leadership abilities and team organization capabilities.	
7	CAS Hundred Talents Program, Class B	Full-time	Applicants shall be outstanding young and middle-aged talents who have mastered key technologies and worked in engineering technology R&D overseas or worked in the construction of major scientific installations, equipment research and development, or other such projects for 3 or more years. Applicants shall be able to solve key technical problems, promote technological innovation, and have achieved first-class results.	CAS will grant 1 to 2 million RMB in special talent funding and 600,000 RMB for infrastructure construction for Class B talents. The applicant shall enjoy a 140 square-meter Hefei talent apartment
8	CAS Hundred Talents Program, Class C	Full-time	Class C applicants shall be outstanding young talents with PhD degrees who have studied or worked in well-known foreign universities, scientific research institutions, or other such institutions for 3 or more years. For particularly excellent candidates, the requirements for years of foreign study or work can be appropriately relaxed. Applicants shall have made a name for themselves in their fields of research and have achieved research results through outstanding and innovative ideas. They shall have excellent potential for scientific and technological innovation and good teamwork abilities. Applicants shall have received their PhDs no more than 5 years ago.	Within 2 years of the applicant beginning to work at the institution, the CAS will grant class C talent 800,000 RMB in special talent funding, and the employer will provide no less than 500,000 RMB in scientific research start-up funding. Upon selection and evaluation of excellent candidates, CAS will grant 2 million RMB in special talent funding and 600,000 RMB for infrastructure construction for Class C talents. The applicant shall enjoy a 140 square-meter Hefei talent apartment.
9	Anhui Hundred Talents Program	Full-time	Generally, applicants shall have obtained their PhDs outside of China and should not be more than 55 years old. Within one year of joining a provincial institution, the candidate should work full time (not less than 9 months per year) in Anhui province for at least 3 consecutive years. Applicants shall be professional technical personnel and management personnel who hold senior professional and technical positions in famous foreign universities and research institutes or hold mid-level or senior positions in internationally renowned enterprises and financial institutions.	Anhui Province shall provide a one-time cost-of-living subsidy of 500,000 RMB, and the applicant shall enjoy a 140 square-meter Hefei talent apartment.
10	Anhui Provincial Hundred Foreign Experts	Part-time	Applicants shall be non-Chinese foreign experts no more than 65 years old, who have obtained degrees from well-known foreign universities. These foreign experts shall work in China for at least 3 years and not less than 15 months over	Anhui Province shall provide a one-time subsidy of 500,000 RMB, and a salary subsidy up to 200,000 RMB, calculated at 60% of the salary of the employment contract.

	Program		the 3 years.	
11	Anhui Provincial Hundred Foreign Experts Program, Incubation	Part-time	In principle, the age of experts should not exceed 65 years of age, but the age restrictions can be appropriately relaxed for top foreign experts with needed talents. The foreign experts recruited for incubation projects can be exempted from restrictions on non-Chinese personnel. Foreign experts shall plan to work in China for 3 consecutive years and work in China for at least 2 months each year.	Anhui Province shall provide 100,000-150,000 RMB in scientific research subsidies, which can be used to cover experts' living expenses, salaries, scientific research funding, transportation expenses, and international travel expenses. Payments shall be made based on submitted receipts.
12	CASHIPS Senior-Level Positions for Foreign Talent	Full-time	Applicants shall have made outstanding academic achievements in their academic fields and be outstanding talents among their peers. Applicants shall be excellent young talents with PhDs who have studied or worked in well-known foreign universities and research institutions for more than 2 years.	CASHIPS shall grant 200,000 to 400,000 RMB for living expenses, and the applicant shall enjoy a 90 to 220 square-meter Hefei Talent Apartment.
13	Post-Doctoral Researchers	Full-time	Applicants shall be outstanding PhD graduates from foreign universities and scientific research institutions.	CASHIPS shall grant 200,000 to 400,000 RMB for living expenses, and provide post-doctoral apartment rentals.
14	CASHIPS Distinguished Researcher	Part-time	Applicants shall work at well-known foreign universities and scientific research institutions, demonstrate high academic attainment and hold a professorship or equivalent title, and research [sentence cut off in source text]	CASHIPS shall grant 200,000 RMB in scientific research funding and provide housing during times candidates are in China.

### 2017 Requirement Table for the Recruitment of Senior Talent from Abroad

No.	Job Title	Job Requirements	Persons Needed	Position Type
1	Research Leader in Conversion of Medical Research [into Commercial Products]	Degree relevant to the biomedical field, PhD, post-doctorate or higher job title, experience in tumor pathology mechanism research, tumor marker detection, and diagnostic kit development	3	Full-time
2	Research Leader in Bioinformatics / Clinical Big Data Analysis	Degree relevant to the biomedical / bioinformatics field, PhD, post-doctorate or higher job title	2	Full-time
3	Research Leader in Fusion Engineering	Degree in nuclear energy science and engineering, PhD, post-doctorate or higher job title	1	Full-time
4	Engineering Design of Fusion Devices	Degree in mechanical design, PhD, post-doctorate or higher job title	2	Full-time
5	Research Positions in Fusion Device RH	Degree in intelligent engineering, PhD, post-doctorate or higher job title	1	Full-time
6	Tokamak Plasma MHD Simulation Technology	Degree in plasma theory and simulation, PhD, post-doctorate or higher job title	2	Full-time



7	Low-Temperature Technology Application and Development Positions	Degree in low-temperature technology, PhD, post-doctorate or higher job title	2	Full-time
8	Research on the Interaction of Plasma Materials	Degree in plasma physics or materials science and engineering, PhD, post-doctorate or higher job title	1	Full-time
9	ITER and CFETR Diagnostic Design	Degree in nuclear fusion science, PhD, post-doctorate or higher job title	2	Full-time
10	Overall CFETR Design	Degree in nuclear fusion and plasma physics, PhD, post-doctorate or higher job title	2	Full-time
11	Nuclear Environmental Chemistry Research	Degree in environmental chemistry, PhD, post-doctorate or higher job title	1	Full-time
12	Nondestructive Testing Engineer	Degree in nondestructive testing, PhD, post-doctorate or higher job title	1	Full-time
13	CAS Hundred Talents Program, Academic Leader (Deputy Academic Director)	Degree related to nuclear energy science and engineering, PhD, associate professor or higher job title	1	Full-time
14	Research Positions in Thermal Safety of Fusion Reactor Cladding Coolant	Degree in nuclear energy science and engineering, PhD, associate professor or higher job title	2	Full-time
15	Research Positions in Advanced Nuclear Materials	Degree in materials science, PhD, associate professor or higher job title	1	Full-time
16	Research Positions in Nuclear Accidents and Emergencies	Degree in a STEM field, PhD, assistant professor or higher job title	1	Full-time
17	Research Positions in Nuclear Biology and Nuclear Ecology (核生态)	Degree in biology, PhD, assistant professor or higher job title	1	Full-time
18	Research Positions in Robotic Control	Degree in automatic control, PhD, associate professor or higher job title	2	Full-time
19	Motion Control Research	Degree in electromechanical engineering, PhD, assistant professor or higher job title	1	Full-time
20	Machine Vision Research	Degree in computer engineering, PhD, post-doctorate or higher job title	2	Full-time
21	Robotic Technology	Degree in robotics, PhD, post-doctorate or higher job title	2	Full-time
22	Robotic Technology	Degree in robotics, PhD, holds a professorship	2	Advisor
23	New Gene Detection Technology on Microfluidic Chips	Degree in analytical chemistry/molecular biology/biomedical engineering	1	Full-time
24	Research Positions in Visual SLAM	Degree in computer science/automation, PhD, post-doctorate or higher job title	1	Full-time
25	Basic Research Positions	Degree in materials, PhD, post-doctorate or higher	1	Full-time

	in Applications of Thermal Management Materials	job title		
26	Research Positions in New Thermally Conductive Polymer Substrate Materials	Degree in materials, PhD, post-doctorate or higher job title	1	Full-time
27	Land-Based Unmanned Systems	Degree related to intelligent robotics (including perception, decision-making, control, or mechanism fields), PhD, post-doctorate or higher job title	1	Full-time
28	Land-Based Unmanned Systems	Degree related to intelligent robotics (including perception, decision-making, control, or mechanism fields), PhD, post-doctorate or higher job title	1	Full-time
29	Research Positions in Key Materials of New Thin-Film Batteries or in Mechanisms for High-Efficiency Stability in Batteries	Degree related to material physics and chemistry, PhD, post-doctorate or higher job title	1	Full-time
30	Battery Research or Battery Materials Research	Degree related to chemistry, physics, or materials, PhD, post-doctorate or higher job title	1	Full-time
31	Optical Engineering Research	Degree in materials, PhD, post-doctorate or higher job title	1	Full-time
32	Backbone Nondestructive Testing Technology	Degree related to agricultural product testing and analysis, PhD, post-doctorate or higher job title	1	Full-time
33	Research Positions in Ecosystem Data Mining	Degree related to computer science or artificial intelligence (AI) and pattern recognition, PhD	1	Full-time
34	Research Positions in Signal Analysis and Processing	Degree in materials, PhD, post-doctorate or higher job title	1	Full-time
35	Maintenance and Management Positions in Lorentz Transmission Electron Microscopy	Degree related to diffractive electronics or magnetic materials, PhD, post-doctorate or higher job title, under 40 years old	1	Full-time
36	Research Positions in High Field Magnets and Phase Change	Degree related to strongly correlated electronic materials (关联电子材料), PhD, post-doctorate or higher job title, under 40 years old	1	Full-time
37	Backbone High Field Superconducting Magnet Technologies	Degree related to superconducting magnet technology, PhD, post-doctorate or higher job title, under 40 years old	1	Full-time
38	Backbone High-Power and High-Stability Power Supply Development	Degree related to power supplies, PhD, post-doctorate or higher job title, under 40 years old	1	Full-time
39	Research Positions in Cryogenic Superfluid	Degree related to low-temperature engineering, PhD, post-doctorate or higher job title, under 40	1	Full-time

	Helium Systems	years old		
40	Research Positions in Near-field Terahertz Measurement	Degree related to physics, PhD, post-doctorate or higher job title, under 40 years old	1	Full-time
41	Research Positions in High Field Magnetic Resonance Imaging (MRI)	Degree related to biological MRI, PhD, post-doctorate or higher job title, under 40 years old	1	Full-time