

Translation

The following document briefly describes six different Chinese talent recruitment plans, all designed to entice foreign researchers, academics, administrators, or entrepreneurs to relocate to the PRC to enhance China's strategic S&T capabilities.

Title

2020 National Foreign Expert Project Application Guide
2020年度国家外国专家项目申报指南

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Part 1 Talent projects

High-End Foreign Expert Recruitment Program (高端外国专家引进计划)

1. Project positioning

Serving the construction of an innovation-oriented country (创新型国家) and facing the needs of key industries and key areas of China's economic and social development, the project focuses on the four areas of strategic technological development, industrial technological innovation, social and ecological construction, and agriculture and rural revitalization with the aim of recruiting scientists, technology leaders, business management talents, and innovation and entrepreneurial talents who can promote original innovations, make breakthroughs in key technologies, develop high-tech industries, and drive emerging disciplines.

2. Focus of support

The High-End Foreign Expert Recruitment Program mainly supports the following four areas:

(1) Strategic S&T development: Focus on supporting foreign experts who are engaged in cutting-edge basic research, technological industry innovation, and engineering technology innovation around the country's major technological innovation needs and S&T Innovation 2020—Major Projects (科技创新2030—重大项目). Energetically recruit top talents whose research direction is at the forefront of world S&T, who are engaged in exploratory and original research, can lead the country's major scientific research tasks and major project construction, and who have the potential to achieve major breakthroughs in key and core technologies (关键核心技术). Continue to promote national S&T programs to strengthen open cooperation and actively promote the in-depth participation of foreign scientists in national S&T programs. Such projects shall be given priority support.

(2) Industrial technology innovation: Focusing on industrial transformation and upgrading, innovative development, and implementation of the “go global” (“走出去”) strategy, energetically recruit all kinds of technology innovation talents, push for breakthroughs in key technologies, production techniques, and product design, and generate significant economic and social benefits. To accelerate the cultivation of emerging technologies and industries, recruit high-level foreign experts on a large scale who can play prominent roles in the research, development, and application of new generation information technologies such as artificial intelligence (AI), 5G, cloud computing, big data, Internet of Things (IoT), and blockchain. Support the recruitment of entrepreneurial and strategic foreign experts with transnational operations and cross-cultural management capabilities to promote the research and development of new rare earth materials, semiconductors, fuel cells, and other technologies; to strengthen the research and development of biotechnology; and to accelerate the development of marine S&T.

(3) Social and ecological construction: To serve the modernization of our country's social governance capacities and the construction of ecological civilization as the main goal, support the recruitment of foreign experts with high academic attainments and rich practical experience in various fields of social development to continue to promote the healthy development of China's medical and health fields, social security, finance and insurance, laws and regulations, modern service industries, and other such fields. Strive to recruit foreign experts who can promote green development, solve outstanding environmental problems, promote ecosystem protection, and play an important role in the construction of a "Beautiful China" and the implementation of regional coordination and sustainable development strategies.

(4) Agriculture and rural revitalization: While serving the rural revitalization strategy and taking promoting the priority development of agricultural S&T innovation as the main direction, energetically recruit foreign agricultural experts who suit the national agricultural and rural development plans and the strategic layout for poverty alleviation, and are able to bring in improved foreign breeds, planting and animal husbandry technology, safe production and inspection technology, and advanced production and management methods, thereby promoting the development of high-yield, high-quality, highly efficient, ecological, and safe modern agriculture.

3. Application criteria

(1) Application unit: Legal entities such as enterprises, scientific research institutes, and institutions of higher education established in China in accordance with the law.

(2) Candidates for foreign experts or teams (five people or more) must meet one of the following basic conditions:

- Serve as an expert or scholar equivalent to an associate professor or above at famous foreign institutions of higher education or scientific research institutes.
- Professional technical personnel or management personnel who hold senior positions in internationally renowned companies and institutions.
- Other high-level foreign talents that the nation sorely lacks.

(3) Domestic working hours: In principle, the accumulated working time of experts in China shall not be less than one month per year for individual projects; for team projects, the accumulated working time of team members in China shall in principle be no less than two months per year.

(4) For foreign experts who have been in China for more than one month, the employing unit must sign a salary contract with them.

4. Application note

(1) Each project unit submits an application in accordance with the requirements of the notification notice.

(2) Taking the content of work (research interests or technical goals) as a basic item for application filings, where multiple foreign experts are to be hired for the same work content, the application shall be made as a single project.

(3) Projects may be applied for on an annual basis. Projects that must be executed continuously must be applied for at the time of filing, and the project funding period may be up to three years. After the expiration, the project should go through a new application and review process.

5. Project support

High-end foreign experts (teams) who have been approved for a project shall be supported by corresponding funds from the Ministry of Science and Technology (MOST) and shall enjoy relevant work conveniences and preferential treatment.

Belt and Road Initiative Innovative Talent Exchange Foreign Expert Project (“一带一路”创新人才交流外国专家项目)

1. Project positioning

In accordance with the spirit of the Second Belt and Road Forum for International Cooperation in 2019, promote the implementation of the Belt and Road Initiative S&T Innovation Action Plan (“一带一路”科技创新行动计划), support Chinese and foreign innovative talents that carry out S&T collaboration, cultural exchanges, and joint research, and enhance the level of S&T cooperation between China and the countries along the Belt and Road.¹

2. Application criteria

(1) Application unit: Legal entities such as enterprises, scientific research institutes, and institutions of higher education established in China in accordance with the law.

(2) Focus on key areas of bilateral and multilateral innovation cooperation under the Belt and Road Initiative, including cutting-edge fields such as AI, life sciences, high-end manufacturing, and modern agriculture. Support high-level foreign experts from countries along the Belt and Road who come to China for academic exchanges, talent training, product research and development, and technical consultation. Support foreign experts from countries along the Belt and Road who come to China to carry out cooperative research on laws and policies, economics and finance, humanities and history, and language and writing.

(3) For the main support team (five people or more) applying for this project, the cumulative working time of team members in China must be no less than two months per year.

¹ Translator's note: The "Belt and Road" or "Belt and Road Initiative" (“一带一路”) refers to the Silk Road Economic Belt (丝绸之路经济带) and the 21st Century Maritime Silk Road (21世纪海上丝绸之路).

3. Application note

(1) Each project unit (项目单位) submits an application in accordance with the requirements of the reporting notice.

(2) Projects may be applied for on an annual basis, and the funding period is one year.

(3) The total number of applications for each project unit shall not exceed three.

4. Project support

Projects approved by MOST shall provide corresponding financial support, and foreign experts (teams) shall enjoy relevant work conveniences and preferential treatment.

Foreign Young Talents Program (外国青年人才计划)

1. Project positioning

The project focuses on the national innovation-driven development strategy to support a group of young foreign talents who are friendly to China (对华友好), who are young and have high-level scientific research potential, and who come to China to carry out scientific research collaborations, including postdoctoral research. The project promotes long-term and stable academic exchanges and research work among young foreign scholars in China.

2. Application criteria

(1) Application unit: Legal entities such as enterprises, scientific research institutes, and institutions of higher education established in China in accordance with the law.

(2) The age of foreign young talents should generally be younger than 40 years old (born after January 1, 1980). Young talents should have obtained a doctorate from a foreign institution of higher education.

(3) The reporting unit shall sign a work agreement with the funded personnel.

3. Application note

(1) Each project unit submits an application in accordance with the requirements of the reporting notice.

(2) The funding period for this project is one to two years. After the end of the first year of funding, those who have made good progress and continue to carry out related research work may apply for funding for the next year.

4. Project support

The foreign young talents selected for the project are supported by corresponding

funds from MOST and shall enjoy relevant work conveniences and preferential treatment.

Part 2 Platform projects

National Talent and Intellect Recruitment Demonstration Bases (国家引才引智示范基地)

1. Project positioning

In accordance with the relevant requirements of the *Management Measures for National Talent and Intellect Recruitment Demonstration Bases*, the project gives full play to the mainstay role of the market and the guiding and pushing role of the government, is prominently oriented toward [talents who are] "high-level, elite, cutting-edge, and in-demand" ("高精尖缺"), and builds a platform for the gathering of high-level foreign talents, an innovation platform for national policies and mechanisms for recruiting talents, and a platform for the incubation, transformation, and promotion of major talent recruitment achievements. The project focuses on supporting the four areas of strategic technological development, industrial technological innovation, social and ecological construction, and agriculture and rural revitalization.

2. Application criteria

(1) Application unit: Enterprises, scientific research institutes, and various S&T parks established in accordance with the law and with independent legal person status in Mainland China.

(2) Each major member of the foreign expert team working at the base should work at the base for no less than one month each year.

(3) The members of the foreign expert team must meet one of the following basic conditions.

- Serve as an expert or scholar equivalent to an associate professor or above at famous foreign institutions of higher education or scientific research institutes.
- Professional technical personnel or management personnel who hold senior positions in internationally renowned companies and institutions.
- Other high-level foreign talents that the nation sorely lacks.

(4) In principle, strategic technology development bases shall hire no less than 20 high-level foreign talents each year, and industrial technology innovation, social and ecological construction, and agricultural and rural revitalization bases, in principle, shall hire no less than 10 high-level foreign talents each year.

(5) The construction of the base should serve the key tasks of S&T innovation, promote the coordinated development of talents, projects, and bases, and bring in

talents to drive major scientific research projects to achieve breakthroughs. Focus on supporting the recruitment of foreign talents to serve the construction of major national scientific research platforms. Promote the smooth development of National Natural Science Foundation of China projects, major national S&T projects, national key research and development plans, and special technical innovation guidance projects.

(6) Establish a relatively complete service system and mechanisms for foreign talents to work in China. In terms of foreign human resource development, work platform establishment, and service guarantee measures, establish a relatively complete work system and institutional system.

(7) For achievements obtained in this field with prospects for promotion and expansion and a strong capacity for both conversion into practical applications and also demonstration and promotion, establish a working mechanism and long-term plan for the demonstration and promotion of the results of talent recruitment.

3. Application note

(1) National Talent and Intellect Recruitment Demonstration Bases must submit the project's annual work summary and next year's work plan as required before given deadlines.

(2) Bases that carry out demonstration and promotion tasks for the introduction of technology, new products, germplasm resources, personnel training, and the conversion of S&T achievements into practical applications (成果转化) may apply for demonstration and promotion funds for talent recruitment.

(3) Separate notification shall be given on matters related to new base applications.

4. Project support

Bases that have been approved shall be supported by MOST according to the application for the demonstration and promotion of the results of the recruitment of talents. This shall support the base as it carries out the recruitment of experts, the introduction of new varieties and technical products, technical training, and the conversion of S&T achievements into practical applications. Foreign experts (teams) working in the base shall enjoy relevant work conveniences and preferential treatment policies.

Higher Education Curricula Innovation and Intellect Recruitment Program (111 Program) (高等学校学科创新引智计划 (111计划))

1. Project positioning

Aiming at the forefront of the development of international curricula with a focus on the country's major strategic needs, this project works with institutions of higher education in academic fields that are at the international forefront or are key to national development. By relying on national, provincial, and ministerial key scientific research

bases, the project takes the construction of bases for curriculum innovation and talent recruitment as a means for gathering world-class talents and integrating with domestic scientific research backbones to form international innovation teams. These teams carry out high-level cooperative research, high-level talent training, and high-quality academic exchanges to promote the establishment of "world-class curricula" ("一流学科") and enhance the technological innovation capabilities and international influence of institutions of higher education.

2. Application criteria

(1) Application unit: Central institutions of higher education and local institutions of higher education registered within the territory of China.

(2) Relevant curricula: Curricula should rank among the best in the country with national, provincial, or ministerial-level key scientific research platforms and a solid foundation for international cooperative research.

(3) Staff composition: There should be a team of more than 10 foreign talents, including more than one international first-class academic master (学术大师) and more than five high-level academic backbones. Teams that include more than 10 domestic talents should include more than five outstanding academic leaders or top-notch young or middle-aged talents.

(4) Foreign talents should have a foreign nationality, be pro-China (对中国友好), be of good moral character, be rigorous in academic studies, and be cooperative. Talents should be employed in the top 100 universities and research institutions in the world or be employed in teaching and research positions in world-class disciplines and have a solid foundation for cooperative research with the discipline.

(5) International academic masters should be academicians of foreign national academies of science or academies of engineering or internationally recognized first-class experts and scholars, whose academic level is in a globally leading position for the given field, and should have achieved important internationally recognized achievements. The age of such talents shall generally be no older than 65 years old.

(6) Overseas academic backbones should be associate professors or above in their home countries or hold other equivalent positions, and they should have achieved innovative results recognized by their peers in their respective fields. The age of such talents shall generally be no older than 55 years old.

(7) The age of academic leaders of domestic research teams should generally be no older than 60 years old, and the age of key scientific research members should generally be no older than 50 years old.

(8) Domestic working hours: In principle, each of the international academic masters should accumulate no less than one month per year. In principle, each overseas academic backbone should accumulate no less than three months per year. Generally, there should be more than one overseas academic backbone working at the base over the long term.

(9) Team members at home and abroad are not allowed to serve in two “111 Bases” at the same time.

3. Application note

(1) Each project unit submits an application in accordance with the requirements of the notification notice. In principle, no more than one talent recruitment base should be recommended by each designated administrative department (归口管理部门).

(2) After the ten-year construction period of the “111 Base” has expired and after the expert committee has passed the evaluation and formulated a good working plan, the base may enter the “111 Program 2.0” platform.

(3) The “111 Program” and “111 Program 2.0” projects that have been approved and are still in the implementation period shall continue to receive rolling support. Each year, the project’s annual work summary and the next year’s work plan must be reported as required, and funding requirements should be proposed.

(4) Separate notification shall be given on matters related to new project applications.

4. Project support

Approved projects are supported by MOST every year based on their applications, and foreign experts (teams) working in the base shall enjoy relevant work conveniences and preferential treatment.

Higher Education Internationalization Demonstration College Promotion Program (Promotion Program) (高效国际化示范学院推进计划 (推进计划))

1. Project positioning

The project accelerates the modernization of the higher education governance system and its governance capacity, implements the strategy of rejuvenating the nation through science and education (科教兴国战略), the talent powerhouse strategy,² and the innovation-driven development strategy. The project improves the level of personnel training, scientific research, social services, cultural inheritance and innovation, and international cooperation and exchanges in colleges and universities, develops innovative practices in modern higher education with “Chinese characteristics and world class” (“中国特色, 世界水平”), and adopts internationally advanced teaching, scientific research, and management models. By gradually playing the role of demonstration and promotion, the project opens up a path to promote the construction of high-level universities as “world-class universities” (“世界一流大学”).

² Translator's note: This translation renders the Chinese word 强国 qiángguó—which literally means “strong nation”—in English as “powerhouse,” as in the phrase “talent powerhouse” (人才强国). For a more thorough discussion in English of the Chinese word qiángguó, see: <https://www.newamerica.org/cybersecurity-initiative/digichina/blog/lexicon-wangluo-qiangguo/>.

2. Application criteria

(1) Application unit: Central institutions of higher education and local institutions of higher education registered within the territory of China.

(2) Construction conditions: Secondary colleges of institutions of higher education with good international teaching and scientific research conditions and substantive autonomous management powers (自主管理权限) such as personnel, finance, teaching, and scientific research management rights.

(3) The president of the college should be a full-time high-level foreign expert with high academic attainments who has rich experience in serving in a position of high-level foreign university or college management. The president should have a high degree of influence and be friendly to China, should have a term of office of no less than three years, and should have substantial management responsibilities for the given college.

(4) The foreign expert team includes experts in charge of management, teaching, and scientific research. Foreign experts in charge of teaching and scientific research should be academic leaders and well-known experts and scholars in related international fields. Foreign expert teams responsible for management should have experience in serving as the management of foreign institutions of higher education, should have strong cohesion and high international reputation, and should continue to expand the institution's international exchanges and cooperation with innovative talent use mechanisms to attract more foreign experts and scholars to work at the college. The foreign expert team should also be able to work closely with the Chinese team.

3. Application note

(1) Each project unit submits an application in accordance with the requirements of the notification notice.

(2) "Demonstration colleges" that have established a project and are still in the implementation period must report the project's annual work summary and the next year's work plan as required each year and propose funding requirements.

(3) Matters related to new project applications require separate notification.

4. Project support

Approved projects are supported by MOST every year based on their applications, and foreign experts (teams) working in the college shall enjoy relevant work conveniences and preferential treatment.

(This document is not to be made public) (此件不公开)