

Categories and Benefits for Talent Recruitment

1. Categories of High-Level Talent Recruitment

(1) Top-Level Talent

Individuals with world-class academic achievements who have produced original and groundbreaking innovations of significant scientific value, widely recognized by the international academic community, and who have made outstanding contributions in their respective disciplines; or other exceptional talents recognized by authoritative international organizations.

Age Requirement: No age limit.

(2) Leading Talent in Disciplines

National-level leading experts with profound academic attainments who address critical issues, core technologies, and system integration capabilities related to the needs of national economic and social development. These individuals have developed major technological equipment, systems, or solutions and have played a significant role in advancing industrial and technological progress in their fields; or overseas or domestic talents of equivalent caliber.

Age Requirement: Generally under 55 years old (under 60 for humanities and social sciences).

(3) Top Talent in Disciplines

Individuals with significant academic influence and reputation in their fields who address major regional innovation needs, produce transformative and impactful innovations, and provide strategic consulting and services to local governments. These include provincial and ministerial-level top talents or overseas/domestic talents of equivalent caliber.

Age Requirement: Generally under 50 years old (under 55 for humanities and social sciences).

(4) Young Innovative Talent

National-level young talents or those with comparable achievements who have already made notable academic contributions.

Age Requirement: Generally under 40 years old (under 45 for humanities and social sciences). Candidates selected for the national "Four Youth" talent programs may have relaxed age requirements. Exceptions can be made for particularly outstanding individuals.

(5) Young Outstanding Talent

Young scholars with a solid academic foundation, active and innovative academic thinking, and strong development potential; or individuals urgently needed in advantageous and specialized disciplines, including outstanding overseas doctoral graduates.

Age Requirement: Generally under 35 years old (under 40 for humanities and social sciences). Exceptions can be made for particularly outstanding individuals.

Note: Female candidates in all categories are granted an additional 2 years to the specified age limits.

2. Benefits for High-Level Talent

(1) Comprehensive Compensation and Support

- Annual salary system.
- Provision of relocation allowances, research start-up funds, research and office space, staffing for dedicated team members, and transitional housing.

(2) Government Subsidies and Support

- Enjoy talent subsidies from provincial and municipal governments.
- Additional preferential services include assistance with children's school enrollment and spouse job placement, as per relevant policies.

(3) Additional Benefits for Full-Time High-Level Talent

- Full-time high-level talents employed at the university's main campus or affiliated hospitals will receive additional benefits beyond those listed above:
- Rewards for research achievements during their tenure, based on agreements and the university's research reward policies.
- Priority support for applying to various talent programs.
- Preferential support in resource allocation, team and platform building, international collaboration and exchange, and postgraduate admissions.

(4) Team Benefits and Funding

- Full-time recruitment of scientific innovation teams is encouraged, with benefits and funding to be negotiated on a case-by-case basis.

(5) Additional Requests

- Any additional requirements can be discussed and negotiated individually.

Contact Information for High-Level Talent Recruitment

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3. Categories for Postdoctoral Faculty Recruitment

(1) Category I Postdoctoral Researchers

- Age: Generally under 35 years old.
- Eligibility: Doctoral graduates from high-level universities or research institutes, both domestic and international.

- Requirements: Must have achieved high-level, representative academic results, made certain academic contributions, and gained influence within their field. Academic ability and potential must be recognized as strong through comprehensive evaluations by peer experts.

(2) Category II Postdoctoral Researchers

- Age: Generally under 35 years old.
- Eligibility: Doctoral graduates from high-level universities or research institutes, both domestic and international.
- Requirements: Must have achieved relatively high-level, representative academic results. Academic ability and potential must be recognized as strong through comprehensive evaluations by peer experts.

(3) Category III Postdoctoral Researchers

- Age: Males generally under 32 years old; females generally under 35 years old.
- Eligibility: Holders of a doctoral degree.
- Requirements: Must have achieved a certain level of representative academic results and be recognized through peer evaluations as having potential in teaching and research.

4. Benefits for Postdoctoral Faculty

(1) Comprehensive Compensation:

- Annual salary system.
- Provision of research start-up funding.
- Social insurance, housing subsidies, and municipal living allowances.

(2) Post-Completion Benefits:

- Upon successful completion of the postdoctoral term, candidates will receive relocation allowances, research start-up funding, and other benefits in accordance with the recruitment policies for doctoral hires in the year they joined.
- Exceptionally outstanding candidates may be reclassified under the talent recruitment policies for the year of their postdoctoral completion and enjoy corresponding benefits.
- Those who pass the postdoctoral assessment with excellence will receive additional rewards as per university regulations.

5. Categories for Outstanding Doctoral Recruitment

(1) Category I Doctors

- Age: Males generally under 35 years old; females generally under 37 years old.
- Eligibility: Postdoctoral researchers or doctoral graduates from high-level universities or research institutes, both domestic and international.
- Requirements: Must have produced high-level, representative academic achievements, made certain academic contributions, and gained influence within their field. Academic ability and potential must be recognized as strong through comprehensive evaluations by peer experts.

(2) Category II Doctors

- Age: Generally under 35 years old.

- Eligibility: Postdoctoral researchers or doctoral graduates from high-level universities or research institutes, both domestic and international.
- Requirements: Must have produced relatively high-level, representative academic achievements. Academic ability and potential must be recognized as strong through comprehensive evaluations by peer experts.

(3) Category III Doctors

- Age: Males generally under 32 years old; females generally under 35 years old. For humanities and social sciences, the age limit for males may be extended to 35.
- Eligibility: Holders of a doctoral degree.
- Requirements: Must have produced representative academic achievements of a certain level. Development potential in teaching and research must be recognized through peer evaluations.

Note: For disciplines such as nursing, physical education, arts, Chinese language and literature, foreign languages and literature, mathematics, and statistics, the requirements for Category III Doctors may be appropriately relaxed.

6. Benefits for Outstanding Doctors

(1) Employment and Compensation:

- Immediate placement in an official government-registered position upon employment.
- Competitive salary packages.

(2) Additional Support:

- Relocation allowances and research start-up funding.
- Talent subsidies from provincial and municipal governments, with provincial and municipal benefits stackable.

(3) Preferential Services:

- Assistance with children's school enrollment and spouse job placement, as per relevant policies.

Application

Submit your CV/Resume through our "Talent Recruitment" section on the Human Resources Office website: <http://hr.usc.edu.cn:8081/rencai/index.html>



Contact Information for Talent Recruitment

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APPENDIX

Introduction to University of South China

University of South China was established in March 2000 through the merger of the former Central South Institute of Technology and Hengyang Medical College. In October 2002, the Sixth Research Institute of Nuclear Industry was incorporated into the university. The predecessor of the former Central South Institute of Technology was Hengyang Institute of Mining and Metallurgical Engineering, founded in 1959, while the predecessor of Hengyang Medical College was Hunan Hengyang Medical College, established in 1958. The university is jointly supported by the Ministry of Industry and Information Technology, the Ministry of Ecology and Environment, the National Health Commission, the State Administration of Science, Technology, and Industry for National Defense, China National Nuclear Corporation, and the People's Government of Hunan Province. It is a university included in Hunan Province's "First-Class Universities" construction initiative and is part of the national "Basic Capacity Building Project for Universities in Central and Western China." The university has distinct strengths in "nuclear science," "medical education," and "environmental protection."

University of South China is a comprehensive university with a primary focus on engineering and medicine, while also fostering the coordinated development of nine academic disciplines, including philosophy, economics, law, literature, science, management, and the arts. The university offers 68 undergraduate programs, 26 first-level master's degree authorization areas, and 20 professional master's degree categories. It also has 8 first-level doctoral degree authorization areas, including 1 professional doctoral degree category, and 5 postdoctoral research stations. Eight disciplines — clinical medicine, chemistry, engineering, pharmacology and toxicology, biology and biochemistry, materials science, environmental science and ecology, and molecular biology and genetics — rank in the top 1% globally according to ESI (Essential Science Indicators). The discipline of nuclear science and technology has been selected as a "World-Class Cultivation Discipline."

University of South China values knowledge, talent, and innovation, adhering firmly to the strategy of "strengthening the university through talent." The university leadership, including the Chair and the President, take the lead in talent recruitment, acting as the "primary liaison" for attracting talent. A Talent Development Command Center has been established to coordinate efforts, overcome challenges, and hold

regular discussions to remove barriers to progress. Reforms have been implemented to streamline promotion pathways, introduce categorized evaluations, and stimulate innovation among faculty and staff. The university follows the principle of "funding follows talent, disciplines are built around talent, and resources are allocated to talent."

Since the first university-wide talent conference at the end of 2019, University of South China has adopted an open and inclusive attitude, cherishing and nurturing talent. Over 30 individuals have been recruited or cultivated as recipients of national-level talent programs, and more than 160 have been selected for provincial and ministerial talent programs. This has fostered an atmosphere where "everyone aspires to grow, everyone can succeed, and everyone can fully realize their potential."

University of South China will continue to deepen its "talent-driven development strategy," optimize the environment for talent growth, and strive to ensure that every talented individual can find a sense of belonging and achieve their full potential on this vibrant campus. The university warmly invites outstanding talent from around the world to join us in nurturing the pillars of the nation and advancing the development of China!