Overview of Policies for Talent Programs

**National Level:**

* *Interim Measures for* *Recruitment of Global High-level Talents*
* *Special Support Program for National High-level Talents*
* *Implementation Measures of Chang Jiang Scholars Program*

**Provincial Level：**

* *Fujian Interim Measures for Introducing High-level Venture Entrepreneurs and Creative Talents*
* *Fujian Interim Measures for Special Support for High-level Talents Management*
* *Implementation Measures of Fujian Minjiang Scholars Program*
* *Fujian Measures for Assessment and Appraisal of Introducing High-level Talents (for trial implementation)*
* *Fujian Implementation Measures for Declaration and Confirmation of Introducing High-level Talents*
* *Notice on Relative Work of Introducing High-level Talents from Taiwan*
* *Measures on Dispensation and Management of Living Allowance for Introduced High-level Talents in Fujian*

**University Level**

* *Fuzhou University’s Notice on Printing and Distributing Revised Interim Measures for Introduction of Talents*
* *Fuzhou University’s Notice on Adjustment of Remuneration and Conditions of State-level Top Talents*
* *Implementation Measures of Fuzhou University’s Qishan Scholars Incentive and Support Program (Overseas Program)*
* *Implementation Measures of Fuzhou University’s Qishan Scholars Incentive and Support Program*

For more detailed information about talent policies, please scan the QR code of talent introduction policies:

National Level

☆“Recruitment program of young overseas high-level talents” (“1000 young talents program”)

**Requirements:** The applicants shall be in the field of natural science and engineering and under 40 years old and have obtained a doctorate degree. Besides, they shall have no less than three years of working experience as full-time official faculty employee or researcher in famous overseas universities, research institutes and famous enterprises’ research and development institutions (It is possible that those who have obtained a doctorate degree oversea backed by outstanding performances do not have to follow the requirement of working experience). At the moment of applying for the program, they shall still work in a foreign country. For those who have worked in China, their service time in China shall be no more than one year.

☆“Top young talents support plan” (“ten-thousand talents program” for top young talents)

**Requirements:** The applicants shall make a figure in key areas covering natural science, engineering, philosophy and social science, and culture and arts and have good development and innovation potentials. Male applicants shall be under the age of 35 for areas of natural science and engineering. Female applicants shall be under the age of 37. For areas of philosophy and social science, culture and arts, the age shall be under 38 for male applicants and under 40 for female applicants. They shall have obtained a doctorate degree. The applicants shall have more than one year of working experience in domestic universities, research institutes and enterprises’ research and development institutions and others when applying for the program.

☆“Chang Jiang scholars program” young scholars program (Chang Jiang young scholars)

**Requirements:** The applicants shall work in the front line of teaching and research. The applicants in areas of natural science and engineering shall be under the age of 38, and under the age of 45 for area of humanities and social sciences. They shall obtain a doctorate degree. The applicants shall hold deputy senior or higher professional and technical titles or other corresponding titles.

☆National outstanding youth science foundation (national “outstanding youth”)

**Requirements:** The applicants shall have Chinese nationality. Those who apply for the program shall be under the age of 38 for males and under the age of 40 for females on January 1 of the application year. They have obtained a doctorate degree with senior professional technical title. They shall have no formal employment relationship with overseas companies and ensure that they will perform research work in supporting organization for at least nine months every year within the subsidy period.

Provincial Level

☆Fujian introduction of high-level venture entrepreneurs and innovative talents (provincial introduction of talents by “100 talents program” )

**Requirements:** The program attaches significance to attracting “high-level, skillful, top-level and urgently-needed talents”. The applicants shall be under the age of 55, and have obtained a degree high than master degree. They shall hold intermediate, senior positions or professional titles higher or correspondingly higher than associate professors in famous enterprises, financial institutions or universities and research institutes in overseas (in other provinces) before coming to Fujian Province. Those who have worked for no less than three consecutive years overseas and directly came to Fujian are regarded as the category of talents introduced from overseas. Those who have worked for less than three consecutive years and directly came to Fujian, or those who have been to other provinces before coming to Fujian and those who are introduced to Fujian from other provinces, will be regarded as the category of domestic talents. Those who have been successfully engaged in the “1000 talents program” (including 1000 young talents program) are selected into this program.

☆ Fujian top young talents (provincial “special support plan” top young talents )

**Requirements:** The applicants shall make a figure in the areas of natural science, philosophy and social science, culture and arts and other areas and have been widely recognized by the industry. They shall be under the age of 35. They shall have presided over projects above the level of province and ministry or gained provincial technology award (They have to rank the top three, and have to rank the top two for provincial excellent new products award, provincial technology award for youth and provincial social science outstanding achievement award or other important awards generally recognized by the society) or have published more than three articles on important academic journals generally recognized by the professional field or have to be one of the nationwide 100 excellent doctoral dissertations winners.

☆Fujian introduction of high-level talents (A, B, C)

* **Requirements:** It is a talent program established by Fujian province in the year of 2015. The detailed requirements can be referred to in the *Fujian Measures for Assessment and Appraisal of Introducing High-level Talents (for trial implementation)* (Decree No. 5 from Fujian talents committee [2015]), the *Fujian Implementation Measures for Declaration and Confirmation of Introducing High-level Talents (for trial implementation)* (DecreeNo.308 from Fujian human resources, social insurance and education [2015]) and other documents.

☆ Fujian “Minjiang scholars program” (distinguished professor of “Minjiang scholars”)

Requirements: The scholars’ disciplines shall be in the key and urgently-needed areas for the province’s economic and social development. For natural science and engineering, the applicants shall be under the age of 45. And they shall be under the age of 50 for humanities and social sciences. The applicants shall obtain a doctorate degree. They shall have held positions of assistant professor or higher positions or other corresponding positions, or have more than three consecutive years of working experience in overseas scientific research for overseas high-level universities and research institutes and meet the requirement of senior professional technical posts of the province’s high-level universities.

University Level

☆ *Implementation Measures of Fuzhou University’s Qishan Scholars Incentive and Support Program (Overseas Program)* (Summary)

**Requirements:** Overseas excellent young talents (or those who have overseas experience) introduced out of the University. The basic requirements are as followings：

1. The applicants shall love and be devoted to the work and have ideological and political quality. They shall abide by academic ethics and have meticulous scholarship. Besides, they shall be sound in body and mind and have strong team spirit and ideas of overall situation.

2. Under the age of 35 (inclusive). The age shall be calculated by December 31 of the year immediately before the year of application.

3. Talents who meet one of the following requirements in studying abroad:

① Those who have obtained a doctorate degree in famous overseas university;

② Those who have obtained a doctorate degree in China and have performed teaching and research for no less than 2 years (inclusive) in famous overseas universities, research institutes or famous enterprises’ development and research institutions；

1. For those who have returned to China, the service time in China shall be no more than one year.

 5. Requirements in scientific research achievements:

Science: The applicants shall have published no less than 6 pieces (inclusive, the same below) of academic paper on SCI/EI periodicals as the first author or corresponding author. There have to be no less than 2 pieces published on SCI1 or top periodicals recognized by the university or no less than 3 pieces on SCI2 and other periodicals.

Engineering: The applicants shall have published no less than 5 pieces of academic paper on SCI/EI periodicals as the first author or corresponding author (authorization of invention patent can be regarded as paper, but only for once). There have to be no less than 1 piece published on SCI1 or top periodicals recognized by the university or no less than 2 pieces on SCI2 and other periodicals.

Humanities and social sciences: The applicants shall have published no less than 5 pieces of academic paper on key periodicals as the first author or corresponding author. There have to be no less than 1 piece published on SCI1/SSCI1 or top periodicals recognized by the university or to be no less than 2 pieces on SCI2/SSCI2 and other periodicals, or no less than 3 pieces on Class I key periodicals recognized by the university as the first author.