

Application Guide for “Yuxiu Young Scholars Program” of Nanjing University

To accelerate the building of world-class universities, further strengthen the recruitment and cultivation of young talents, focus on optimizing the structure of the personnel, and vigorously improve the quality of young teachers, in accordance with *Measures for the Implementation of the “Yuxiu Young Scholars Program” in Nanjing University* (《南京大学“毓秀青年学者计划”实施办法》), the university has set up the “Yuxiu Young Scholars Program” in key disciplines, seeking to recruit PhD graduates from all over the world who are engaged in original research in interdisciplinary or frontier fields. Detailed information concerning the program in Spring, 2020 and its application are as follows:

I. Program Introduction

1. The “Yuxiu Young Scholars Program” of Nanjing University aims to train and create outstanding talents working in interdisciplinary fields and original research, who can meet the world’s needs and take on great responsibilities through the support of Yuxiu Scholars Fund. Nanjing University is now recruiting postdoctoral researchers from all over the world who are interested in doing original research in interdisciplinary or frontier fields.

2. The standard of remuneration is RMB 240,000-600,000 YUAN per year. The remuneration includes a basic annual salary and an incentive annual salary. The basic annual salary shall be fully funded by the university. The incentive annual salary shall be jointly borne by the cooperative supervisor and the university.

General applicants’ basic annual salary: If the applicant has obtained his/her doctoral degree from the Top 30 universities in the world, or if the research discipline in the department/faculty from which the applicant obtained his/her PhD degree is ranked among the Top 30 on the discipline list, the basic annual salary is RMB 300,000 YUAN. If the applicant has

obtained his/her doctoral degree from the Top 100 universities in the world, or if the research discipline in the department/faculty from which the applicant obtained his/her PhD degree is ranked among the Top 100 on the discipline list, the basic annual salary is RMB 270,000 YUAN. If the applicant has graduated with a doctoral degree from a university and department/faculty other than the aforementioned, the basic annual salary is RMB 240,000 YUAN.

The basic annual salary of the national postdoctoral programs' entrants: For applicants who are funded by the National Postdoctoral Program for Innovative Talent and China Postdoctoral International Exchange Program, if they are selected as Yuxiu Young Scholars, the university would provide a basic annual salary of RMB 120,000 YUAN on the basis of the national annual salary during the period funded by national programs. Beyond the period funded by national programs, the Yuxiu Young Scholars shall be paid according to the standard of remuneration of the general applicants' basic annual salary.

The incentive annual salary for outstanding candidates: For applicants who are especially outstanding, in addition to the basic annual salary mentioned above, the cooperative supervisor can apply to the university for an incentive salary at a ratio of 1:1 between the cooperative supervisor and the university. The total salary can be as high as RMB 600,000 YUAN per year.

3. Scientific Research Start-up Fund: Eligible candidates would be given a basic research start-up fund of RMB 50,000 YUAN per person when they come to work at the university. After recruitment in the university, the individuals can apply for the university's competitive research project funding of RMB 100,000-300,000 YUAN.

4. Term of employment management: The term of employment is 3 years. If the eligible candidates pass the annual appraisal and the employment-period assessment, the employment contract can be renewed for another term (maximum).

5. About 50 postdoctoral fellows shall be recruited globally in 2020.

6. The university shall select the most outstanding Yuxiu Young Scholars to take part in its tenure-track system.

II. Training and Management

1. In principle, Yuxiu Young Scholars shall receive joint supervision. It is generally required to have at least two supervisors. The first supervisor is the cooperative supervisor of the postdoctoral researchers. The co-supervisor is generally nominated by the cooperative supervisor. The management of posts and employees mainly falls within the responsibility of the cooperative supervisor and the department/faculty, which includes handling the relevant HR formalities. For an interdisciplinary-research post, it is required, in principle, that the supervisors should give guidance across departments/faculties as well as first-level disciplines.

2. Yuxiu Young Scholars are engaged in interdisciplinary or original research under the joint guidance of the cooperative supervisors. It is the responsibility and obligation of the departments/faculties of the supervisors to ensure favorable conditions for scientific research. The scientific research achievements of jointly trained Yuxiu Young Scholars shall be shared by the departments/faculties of the supervisors participating in the joint guidance. Usually, the Yuxiu Postdoctoral Institute should be listed as funding unit.

3. In addition to participating in the university's annual appraisal, Yuxiu Young Scholars shall also participate in the mid-term assessment and the employment-period assessment organized by the Postdoctoral Institute and the project team. Those who are assessed as "basically qualified" or "unqualified" in the annual appraisal and mid-term assessment would be withdrawn from the program and have their employment terminated.

III. Eligibility

1. The applicants shall be under 35 years of age, of sound moral principles, and in good health.

2. The applicants should have obtained a doctoral degree within the recent three years and meet the relevant requirements of China on postdoctoral recruitment. In the case of applicants who are otherwise equally qualified, those who are foreign nationals or Chinese nationals who have obtained their PhD abroad are preferred.

3. World ranking of the universities or the disciplines in which the applicants' doctoral degree is held shall be determined according to Shanghai Ranking's Academic Ranking of World Universities, Times Higher Education World University Ranking, QS World University Ranking and U.S. News & World Report.

4. The applicants shall contact relevant postdoctoral stations or the faculty of relevant disciplines in Nanjing University on their own initiative for an official recommendation from the cooperative supervisor and the departments/faculties.

5. In principle, the successful applicant shall be available for work within 6 months of receiving the fund and guarantee to conduct full-time research.

6. The applicants should already have reaped excellent research achievements before applying for this program.

7. Applicants from non-English speaking countries must have sufficient proficiency in listening, speaking, reading and writing of Chinese or English.

8. Researchers who already have a full employment are not eligible for this program. The successful applicants are required to work full-time at Nanjing University during the term of this program.

9. Researchers who are working at Nanjing University and can meet with Conditions 1-8 listed above are qualified to apply for this program.

IV. The host postdoctoral station or disciplines

1. The first recruitment shall be conducted as pilot project on the basis of the disciplines listed in the Appendix. There are 3 positions for each discipline, with no limitation on cooperative disciplines.

2. This post-setting is limited to the department/faculty of the disciplines defined as above. Other research institutions shall apply through the agency of the department/faculty of the disciplines to which they are affiliated. Posts shall not set up separately for them or be given allocation. The post-setting rules may be later adjusted in accordance to the development of the program.

3. Please refer to the Appendix for postdoctoral research stations and

disciplines that are open for application.

4. Applicants are advised to visit the website of the departments/faculties for information on supervisors or directly consult the department/faculty for relevant information.

5. Human Resources Department can provide the departments/faculties or cooperative supervisors with the service of publishing job advertisements on its website.

IV. Application and Review

1. Application Procedures

Between May 15th, 2020 and June 15th, 2020, applicants should contact the cooperative supervisor, fill in the application forms, and prepare electronically scanned copies of the main supporting documents. They also need to submit hard copies of the application form and supporting documents to the departments/faculties of the postdoctoral stations.

The supporting documents required include photocopies of:

(1) A valid ID (for foreign nationals, a photocopy of their passport);
(2) PhD diploma. Doctoral students who have not gone through Thesis Defense are allowed to apply for the program, but must provide their PhD diploma, should their application be successful, when registering for employment in the university.

(3) Evidence of major research and academic achievements listed in the Application Form.

(4) Evidence of world ranking of the universities or the disciplines in which the applicants' doctoral degree is held.

(5) Applicants who have obtained doctoral degrees in foreign, overseas or Chinese-foreign cooperatively-run schools shall provide the Foreign Education and Degree Recognition Certificate (《学位学历认证证书》) issued by the Ministry of Education.

(6) *Approval Form for Entering Postdoctoral Stations* (《博士后研究人员进站审核表》) can be downloaded on the official website of OCPC.

2. Review and Recommendation by the Host Institution:

The host institutions shall review the application materials, offer

their comments and decision in writing on each Application Form, and submit all the application materials to Yuxiu Postdoctoral Institute (in preparation) (Human Resources Office of Nanjing University).

3. Review by the University

Yuxiu Postdoctoral Institute (in preparation) (Human Resources Office of Nanjing University) shall invite experts to undertake the review and evaluation of the applicants. The final decision would be announced around July after the approval of university.

VI. Relevant Matters and Requirements

1. The hard copies of application materials include the Application Form and one copy of supporting documents. All application materials shall be printed using A4 size paper and be bound in order on the left side. A cover and a list of materials are also required. The corresponding electronic version of the Application Form and relevant supporting documents should be submitted at the same time.

2. The successful applicants shall go through the procedures of entrance of post-doctoral station within a fixed time limit and submit the valid medical examination report provided by Nanjing University Hospital (valid within 3 months). Applicants who are domestic doctoral students need to submit Employment Registration Certificate when registering for employment in the university. During the in-station period, the management, social insurance, welfare benefits of the applicants who receive the funding shall be implemented in accordance with *Employment Measures for Full-Time Scientific Research Series Posts of Nanjing University (Nanzi Fa [2017] No. 21)* (《南京大学研究系列岗位聘用管理办法》(南字发〔2019〕177号)) .

3. Successful applicants who have not submitted the copy of their PhD diploma at the time of application shall have their PhD diploma inspected when registering at the university. They will be disqualified if they do not have a PhD diploma.

4. If the successful applicant decides to give up the funding or hand in their resignations, he/she shall hand in his/her notice to the cooperative supervisor, who will in turn submit it to the host department/faculty and

the university, in accordance with the approval procedures.

VII. Contact Information

Hard copies of application materials should be submitted by the department/faculty to the following contact and address:

Date: Jun. 18th-19th, 2020

Address: Room 530, Yangzhou Building, Xianlin Campus

Contact: Minzhong Hu

Tel: 025-89683253

E-mail: ndbsh@nju.edu.cn

Yuxiu Postdoctoral Institute (in preparation)
Human Resources Office of Nanjing University

May. 15th, 2020