



WUHAN UNIVERSITY

HUMAN RESOURCES



WUHAN UNIVERSITY

Special Employment Programs

ABOUT WUHAN UNIVERSITY

Wuhan University is a key comprehensive national university under the direct administration of the Ministry of Education of the People's Republic of China. The University is also one of the "211 Project" and "985 Project" universities receiving full support from the central and local government of China for research and development. With Its impressive campus environment, market-oriented disciplines, passionate faculty team and adequate resources, Wuhan University offers a bright personal development prospect.

Wuhan University offers degrees in 12 major fields, namely Philosophy, Economics, Law, Education, Literature, History, Sciences, Engineering, Agriculture, Medicine, Management and Art. Over 114 majors are available to undergraduates.

Of the total number of disciplines taught at Wuhan University, 5 are A-level national key disciplines, covering 29 B-level topics and 17 are B-level national key disciplines. Wuhan University has 5 key state laboratories, 2 national engineering research centers, 8 national experimental teaching demonstration centers, 2 national field stations for forest ecosystem research, 7 key research bases for arts and social sciences under the Ministry of Education, 10 national basic science research and teaching personnel training bases, 44 key provincial laboratories and project research centers and 32 post-doctoral research stations.

At present the university has more than 3,600 faculty members, including over 2,400 professors and associate professors, 7 academicians of the Chinese Academy of Sciences, 9 academicians of the Chinese Academy of Engineering, 3 academicians of the International Eurasian Academy of Science, 8 senior professors of arts and social sciences, 20 leading scientists part of the "National 937 Project" (including major projects for basic research), 5 Innovation Communities of the National Natural Science Foundation of China, 39 winners of the "National Science Foundation for Distinguished Young Scholars", 51 Changjiang distinguished Scholars and 15 nationally-recognized teaching members.

Our attributions include creating the human resource policies and procedures, including recruitment and employment, appointments, promotions and contract administration. The section provides a wide array of information about benefits, competitive pay, progressive work/life programs, and other opportunities for personal and professional growth.

Wuhan University's Recruitment Program for Foreign Academics: the **National One Thousand Foreign Experts Project** ([hyperlink](#)) and the **National High-end Foreign Experts Recruitment Project** ([hyperlink](#)) are one of the plans designed to encourage professional international exchange and academic cooperation through international recruitment.

Wuhan University stands as an example of triumph over hardship and obstacles through teaching, innovation and research. Celebrating more than a century of existence, we welcome domestic and international talents to set their goals and follow their dreams, thus creating outstanding achievements at our University.

Key contacts:

BianJinluan

Tel. Number: +86-27-6875 6990

E--mail: whurcb@whu.edu.cn ([hyperlink](#))

Physical Mailing Address:

Office of Human Resource, Wuhan University

Luo-jia-shan

Wuchang

Wuhan

Hubei Province

P. R. China

430072

THOUSAND TALENTS PROGRAMS

The General Office of the CPC Central Committee has declared that increasing the diversity of students, staff, and faculty at Wuhan University is of critical importance. A diverse and inclusive community offers different perspectives, experiences, and cultures that enrich the educational experience.

The Talents Office within the Human Resources Department of Wuhan University supports those involved in the recruiting process by providing information and providing strategies for building a broadly diverse candidate pool for current openings.

Key recruitment areas: Mathematics, Physics, Chemistry, Life Sciences, Medicine, Information Science, Environmental and Earth Sciences, Engineering and Materials Science, Economy and Management, Law, Psychology, International Relations and other fields.

I. The National One Thousand Foreign Experts Project

Requirements:

1. Candidates must be non-Chinese professors (or an equivalent position) at prestigious foreign higher education or scientific research institutions;
2. Candidates must be willing to commit at least three consecutive years to work at Wuhan University and no less than nine months out of each year at the University;
3. Candidates must be 65 years or younger age;
4. Candidates must have a specialty in one of the following fields:
Physical and Mathematical Science, Chemistry, Environment and Earth Science, Information Science, Engineering and Material Science, Life Science, Economics and Management.

Salary & Benefits:

1. Successful candidates will receive a yearly salary between 1,000,000 to 1,200,000 Yuan (158,534 to 190,240 U.S. dollars);
2. Candidates will also be given a 3,000,000 to 5,000,000 Yuan (475,602 to 792,670 U.S. dollars) three-year national science research

grant;

3. Candidates will receive a subsidy of 1,000,000 Yuan (158,534 U.S. dollars) from the national government;

4. Candidates will also be entitled to either a housing allowance of 300,000 to 500,000 Yuan (47,560 to 79,267 U.S. dollars) or an apartment offered by Wuhan University;

THOUSAND TALENTS LONG-TERM PROJECT

Key areas: Natural Sciences, Engineering Technology, Economics and Finance, Management, Law, Psychology, International Relations, etc.

Qualifications Required:

◆ Have a doctoral degree from an overseas university, not older than 55 years old

◆ Have world-class research ability

◆ Publish influential essays in international core journals within the last five years or win important international scientific award or master important experimental skills and key techniques in the construction of scientific projects

Note: Those applicants who do not meet the above qualifications shall justify their application in their application materials. The applicants shall sign a contract of intent with the employer

Salary and Benefits:

◆ A supporting the academic team with working assistants

◆ Scientific research initial funds amount to **3 million - 20 million RMB**; For humanities and basic disciplines, **1 million-5 million RMB**

◆ Salary: **600,000-800,000 RMB per year**

◆ Besides the **1 million RMB** living subsidy provided by the state, WHU provides a housing allowance of **300,000-500,000 RMB** or **an apartment**

◆ Help in settling in. Employment for spouse and school or kindergarten entrance for children.

THOUSAND TALENTS SHORT-TERM PROJECT

Key recruitment areas: Natural Sciences, Engineering Technology, Economics and Finance, Management, Law, Psychology, International Relations, etc.

Qualifications Required:

- ◆ Most-needed talents in the areas of national strategic development
- ◆ Have a doctoral degree, preferably in an overseas university
- ◆ Serve the post of full professors or other equivalent positions in universities, research institutes, renowned international corporations or financial institutions
- ◆ Have world-class research ability
- ◆ Publish influential essays in international core journals within the last five years or win important international scientific award or master important experimental skills and key techniques in the construction of scientific projects
- ◆ Have a stable job domestically; Have clear work objectives and have the ability of making a constructive contribution in their research area
- ◆ Have signed a contract of at least three consecutive years; Be capable of working full-time at least two months annually

Note: In the contract, the employer and the employees should make an agreement as to the research achievements and intellectual properties generated during the term of contract

Salary and Benefits:

- ◆ Working conditions in accordance to the "Distinguished professors for long-term projects"
- ◆ Salary negotiable

II. THE NATIONAL HIGH-END FOREIGN EXPERTS RECRUITMENT PROJECT

Requirements:

1. Candidates must be non-Chinese professors (or an equivalent position) at prestigious foreign higher education or scientific research institutions;
2. Candidates must be willing to agree to one of the following time commitments to spend at the University:
 - a. At least three consecutive years, including at least two months out of each year;
 - b. At least five months in 2012;
 - c. At least two months in 2012;
3. Candidates must be 65 years or younger;
4. Candidates must have a specialty in one of the following fields:
Physical and Mathematical Science, Chemistry, Environment and Earth Science, Information Science, Engineering and Material Science, Life Science, Economics and Management.

Salary & Benefits:

1. Successful candidates will be paid a monthly salary between 100,000 to 120,000 Yuan (15,853 to 19,024 U.S. dollars);
2. Successful candidates will additionally receive an apartment offered by Wuhan University.

Any question, please contact us:

Office of Foreign Experts, Office of International Affairs,
Wuhan University

Telephone Number:
0086-27-6875 2852

E-mail Address: expert@whu.edu.cn

OTHER PROGRAMS

THOUSAND YOUTHS SCHEME

Studies have shown the youth segment up to 35 years of age is the most innovative and passionate group. The early introduction of youth talents is beneficial to both University and the young scientists, ensuring the ongoing support for the technology industry long term. The program known as "Thousand Young Talents Program" was officially launched in December 2010.

Wuhan University stresses the importance of such programs for the future development of science and high tech industries in China. This program adds to the already existing Thousand Talents Scheme. In order to further increase the support of the "Thousand Young Talents Program ", WHU recently introduced WHU Thousand Young Talents Program Funding Method, ensuring the full cover for the youth who come to work for the University.

Key recruitment areas: Mathematics, Physics, Chemistry, Life Sciences, Medicine, Information Science, Environmental and Earth Sciences, Engineering and Materials Science and other fields.

Qualifications:

- ◆ Have a doctoral degree from a renowned overseas university; At least three years overseas academic research experience
- ◆ Serve the teaching or research positions in prestigious overseas universities or research institutes. Those who have made outstanding achievements during Ph.D studies are eligible to apply also
- ◆ Younger than 40 years old
- ◆ Be capable of working full-time at WHU

Salary and Benefits:

- ◆ Employed as professor, outstanding person could be employed as level three professors
- ◆ Scientific research initial funds: Besides the 1-3 million RMB funds supported by the state, WHU provides according to 1:1
- ◆ Salary: 200,000-300,000 RMB per year, outstanding person negotiable
- ◆ Interested parties can serve as vice dean or department chairman of related disciplines

◆Housing allowance and living subsidy: Besides the 500,000 RMB allowance supported by the state, WHU provides 300,000-500,000 RMB housing allowance or an apartment

TOP NOTCH PROGRAM

Brief introduction:

The National "Long-term Talent Development Plan (2010-2020)" aims to discover and train a large number of outstanding young top-notch talent.

The young top-notch talent support program is an important part of the great talent project targeted on national talent development awarding youth excellence. The plan started in 2011 covering the key disciplines: natural sciences, philosophy and social sciences, as well as culture and arts. The plan provides major support to young creative talents, ensuring continuous training in order to achieve outstanding professional competence in their area of expertise.

Key disciplines: Philosophy, Economics, Law, Education, Literature, History, Science, Engineering, Agriculture, Medicine, Management, Arts and Other Disciplines, while encouraging the exploration of new areas of study and research and interdisciplinary development.

Recruitment conditions:

The applicant must have Chinese nationality, educated in domestic universities or research institutions or working for more than one year in Chinese enterprises and R & D institutions and other units. Applicants should have the following conditions:

Support the Party's line, principles, policies, and be inspired by true love for the country, be law-abiding, hard-working and follow high moral standards.

Be under 35 years of age at the 1st of January, the current year.

Possess a General PhD. Degree.

Possess professional domestic and international achievements and honorary titles, have made a social impact or is emerging as a talent in Natural Sciences, Philosophy, Social Sciences, Culture or Arts.

Has not already entered or ended one of the "Thousand Talents" Programs.

Benefits:

Financial support is significant. For natural sciences, the financial support is 120-240 million Yuan (RMB), philosophy, social sciences, cultural and artistic fields are given support between 30 and 60 million Yuan (RMB).

The financial aid is received in a three years support cycle.

In addition to the normal salary, the successful applicant will receive a living allowance of 100,000 RMB/ year throughout the duration of employment.

A settling in one time allowance of 30-50 million RMB or adequate housing is provided to the successful applicant (a successful applicant can have at least eight years of full-time work)

Visit the Chinese version of the site for application procedures (link) http://hr.whu.edu.cn/project_show.aspx?id=89

Application procedures :

1. Send resume/CV containing basic personal information, education, work experience and academic achievements and a letter of intention at whurcb@whu.edu.cn naming the desired school or college. Please attach information regarding any research projects, a directory of published articles, patents and awards, where possible and any other relevant data.

2. Complete the declaration (Annex 1) regarding the attached materials.

Annex material contains academic degrees and a copy of proof of identity card or passport, work contracts overseas copies, copies of patent certificates or product certifications, proof of project leadership (participation). For articles please include where and when they were published and quotation.

3. Once these materials have been received, the school consultants evaluate your submission and may request additional information. Once approved by the school, your application moves to the next step.

4. The schools submit the material to the Ministry.

5. Ministry of Education, Ministry of Science and Technology, and organizations such as the Central Organization Department organization, evaluate your application and issue a selected notification.

6. Selected experts sign the employment agreement and are welcomed to come and work at WHU in the schools of their choice.

YANGTZE RIVER SCHOLARS PROGRAM

The Ministry of Education decided from 2011 onwards, the implementation of the new "Cheung Kong Scholars Program" aimed to implement the national long-term education reform and development plan (2010-2020) and the national long-term talent development plan (2010-2020), to strengthen the institutions of higher learning improving the quality of the teaching personnel, attracting and training a number of national and international leading talents.

"Cheung Kong Scholars Program is an important part of the major national talent project, with plans to introduce overseas high-level talents and develop the national youth.

"Cheung Kong Scholars Program supports colleges' appointment of Changjiang Scholar Chair Professors, the national annual appointment of 150 Distinguished Professor for a time of 5 years; 50 Chair Professor for a term of three years.

The "Cheung Kong Scholar" title is granted by the Ministry of Education and the successful applicants enjoy the Cheung Kong Scholars bonus for the duration of their employment.

Changjiang Scholars are named through a post appointment system. The colleges open Distinguished Professor, Chair Professor Positions for recruitment at home and abroad. The applications are going through an expert review process at the specially designed organization of the Ministry of Education as well as at the institutions of higher learning.

Key disciplines: Philosophy, Economics, Law, Education, Literature, History, Science, Engineering, Agriculture, Medicine, Management, Arts and other disciplines, while encouraging new areas of study and research and interdisciplinary development.

Qualifications:

- ◆ Serve the post of associate professors or other equivalent positions in prestigious overseas universities, professors or other equivalent positions in domestic universities
- ◆ For applicants in the humanities and social sciences, be younger than 55 years old. For applicants in natural sciences, be younger than 45 years old
- ◆ Be capable of working full-time at WHU

Pay and Benefits:

- ◆ Supporting the creation of an academic team by means of hiring working assistants
- ◆ Scientific research initial funds for science, engineering, and medicine amount for 2-4 million RMB; For humanities and social sciences, 0.5- 1 million RMB
- ◆ Salary: 300,000-500,000 RMB per year
- ◆ Provide the necessary laboratory and office space.
- ◆ Housing allowance of 300,000-500,000 RMB, or an apartment

CHANGJIANG PROGRAM

Brief introduction:

The Ministry of Education decided from 2011 onwards, the implementation of the new "Cheung Kong Scholars Program" aimed to implement the national long-term education reform and development plan (2010-2020) and the national long-term talent development plan (2010-2020), to strengthen the institutions of higher learning improving the quality of the teaching personnel, attracting and training a number of national and international leading talents.

"Cheung Kong Scholars Program is an important part of the major national talent project, with plans to introduce overseas high-level talents and develop the national youth.

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The "Cheung Kong Scholar" title is granted by the Ministry of Education and the successful applicants enjoy the Cheung Kong Scholars bonus for the duration of their employment.

Changjiang Scholars are named based on a post appointment system. The colleges open Distinguished Professor, Chair Professor Positions for recruitment at home and abroad. The applications are going through an expert review process at the specially designed organization of the Ministry of Education as well as at the institutions of higher learning.

Key disciplines: Philosophy, Economics, Law, Education, Literature, History, Science, Engineering, Agriculture, Medicine, Management, Arts and other disciplines, while encouraging new areas of study and research and interdisciplinary development.

Recruitment:

1. Teaching and researching positions overseas. The applicant should have generally served as a high-level university on a professorship or other corresponding positions.
2. Higher academic achievements and a significant impact in the field of the discipline. He or she has made significant achievements or is internationally recognized.

3. Strong moral and psychological profile.
4. Work more than two months of each year at Wuhan University.

Pay and Benefits:

National Chair Professor Bonus/ month: 30,000 RMB according to the actual workload.

Schools provide:

- Short-term apartment housing, property costs, rent and utility bills and other personal expenses themselves.
- Cover trip expenses and give allowances to visit family in another town, province or country.
- Provide the necessary experimental space and equipment.

Application and Approval Procedures:

(A) The Applicant

External candidates are required to provide a Curriculum Vitae (CV, including basic personal information, education and work experience, academic achievements, Projects, published articles directory, patents and awards, etc. And send it to whurcb@whu.edu.cn or directly to the desired faculty or directly to the desired faculties. The necessary materials need to be attached to the application file.

(B) The approval process at the faculties (units)

The faculties receive and process the materials submitted by the applicant making a preliminary review and interviewing the applicant. The faculties convene a Professor Committee meeting recommending the candidates personal application materials and units of assessment materials to the Ministry of Personnel. The Appointment Committee determines the success of the applicant for the position, based on the materials and the faculty's recommendation.

(C) School Approval

School personnel department preliminary reviews the application materials. Recommended candidates' application files are submitted to the Ministry of Education.

(D) The assessment of the Ministry of Education

Candidates recommended to the Ministry of Education by the faculties/schools review the application materials provided by the schools/faculties and assess the candidates' level of compliance with the requirements of the program they apply for.

(E) Signing the contract

The candidates reviewed by the Ministry of Education sign their employment contract upon approval by the Ministry. The School notifies the Ministry of the actual signing of the contract. The Ministry of Education, according to the School/Faculty recruitment notice, announces the results of the annual appointment certificate Changjiang Scholars.

Application materials (factual documents material required by each unit):

(A) Fill in form 15 for Cheung Kong Scholars candidates. The table is automatically generated by the reporting system. Informants must visit "Cheung Kong Scholars Program" website (www.changjiang.edu.cn) and download the reporting software to fill out this form.

(B) Attach the following materials (two-sided printed, banded into books, white paper cover):

Annex material catalog (subject pages marked);

2 recommended research projects listed in the table, copies of proof of awards and patents;

3. Five important innovative full text papers featured on a magazine cover, a copy of the directory, as well as other representative works listed in the recommended table covers, catalog and papers page photocopies;

4 the recommended table lists SCI, EI, SSCI, CSSCI included, as well as papers cited;

5. Proof of employment in a foreign institution;
6. Proof of participation in international academic conferences such as an invitation letter or notification;
7. As referenced in the application materials, a positive evaluation of the experts in the applicant's scientific field must be accompanied by the relevant supporting documents.
8. The external Changjiang Scholars candidates recruited from outside the school must submit a letter of recommendation issued by the candidates' current employer.

Material subject to the classified section, please specify.

(C) Electronic Materials

Changjiang Scholars report electronic version (Changjiang Scholars reporting software to generate the word document), the file name format: candidates for Chair / Chair Professor of Wuhan University *** doc.

Electronic version (pdf format, compressed into a single file, 10MB or less), the file name format: Wuhan University Chair / Chair Professor of candidates *** annex pdf attachment material Changjiang Scholars Report .

Reporting software, recommended materials and format information in the year the Ministry of Education official notice is available on "Cheung Kong Scholars" website: www.changjiang.edu.cn

CHUTIAN PROGRAM

Brief introduction:

Curtain Program aims to vigorously implement the strategy of talent recruitment for the benefit of Hubei province, enabling Wuhan University to attract, then select and employ a number of international and domestic leading level of academic experts in a variety of disciplines, thus creating an outstanding innovation team. The provincial education department decided the implementation of the Chutian Scholars Program, to support colleges' appointment of Chutian scholars.

The Chutian scholars Plan bears the name of Distinguished Professor Chu, the Chutian Professor and Chutian Students Chairman.

The Chutian Program is functioning based on a post appointment system, respecting the Shegang requirements and promoting an open, transparent recruitment, expert evaluation, merit-based appointment, contract management, etc.

The Chutian Scholars Plan for overseas candidates exists already for more than one year recently and it aims to introduce diverse, top international talents.

Within the Hubei province, the Program recruits 10 Chair Professor and Distinguished Professor annually, 40 Speaker Professors and 50 Chutian students for a duration of employment of five years. The Chutian scholars enjoy attractive funding throughout the duration of employment funding.

Key disciplines: Philosophy, Economics, Law, Education, Literature, History, Science, Engineering, Agriculture, Medicine, Management, Arts and other disciplines, while encouraging new areas, the new direction of the different disciplines and interdisciplinary development.

CHUTIAN PROFESSORS PROGRAM

Recruitment requirements:

The ideal candidate is enthusiastic and dedicated to an academic career, has moral integrity, a rigorous style of study, research and work and is looking for cooperation with other academics.

The applicant working abroad at the time of the application should generally be as associate professor at the University of high-level and above positions or other appropriate positions.

High academic achievements, internationally recognized achievements, having a significant impact on the discipline are very important criteria in the selection process.

The duration of employment is guaranteed provided the successful applicant works less than two months each year in Wuhan University.

Benefits:

Remuneration standards/ person/ month, up to 15,000 Yuan (School and the Department of Education each bear 50% of the funds, according to the actual work of the school to pay).

Schools to provide:

- Short-term apartment housing, property costs, rent and utility bills and other personal expenses themselves.
- To cover the expense of the trip.
- Provide the necessary experimental space and equipment.

CHUTIAN STUDENTS PROGRAM

The ideal candidate is enthusiastic and dedicated to an academic career, has moral integrity, a rigorous style of study, research and work and is looking for cooperation with other academics.

Bachelor's degrees and above in the world's top 100 universities, serving more than one school year or in the aforementioned famous colleges and universities and foreign research institutions with outstanding results. Age restrictions: not exceed 40 years of age.

Has worked independently in teaching and/or research.

Is willing to work full-time at Wuhan University.

Benefits:

The School provides:

1. Research start-up funds:

Polytechnic, Medicine funded 10-50 million RMB,

Humanities and Social Sciences 3-15 million RMB.

2. To provide settlement assistance for 10-20 million RMB.

3. In addition to the state regulations wages, benefits and school allowances, and the other to enjoy post allowance per person per year to 30,000 Yuan (RMB). The School and the Department of Education each bear 50% of the funds.

4. Assistance in family settlement, recruitment help for spouse (if a workplace cannot be successfully obtained, the school provides a one-time living allowance of 2-3 million RMB).

Application and approval procedures:

(A) The Applicants

External candidates need to provide a Curriculum Vitae (CV, including basic personal information, education and work experience, academic achievements, Projects, published articles directory, patents and awards, etc. Send your CV to whurcb@whu.edu.cn or directly to the related faculties. The schools/faculties receive the introductory documents and notify the candidate of other materials he or she needs to prepare.

(B) The faculties (units)

The faculties (units) make a preliminary review of the materials submitted by the applicant and draw their conclusions upon interviewing the applicant.

A Peer Review Panel Committee made up of more than seven renowned experts in areas of higher academic achievements externally to Wuhan University Organization review the application. The recommended applications are debated within several committees such as the Professor Committee, the Appointment Committee meeting, the Party Joint Council, upon submitting the application materials and unit assessment reports to the Ministry of Personnel.

(C) The Schools

School personnel preliminary reviews the application materials, upon which the application is discussed in the Expert Group Meeting with the purpose of assessing the candidates' match to the development needs of the School. The recommended candidates and reports of the Talents Work Leading Group are sent forward to the Provincial Department of Education.

(D) The Department of Education Review, Public Notice and Statement

The judging panel of the Provincial Department of Education Organization Chutian Scholars Program reviews the application. The candidate's success is announced through the Nipin publicity medium within approximately two weeks. At the finalization of the

Public Notice period and if there are no objections to the appointment, the Department of Education issues a statement document.

(E) Contract Signing

The appointment contract is signed by the School and the Applicant. A copy is sent to the Department of Education for the record.

Application materials (document requirements required by each unit):

(A) "Chutian Scholar candidate registration form" (Excel format A4 paper size print);

(B) "" Caution scholars "candidates consolidated list of materials" (Word format A3 paper size print);

(C) Chutian Scholar candidates recommended table "(Word format A4 paper size print);

(D) Annex material (PDF format, A4 type paper binding, 1 part of a strict bound volumes) in the following order:

1. Applicant's degree, degree certificate;
2. Qualification certificates, letters of appointment photocopy;
3. Foreign office or held important positions in the country, proof of employment;
4. Award certificates and other relevant copy of the certificate;
5. Proofs for the material from the institution where the applicant works;
6. SCI, EI, SSCI, CSSCI theses (to be certified by the state authority and retrieve bearing state authority seals), the report contains the impact factor and other indicators;
7. Copies of scientific research materials published in the past five years;

8. Proof of participation in international academic exchange meetings, conferences, invitation letters, etc. as proof of international cooperation.

1-3 reporting forms available for download on the website of the Ministry of Personnel. 4 – please submit the required materials both in physical and electronic versions.