

武汉理工大学高层次人才招聘政策

为实现学校建设一流大学、建设一流学科的战略目标，武汉理工大学以更大力度推动卓越人才队伍建设，全面打造人才工作新格局。学校以广阔的发展平台、优越的治学环境、优厚的薪酬待遇，诚聘海内外优秀人才！

一、学院设置

材料科学与工程学院、材料科学与工程国际化示范学院、交通学院、管理学院、机电工程学院、能源与动力工程学院、土木工程与建筑学院、汽车工程学院、资源与环境工程学院、信息工程学院、计算机科学与技术学院、自动化学院、航运学院、物流工程学院、理学院、化学化工与生命科学学院、经济学院、艺术与设计学院、外国语学院、文法学院、政治与行政学院、马克思主义学院、国际教育学院、体育部

二、招聘学科

材料科学与工程、船舶与海洋工程、机械工程、仪器科学与技术、交通运输工程、土木工程、建筑学、城乡规划学、动力工程及工程热物理、矿业工程、安全科学与工程、环境科学与工程、地理学、信息与通信工程、电子科学与技术、计算机科学与技术、软件工程、控制科学与工程、电气工程、药学、化学工程与技术、生物医学工程、力学、数学、物理学、统计学、化学、管理科学与工程、工商管理、应用经济学、理论经济学、设计学、艺术理论、美术学、外国语言文学、法学、新闻传播学、哲学、政治学、马克思主义理论、中国史、教育学、公共管理、体育学

三、引进对象及条件

（一）国家、省部级人才计划人选

1. 国家“千人计划”人选

（1）“千人计划”特聘专家：一般应在海外取得博士学位，自然科学申报人年龄不超过 55 周岁，社会科学申报人年龄不超过 60 周岁；在海外知名高校、科研院所担任正教授或相当职务；在国内连续工作不少于 3 年，其中 A 类（长期）需全职在国内工作，B 类（短期）每年在国内工作时间不少于 2 个月。

（2）“外专千人计划”：非华裔外国专家，年龄不超过 65 周岁；在海外知名高校、科研院所担任正教授或相当职务；在国内连续工作不少于 3 年，每年在国

内工作时间不少于 9 个月。

(3) “青年千人计划”：属自然科学或工程技术领域，年龄不超过 40 周岁；取得博士学位，有连续 3 年及以上海外科研工作经历，在海外知名高校、科研机构或知名企业研发机构有正式教学或科研职位；引进后全职在国内工作 3 年以上。

2.教育部“长江学者”人选

(1) 长江学者特聘教授：一般具有博士学位，在教学科研一线工作；一般应担任海外高水平大学副教授以上职位或其他相应职位；原则上自然科学类、工程技术类人选不超过 45 周岁，人文社会科学类人选不超过 55 周岁；聘期内全职到岗工作。

(2) 长江学者讲座教授：在海外教学科研一线工作，一般应担任高水平大学教授职位或其他相应职位。每年在国内受聘高校工作 2 个月以上。

(3) 青年长江学者：一般具有博士学位，在教学科研一线工作；国内应聘者一般应担任副高及以上专业技术职务；自然科学、工程技术领域人选年龄不超过 38 周岁，人文社科领域不超过 45 周岁；聘期内全职到岗工作。

3.湖北省“百人计划”人选

(1) 科技创新人才：一般应在海外取得博士学位，在国外高校、科研院所担任相当于副教授以上职务。年龄一般不超过 55 周岁，引进后每年在校工作不少于 6 个月。

(2) 青年百人：属自然科学或工程技术领域，年龄不超过 40 周岁；取得博士学位，有连续 3 年及以上海外科研工作经历，有正式教学或科研职位；引进后全职在校工作 3 年以上。

4.湖北省“楚天学者”人选

(1) 楚天学者特聘教授：国外应聘者原则上应担任高水平大学副教授以上职位或其他相应职位；年龄原则上不超过 45 周岁；每年到岗时间必须保证在 9 个月以上。

(2) 楚天学子：在世界排名前 200 位的大学获博士学位，或在前述高校和国外著名研究机构任职 1 年以上并获突出成果，年龄 40 周岁以下；全职来校工作。

(二) 面向全球招聘教授、博士(后)、特别优秀青年人才

1.面向全球招聘教授：在海外知名高校或科研院所担任副教授及以上技术职务或具有一流研究水平的学者；全职来校工作。

2.海外讲座教授：世界排名前 100 名海外知名大学（研究机构）副教授及以上职务，取得国际公认的学术成就者；每年来校工作不少于 1 个月。

3.海外知名大学（科研机构）毕业的博士和两年以上工作经历的博士后。

4.特别优秀青年人才：具备冲击“千人计划”青年项目、“长江学者奖励计划”青年学者、“万人计划”青年拔尖人才、“国家自然科学基金优秀青年科学基金项目”等“四青”人才工程项目条件和潜力的优秀青年人才。

（三）学校“15551 人才工程”人选

1.战略科学家：中国科学院院士、中国工程院院士、入选国家“外专千人计划”、发达国家院士、国际重要奖励获得者、高被引科学家等。

2.学科首席教授：在本学科领域有重要影响、能够引领学科建设和团队发展的领军人才，包括国家杰出青年基金获得者、千人计划、长江学者、万人计划等。

3.产学研特聘专家：拥有重要技术发明、专利等自主知识产权或专有技术创办科技产业，通过科技成果转化或产业化，产生了重大社会影响者。

4.特色专业责任教授、本科教学团队：在国外高水平大学担任系主任、专业或课程负责人并具有副教授以上职称，熟悉专业建设者；各专业根据专业实际和建设发展需要，培育和组建教学团队如专业建设团队、课程教学团队和实践教学团队。

精品课程教学名师：在国内外高水平大学具有讲师或资深讲师以上职称，教学能力强、教学效果好的教师。

5.青年拔尖人才：已入选国家、省部级重点人才工程青年项目的优秀青年人才；35 周岁以下（特别有潜力的可放宽至 38 周岁）全职在岗的优秀青年教师。

四、支持措施

(一) 国家、省部级人才计划入选者					
人才类别		科研平台建设经费		安家费和住房	工资津贴及其它
		自然	人文		
千人计划	创新长期项目	1000万元+500万元团队建设经费	300万元+500万元团队建设经费	60万元和周转房	年薪60-80万元,享有国家提供的人民币100万元的一次性补助(免征个人所得税)
	创新短期项目	300万元+200万元团队建设经费		60万元(购房时支付)和周转房	年薪60-80万元(按实际工作时间计算),享有国家提供的人民币50万元的一次性补助
	外国专家项目	600-1000万元(含国家提供科研补助经费)+300万元团队建设经费		60万元和周转房	年薪80-100万元;享有国家提供的人民币100万元的一次性补助(免征个人所得税)
	青年项目	400-800万元(含国家提供的科研补助经费)		100万元和周转房	年薪40-45万元;享有国家提供的一次性补助50万元
教育部长江学者	特聘教授	500万元(含国家资助经费)	200万元	60万元和周转房	年薪40万元起;享有国家提供的奖励20万元(免税)
	讲座教授	30万元		解决住宿、差旅	津贴1万美元/月(含教育部拨津贴,按实际工作时间支付)
	青年学者	100-300万元	30-60万元	40万元和周转房	年薪25-40万元;享有国家提供的奖励10万元(免税)
湖北省百人计划	特聘教授	200-500万元	50万元	50万元和周转房	年薪30-40万元,同时享有湖北省提供的50万元一次性补助
	青年百人	50-200万元		40万元和周转房	年薪20万元,同时享有湖北省提供的补助
湖北省楚天学者	特聘教授	100-200万元	50-100万元	40-50万元和周转房	工资+津贴30万元/年(含省拨津贴)
	楚天学子	40万元	15万元	40万元和周转房	工资+津贴10万元/年(含省拨津贴)
备注:万人计划、国家杰出青年基金获得者、国家优秀青年基金获得者等人才支持措施协商确定。					

(二) 全球招聘教授、博士(后)、特别优秀青年人才				
人才类别	科研平台建设经费		安家费和住房	工资津贴及其它
	自然	人文		
全球招聘教授	50-500 万元	20-200 万元	40-60 万元和周转房	相应岗位工资和津贴
海外讲座教授	提供必要的科研、工作条件		解决住宿、差旅	1 万美元/月 (按实际工作时间计算)
海外知名大学博士	10-40 万元	4-20 万元	10-40 万元和周转房	相应岗位工资和津贴
海外知名大学(科研机构)出站的博士后 (两年及以上)	10-30 万元	5 万元	10-30 万元和周转房	相应岗位工资和津贴
特别优秀青年人才 (“四青”潜力)	200 万元		参考引进博士条件	25-30 万元/年
(三) 武汉理工大学“15551 人才工程”入选者				
人才类别	科研平台建设经费		安家费和住房	工资津贴及其它
	自然	人文		
战略科学家	500-1000 万元	500 万元	60 万元和周转房	5 万美元/月 (按实际工作时间计算)
学科首席教授	200 万元	50 万元	50 万元和周转房	工资+学科首席教授岗位津贴
产学研特聘专家	100 万元	30 万元	30 万元和周转房	工资+产学研特聘专家岗位津贴
特色专业责任教授	工资+特色专业责任教授岗位津贴			
本科教学团队	学校设置团队建设专项经费,对立项的教学团队给予相应的支持			
精品课程名师	工资+精品课程名师岗位津贴			
青年拔尖人才	已入选国家、省部级重点人才工程青年项目的优秀青年人才,在原有人才计划支持的基础上,增加科研平台建设费 10-100 万元;全职在岗的优秀青年教师,享受科研平台建设经费 10-200 万元,岗位津贴 10 万元。			
材料科学与工程国际化示范学院,面向全球高水平研究学者,高薪招聘教授、副教授,待遇与国际接轨。				

备注:高层次人才待遇可根据实际情况协商确定。

武汉理工大学常年面向海内外招聘优秀人才。在这里,你可以找到最适合你的平台和实现目标的机会。我们诚挚地邀请来自海内外的优秀学者加入我们的行列!

Wuhan University of Technology

High-Level Talents Recruitment Policy

In order to achieve the strategic target of constructing the world first-class scientific discipline and a world first-class university, Wuhan University of Technology is now promoting the high-level talent team construction and human resource development into a new stage. The University is now eager to recruit talents from home and abroad by offering a promising development opportunity, exciting research environment, as well as highly competitive salary.

I Schools of WUT

School of Materials Science and Engineering, International School of Materials Science and Engineering, School of Transportation, School of Management, School of Mechanical and Electronic Engineering, School of Energy and Power Engineering, School of Civil Engineering and Architecture, School of Automotive Engineering, School of Resources and Environmental Engineering, School of Information Engineering, School of Computer Science and Technology, School of Automation, School of Navigation, School of Logistics Engineering, School of Sciences, School of Chemistry, Chemical Engineering and Life Sciences, School of Economics, School of Art and Design, School of Foreign Languages, School of Law and Humanities, School of Politics and Administration, School of Marxism, School of International Education, School of Sports

II Disciplines for Academic Positions

Materials Science and Engineering, Naval Architecture and Ocean Engineering, Mechanical Engineering, Instrument Science and Technology, Communication and Transportation Engineering, Civil Engineering, Architecture, Rural and urban planning, Power engineering and engineering Thermophysics, Mineral Engineering, Safety Science and Engineering, Environmental Science and Engineering, Geography,

Information and Communication Engineering, Electronics Science and Technology, Computer Science and Technology, Software Engineering, Control Science and Engineering, Master of Electrical Engineering, Pharmaceutical Science, Chemical Engineering and Technology, Bio-medical Engineering, Mechanics, Mathematics, Physics, Statistics, Chemistry, Management Science and Engineering, Science of Business Administration, Applied Economics, Theoretical Economics, Design Science, Arts science theory, Fine Arts, Foreign Languages and Literature, Science of Law, Journalism and Communication, Philosophy, Politics, Marxist Theory, History of Modern China, Education Science, Public Administration, Physical Education.

III Candidate Qualifications

A. Candidates as National Level or Ministerial and Provincial Level Talents

1. Candidates for National “Recruitment Program of Global Experts” (or “1000 Talents Plan”)

① Experts of “1000 Talents Plan”

The candidates should:

- hold the doctorate degree(s) from overseas universities. Age preference is 55 or under for natural sciences and 60 or under for social sciences candidates;
- hold the full professorship (or a similar position) in overseas top universities or research institutions;
- plan to work in China for at least 3 consecutive years and Type-A (long term) candidates should work in China for at least 9 months each year ;Type-B (short term) candidates should work in China for at least 2 months each year for 3 years.

② Foreign Experts of “1000 Talents Plan”

The candidates should:

- be foreign nationality (non-Chinese origin). Age preference is 65 or under;
- hold the full professorship (or a similar position) in overseas top universities or research institutions;
- plan to work in China for at least 3 consecutive years with no less than 9 months.

③ Young Talents of “1000 Talents Plan”

The candidates should:

- engage in the areas of natural sciences and engineering technology. Age preference is 40 or under;
- hold doctorate degree(s) from overseas top universities;

- have more than 3 years' research experience abroad and hold full-time teaching or research positions in overseas top universities or research institutions.

- plan to work in WUT as a full-time employee upon recruitment for at least 3 consecutive years.

2. Candidates for Cheung Kong Scholars Program of the Ministry of Education

① Distinguished Visiting Professors

The candidates should:

- hold associate professorship or above (or a similar position) in overseas high-level universities; Age preference is 45 or under for the disciplines of natural sciences and engineering; 55 or under for humanities;

- plan to work in WUT as a full-time employee upon recruitment.

② Chair Professors

The candidates should:

- hold professorship or similar position in overseas high-level universities and engage in teaching or research;

- plan to work in WUT for at least 2 months every year.

③ Young Cheung Kong Scholars

The candidates should:

- hold doctorate degree(s) and engage in teaching or research;

- hold associate professorship or above (or a similar position) for home applicants; Age preference is 38 or under for the disciplines of natural sciences and engineering, 45 or under for humanities;

- plan to work in WUT as a full-time employee upon recruitment.

3. Candidates for “100 Talents Program” of Hubei Province

① Innovative Talents of Science and Technology:

The candidates should:

- hold doctorate degree(s) from overseas universities;

- hold associate professorship or above in overseas universities or research institutions; Age preference is 55 or under;

- plan to work in WUT for at least 6 months each year upon recruitment.

② Young Talents of “100 Talents Program”

The candidates should:

- engage in the areas of natural sciences and engineering technology. Age preference is 40 or under;

- hold doctorate degree(s) ;

- have more than 3 years' research experience abroad and hold full-time teaching or research positions;

- plan to work in WUT as a full-time employee for at least 3 years.

4. Candidates for Chu tian Scholars Program of Hubei Province

① Distinguished Visiting Professors

The candidates should:

- hold associate professorship or above (or a similar position) in overseas high-level universities; Age preference is 45 or under;
- plan to work in WUT for at least 9 months each year upon recruitment.

② Chutian Young Scholars

The candidates should:

- hold doctorate degree(s) from world Top 200 universities or have at least one-year work experience with outstanding achievements in the above-mentioned Top 100 universities or well-known overseas research institutions; Age preference is 40 or under;
- plan to work in WUT as a full-time employee upon recruitment.

B. Posts for Professors, PhDs, Post-doctorates and Special outstanding young talents

1. Full-time Professors

The candidates should:

- hold associate professorship or above, or be the scholars with first-class research ability in famous overseas universities or research institutions;
- plan to work in WUT as a full-time employee upon recruitment.

2. Overseas Chair Professors

The candidates should:

- hold associate professorship or above in world Top 100 overseas universities (or research institutions);
- have made academic achievements with world-wide recognition;
- plan to work in WUT for at least one month each year upon recruitment.

3. PhDs

- from famous overseas universities (or research institutions) and Post-doctorates with more than 2 years' work experience.

4. Special outstanding young talents

- meet the requirements for declaration of Young Talents of “1000 Talents Plan”, Young Cheung Kong Scholars, National Support Program for Top-notch Young Talents, Excellent young scientist fund of NSFC.

C. Candidates for WUT 15551 Talents Project

1. Strategic Scientists

Academicians of Chinese Academy of Sciences, Academicians of Chinese Academy of Engineering, foreign experts of national “1000 Talents plan”,

Academicians from developed countries, Influential International Prize Winners, Highly Cited Scientists and etc.

2. Discipline Chair Professors:

The candidates should take the leaderships in their research fields and can guide the discipline construction and team development, which include the winners of the National Science Fund for Distinguished Young Scholars, Cheung Kong Scholars, experts of 1000 Talents Plan and national Ten Thousand People Plan and etc.

3. Distinguished Experts (with background in Industry, Education and Research):

The candidate should have established the high-tech enterprise based on key technological invention or patent with independent intellectual property rights or proprietary technology and have achieved significant social impact through scientific and technological achievement transformation or industrialization of the above mentioned patent or technology.

4. Leading Professors for Specialized Subjects and Team Leaders of the Undergraduate Education

The candidate should hold associate professorship or above in overseas high-level university. Taking the position of the dean of department or being responsible teacher for the specialty or subject, who is familiar with the speciality construction. The position for Team Leaders of the Undergraduate Education requires good teaching ability, versed scientific attainments, strong organizational skills, and long-term commitment to team building work.

Outstanding Teachers of Excellent Courses

The candidate should hold a lecturer's title or above in top overseas universities and prove to be a highly qualified and devoted teacher with good teaching effects.

5. Outstanding Young Talents.

Young elites that already selected and sponsored by the national and local youth talent projects, 35 years old and younger (candidates of great potentials could be relaxed to 38 years old) with full-time position in WUT.

IV Benefits

A. Candidates as National Level or Ministerial and Provincial Level Talents					
Type of Candidates		Research Fund (RMB Yuan)		Accommodation Subsidy (Settling-in allowance) (RMB Yuan)	University Stipend and Miscellaneous (RMB Yuan)
		Natural Sciences	Humanities		
1000 Talents Plan	Long-term Plan	10 million and 5 million for team construction	3 million and 5 million for team construction	600,000 and a transition apartment	600,000-800,000 per year and 1 million of state one-off subsidy (exempt from income tax)
	Short-term Plan	3 million and 2 million for team construction		600,000 (payment upon house-purchase) and a transition apartment	600,000-800,000 per year (calculated by actual working time) and 500,000 of state one-off subsidy
	Foreign Experts	6-10 million (including state research fund) and 3 million for team construction		600,000 and a transition apartment	800,000-1million per year and 1 million of state one-off subsidy (exempt from income tax)
	Young Talents	4-8 million (including state research fund)		1000,000 and a transition apartment	400,000-450,000 per year and 500,000 of state one-off subsidy
Cheung Kong Scholars Program of the Ministry of Education	Distinguished Visiting Professors	5 million (including state fund)	2 million	600,000 and a transition apartment	More than 400,000 per year and 200,000 (tax-free) bonus granted by the Ministry of Education
	Chair Professors	300,000		free accommodation and travels	10,000 US dollars per month (including bonus granted by the Ministry of Education, based on actual work time)
	Young Cheung Kong Scholars	1-3 million	300,000-600,0 00	400,000 and a transition apartment	250,000-400,000 per year and 100,000 (tax-free) bonus granted by the Ministry of Education
100 Talents Program of Hubei Province	Distinguished Visiting Professors	2-5 million	500,000	500,000 and a transition apartment	300,000-400,000 per year and 500,000 of Hubei Provincial one-off subsidy
	Young Talents	0.5-2 million		400,000 and a transition apartment	200,000 per year and provincial subsidy
Chu tian Scholars Program of Hubei Province	Distinguished Visiting Professors	1-2 million	0.5-1 million	400,000-500,000 and a transition apartment	salary and 300,000 subsidy per year (including provincial subsidy)
	Chu tian Young Scholars	400,000	150,000	400,000 and a transition apartment	salary and 100,000 subsidy per year (including provincial subsidy)
B. Posts for Professors, PhDs, Post-doctorates and Special outstanding young talents					
Type of Candidates		Research Fund (RMB Yuan)		Accommodation Subsidy (Settling-in allowance) (RMB Yuan)	University Stipend and Miscellaneous (RMB Yuan)
		Natural Sciences	Humanities		
Overseas Professors as		0.5 - 5 million	0.2 - 2 million	400,000-600,000 and	post salary and subsidy

WUT Full-time Professors			a transition apartment	
Overseas Chair Professors	adequate research and work support		free accommodation and travels	10,000 US dollars per month (based on actual work time)
PhDs from Universities	100,000-400,000	40,000-200,000	100,000-400,000 and a transition apartment	post salary and subsidy
Post-doctorates from Famous Overseas Universities (or Research Institutions) (at least 2 years of post-doctoral experience)	100,000-300,000	50,000	100,000-300,000 and a transition apartment	post salary and subsidy
Special outstanding young talents	2 million		Refer to the PhD 's Accommodation Subsidy above	250,000-300,000 per year

C. Candidates for WUT 1551 Project

Type of Candidates	Research Fund (RMB Yuan)		Accommodation Subsidy (Settling-in allowance) (RMB Yuan)	University Stipend and Miscellaneous (RMB Yuan)
	Natural Sciences	Humanities		
Strategic Scientists	5 – 10 million	5 million	600,000 and a transition apartment	50,000 dollars per month (based on actual work time)
Discipline Chair Professors	2 million	500,000	500,000 and a transition apartment	post salary and subsidy
(IER)Distinguished Experts	1 million	300,000	300,000 and a transition apartment	post salary and subsidy
Leading Professors for Specialized Subjects	post salary and subsidy			
Outstanding Teachers of Excellent Courses	post salary and subsidy			
Outstanding Young Talents	For those outstanding young talents who have been enlisted in the national, provincial key talent project, the University will grant an extra RMB100,000-1,000,000. As for the full-time outstanding young faculty, once employed, they will be provided a construction fund of RMB100,000-2,000,000- for scientific research as well as post allowance of RMB100,000 .			

International School of Materials Science and Engineering recruits excellent professors, associate professors and PhDs with internationally competitive salaries.

Note: the payment and benefit for the applicant are negotiable base on the academic discipline and actual needs.

WUT never ceases to renew its profile and offers great opportunities for distinguished talents from all over the world. Here you can find the opportunities that best fit your skills and goals. We sincerely invite excellent scholars from home and abroad to join us at WUT!