

南开大学

Introduction

南开大学位于渤海之滨的中国天津市，由近代教育家严修、张伯苓秉承教育救国理念创办，肇始于1904年，成立于1919年，是中国最著名、最优秀的大学之一。建校90多年来，南开坚持“允公允能，日新月异”的校训，弘扬“爱国、敬业、创新、乐群”的传统和“文以治国、理以强国、商以富国”的理念，以“知中国，服务中国”为宗旨，作育英才，繁荣学术，强国兴邦，传承文明，取得了非凡的成就。

作为国家“211工程”和“985工程”重点建设的教育部直属高校，南开形成了文理并重、基础宽厚、突出应用与创新的办学特色，拥有专业学院22个，学科门类覆盖文、史、哲、经、管、法、理、工、农、医、教、艺等。学校积极构建和发展适应经济社会发展和人才培养需要的学科体系，有本科专业80个，一级学科国家重点学科6个，包括理论经济学、应用经济学、数学、化学、光学工程、历史学，有二级学科国家重点学科44个。据2013年9月ESI统计，南开的化学、数学、材料科学、物理学、工程学、环境科学与生态学、农业、临床医学和生物学与生物化学等9个学科进入世界排名前1%。

南开素以优良校风享誉海内，一贯重视学生德、智、体、美全面发展，强化学生全面素质和创新能力的培养，营造了丰富高雅、活泼向上的校园文化氛围。南开与国际知名的300多所大学和国际学术机构建立了合作交流关系，推出一批高水平的海外研修和学习项目，聘用一批国际知名学者、著名政治家和企业家来校讲学并开展合作研究，教师和学生的国际化水平不断提升。基础扎实、素质全面、富于开拓精神和实践能力，是中国社会对南开学子的普遍赞誉，周恩来、陈省身、吴大猷、曹禺、郭永怀就

是他们的杰出代表！

在中国教育部和天津市政府大力支持下，南开大学的津南新校区正在建设中。气势恢宏的津南新校区总建筑面积150万平方米，规划容纳学生37000人，是南开办学的拓展与延伸。2015年9月，新校区第一期将迁入哲学、政府管理、金融、旅游、环境、医学、计控等15个专业学院，以新兴、交叉和应用学科为主，并预留国际合作学院，入驻学生规模约13000人，学校的管理服务中枢也将同时迁入，致力打造一座充满朝气、充满活力的现代化综合性新校区。

人才是高等教育改革发展的关键因素，对建设世界一流大学至关重要。南开一贯坚持人才强校战略和国际化战略，推进人事政策创新与制度改革，提高师资来源的多元化和国际化程度，以开放的心态、坚决的措施、灵活的机制，引育汇聚了一大批海内外高层次人才，一支公能兼备、业务精湛、奋发有为、充满活力的教师队伍正在成长壮大。

南开大学将一如既往面向全球延揽和招聘英才！

每名人才都享有人生出彩的机会，每位教师都拥有梦想成真的可能。南开大学和所属各学院将在薪酬待遇、科研经费、住房补贴、团队组建、研究生招收和国际化培养等方面，为各类人才提供富有竞争力的支持，全力营造有利于干事创业、成就业绩的优良工作环境和生活环境。

巍巍南开弦歌壮丽，百年学府英才辈出。新一代南开人正以自信、昂扬、奋发的姿态面向未来，推进创建世界一流大学。热忱欢迎海内外优秀人才加入南开大家庭，携手进步，共同成长，挥洒才智，创造辉煌！



招聘全职岗位

一、国家“千人计划”创新人才长期项目岗位

任职要求：一般应在海外取得博士学位，不超过55周岁；在海外知名高校、科研院所、国际知名企业或金融机构担任正教授或相当职务；从事自然科学、工程技术以及经济金融、管理、人文社科（部分学科）等领域的研究工作，具有世界一流的研究水平，在重要核心刊物上发表具有重要影响的学术论文或获得国际重要科技奖项或掌握重要实验技能、科学工程建设关键技术。学术业绩突出者可破格申报。

相关待遇：国家和天津市共提供人民币200万元一次性补助（免税）；学校提供年薪约55—80万元（税前），科研经费理科200万元，文科50万元。学院提供薪酬补助、科研经费、住房补贴和安家费、实验室办公条件等配套待遇支持。

二、国家“千人计划”青年千人岗位

任职要求：自然科学或工程技术领域，年龄不超过40周岁；在海外知名高校取得博士学位，并有3年以上的海外科研工作经历；在国内取得博士学位的，应在海外从事教学或研究工作5年以上；所从事科研领域同龄人中的拔尖人才，有成为该领域学术或技术带头人的发展潜力。学术业绩突出者可破格申报。

相关待遇：国家和天津市共提供人民币100万元一次性补助（免税）和100—300万元科研经费；学校提供年薪约15—25万元（税前），另提供50万元科研经费。学院提供薪酬补助、科研经费、住房补贴和安家费、实验室办公条件等配套待遇支持。

三、教育部“长江学者奖励计划”特聘教授岗位

任职要求：自然科学、工程技术类人选年龄不超过45周岁，人文社会科学类人选年龄不超过55周岁。一般具有博士学位，海外申报人应担任高水平大学副教授及以上或相当职务。

相关待遇：国家提供为期五年，人民币20万元/年岗位津贴（免税）与学校提供的薪酬合计约35—50万元/年；学校提供住房补贴和安家费60万元，科研经费50—200万元。学院提供薪酬补助、科研经费、住房补贴和安家费、实验室办公条件等配套待遇支持。

四、天津市“千人计划”创新人才长期项目岗位

任职要求：学科不限，一般应在海外取得博士学位，不超过55周岁；海外知名高校、科研院所、国际知名企业或金融机构担任相当于副教授以上职务，具有世界领先的研究水平，在重要核心刊物上发表具有重要影响的学术论文或掌握国际前沿重要实验技能或科学工程建设关键技术。学术业绩突出者可破格申报。

相关待遇：天津市提供人民币100万元一次性补助（免税）学

校提供年薪约20—35万元（税前），科研经费20—100万元。学院提供薪酬补助、科研经费、住房补贴和安家费、实验室办公条件等配套待遇支持。

五、天津市“千人计划”青年千人岗位

任职要求：学科不限，年龄不超过40周岁；一般在海外知名高校取得博士学位，并有3年以上的海外科研工作经历，或在国取得博士学位，并有5年以上的海外科研工作经历；所从事科研领域同龄人中的拔尖人才，有成为该领域学术或技术带头人的发展潜力。学术业绩突出者可破格申报。

相关待遇：天津市提供人民币50万一次性补助（免税）；学校提供年薪约10—25万元（税前），科研经费10—50万元。学院提供薪酬补助、科研经费、住房补贴和安家费、实验室办公条件等配套待遇支持。

六、南开讲席教授岗位

任职要求：海外申报人应入选国家“千人计划”创新人才长期项目或“外专千人计划”项目或是世界知名高水平大学（科研机构）教授或担任相当职务的专业人才，在本专业领域得到国际同行认可，年龄一般不超过55周岁；国内申报人一般应为中国科学院院士、中国工程院院士或“国家特支计划”杰出人才等，具体条件请查阅南开大学人事处相关政策信息。

相关待遇：学校提供年薪人民币约55—80万元（税前），住房补贴和安家费100万元（若入选“千人计划”，就高享受国家和天津市提供的一次性补助作为住房补贴和安家费），科研经费文科50万元，理科50—200万元。学院提供薪酬补助、科研经费、住房补贴和安家费、实验室办公条件等配套待遇支持。

七、南开杰出教授岗位

任职要求：海外申报人应为世界知名高水平大学（科研机构）副教授或担任相当职务以上的专业人才，在本专业领域得到同行认可，年龄一般不超过50周岁；国内申报者具体条件请查阅南开大学人事处相关政策信息。

相关待遇：学校提供年薪人民币约45—50万元（税前），住房补贴和安家费60万元，科研经费文科50万元，理科50—100万元。学院提供薪酬补助、科研经费、住房补贴和安家费、实验室办公条件等配套待遇支持。

八、南开英才教授岗位

任职要求：海外申报人应为世界知名高水平大学（科研机构）副教授或担任相当职务以上的专业人才，年龄一般不超过50周岁；国内申报者应为教育部“长江学者”特聘教授或国家杰出青年基金获得者，具体条件请查阅南开大学人事处相关政策信息。

相关待遇：学校提供年薪人民币约30—35万元（税前），住房补贴和安家费60万元，科研经费文科50万元，理科50—100万。学院提供薪酬补助、科研经费、住房补贴和安家费、实验室办公条件等配套待遇支持。

九、教授岗位

任职要求：人文社会科学类45周岁以下、自然科学类40周岁以下；达到南开大学教授任职条件；在本专业领域得到同行认可的学术带头人。

相关待遇：学校提供年薪人民币约20—25万元（税前），住房补贴和安家费40万元，科研经费文科20万元，理科20—50万

元；学院提供薪酬补助、科研经费、住房补贴和安家费、实验室办公条件等配套待遇支持。

十、副教授岗位

任职要求：35周岁以下；达到南开大学副教授任职条件；具有较大学术潜力的青年学术骨干。

相关待遇：学校提供年薪人民币约15—20万（税前），住房补贴和安家费20万，科研经费文科10万，理科10—20万；学院提供薪酬补助、科研经费、住房补贴和安家费、实验室办公条件等配套待遇支持。

十一、讲师（助理教授）岗位

任职要求：海内外著名高校（或科研机构）毕业博士或出站的博士后，已取得良好的学术业绩，具有较大发展潜力。

相关待遇：学校提供年薪人民币约12万元（税前）。

十二、博士后岗位

任职要求：40周岁以下，博士学位，海内外著名高校（或科研机构）毕业博士，已取得良好的学术业绩，具有较大发展潜力。

相关待遇：学校提供的工资标准不低于讲师岗位（应届博士来校），另可安排博士后公寓住宿，合作导师、课题组、学院给予相应配套待遇支持。

十三、南开大学“百名青年学科带头人培养计划”岗位

任职要求：学科不限，年龄一般在40周岁以下；学术水平居于相关学科领域同年龄段学者前列，已经取得高水平标志性学术成果；具备突出的创新能力和成为学科领军人才的发展潜力。

相关待遇：享受校内最高级别教授岗位的绩效工资，年薪可达20—25万元；专项科研经费资助（理科50万元，文科20万元）；不受职称限制招收博士研究生；优先获得国际化培养和综合性培训指导；在实验办公条件、组建研究团队、搭建科研平台等方面获得重点支持；优先支持申报国家“青年千人计划”、“国家特支计划”青年拔尖人才支持计划、天津市“青年千人计划”等重大人才计划和省部级以上重点项目或重要奖项；采取长周期考核机制，对取得标志性教学科研成果和突出成绩的，学校将给予重点奖励。学院提供薪酬补助、科研经费、住房补贴和安家费、实验室办公条件等配套待遇支持。

十四、人才特区引进岗位

人才特区以国家重点学科、重点研究基地（如国家重点实验室、2011协同创新中心等）为载体，尝试在队伍建设、人员聘用、经费使用等方面给予人才特区一定的特殊政策，赋予更多的自主权和灵活性，如人才特区负责人可在学校批准的范围内资助确定人才特区的岗位设置、聘用方式（3+3考察制）、薪酬待遇、晋升考核办法和经费使用等，支持高层次人才构建高水平创新团队和人才聚集高地，努力营造有利于高层次人才聚集的工作环境和生活环境。

招聘非全职岗位

一、国家“千人计划”创新人才短期项目岗位

任职要求：国家科技、产业和学科建设急需、紧缺领域的领军人才或学术技术带头人，具有世界一流研究水平的著名学者，在海外取得博士学位，年龄一般不超过55周岁，在海外知名高校、科研院所、国际知名企业或金融机构担任正教授或相当职务；从事自然科学、工程技术以及经济金融、管理等领域的研究

工作。学术水平突出者可以破格申报。聘期为3年及以上，每年在学校工作不少于2个月。

相关待遇：国家和天津市共提供100万元人民币一次性补贴（免税）；学校按实际工作时间支付工作津贴（4.2万元/月，税前）。学院提供薪酬补助、科研经费、住房补贴和安家费、实验室办公条件等配套待遇支持。

二、教育部“长江学者奖励计划”讲座教授

任职要求：在海外教学科研一线工作，一般应担任高水平大学教授或相当职务，学术造诣高深，在本学科领域具有重大影响，取得国际公认的重大成就。聘期3年，每年在学校工作2个月以上；学术业绩突出者可破格申报。

相关待遇：国家提供为期三年，3万元/月（免税）的工作津贴；学校按实际工作时间支付工作津贴（3.5—4.2万元/月，税前，与国家提供的工作津贴就高享受）；学院提供薪酬补助、科研经费、住房补贴和安家费、实验室办公条件等配套待遇支持。

三、天津市“千人计划”短期项目岗位

任职要求：学科不限，在海外取得博士学位，副教授以上职务，年龄一般不超过55周岁，学术业绩突出者可破格申报；聘期为3年及以上，每年在学校工作不少于2个月。

相关待遇：天津市提供人民币50万元一次性补助（免税）；学校按实际工作时间支付工作津贴（2.5—3.5万元/月，税前）。学院提供薪酬补助、科研经费、住房补贴和安家费、实验室办公条件等配套待遇支持。

四、南开讲座教授

任职要求：按照国家及天津市申报条件及程序，经批准的国家、天津市“千人计划”创新人才短期项目或教育部“长江学者奖励计划”讲座教授岗位入选者；在海外知名高校、科研院所、国际知名企业以及其他机构担任教授（或相当职务）以上职务的专业人才。在海外教学科研一线工作，年龄一般不超过60周岁，聘期为3年及以上，每年在校工作不少于2个月。

相关待遇：学校根据申报人情况，按实际工作时间分别提供人民币2.5—4.2万元/月（税前）的工作津贴；学院提供薪酬补助、科研经费、住房补贴和安家费、实验室办公条件等配套待遇支持。

五、学院讲座教授

任职要求：在相关学科领域前沿做出突出成就，在海外有较大学术影响力的专业人才，一般在海外知名高校、科研院所担任副教授以上职务。在海外教学科研一线工作，年龄一般不超过60周岁，聘期为3年及以上，每年在校工作不少于2个月。

相关待遇：学院提供薪酬补助、科研经费、住房补贴和安家费、实验室办公条件等配套待遇支持。

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南开大学人事处网址：<http://rsc.nankai.edu.cn>

“南开大学百名青年学科带头人培养计划”申报系统网址：
<http://employment.nankai.edu.cn/WebHR/>（“百名青年学科带头人培养计划”申报系统现正接收报名，欢迎申报）

Call for Global Top Talents

Recruitment Information of Nankai University

Located in Tianjin, China on the border of the sea of Bohai, Nankai University dates back to 1904 with Mr. Yan Xiu and Mr. Zhang Boling' s initiation of the concept of saving the nation through education. Founded in 1919, Nankai University is one of the most renowned and prominent universities. During the development of more than 90 years, Nankai University has been following the motto of *"dedication to public interests, acquisition of all-round capability and aspiration for progress with each passing day"* , persisting in its glorious tradition of *"patriotism, dedication, innovation and love of the community"* and the concept of *"govern the country with arts, strengthen the country with science and enrich the country with business"* . With the objective of *"knowing China and serving for China"* , Nankai University dedicates to cultivating talents, promoting academic prosperity, strengthening the nation' s power and inheriting civilization, and has obtained remarkable achievements.

Nankai University is a key multidisciplinary "985" and "211" Projects university directly under the jurisdiction of the Ministry of Education. It features a balance between the Humanities and the Sciences, a solid foundation and a combination of application and creativity. The University has 22 colleges, covering literature, history, philosophy, economics, management, law, science, engineering, agriculture, medicine, education and arts. Nankai University has been establishing its discipline system in accordance with the needs of economic and social development as well as talents cultivations, and offers 80 undergraduate programs. There are 6 first-level national key disciplines—Theoretical Economics, Applied Economics, History, Mathematics, Chemical Science and Optical Engineering, and 44 second-level national key disciplines. According to ESI statistics in September 2013, our 9 disciplines ranked world top 1%, including chemistry, mathematics, material science, physics, engineering, environmental science, agriculture, clinical medicine, biology and biological chemistry.

Nankai University is famous for its excellent school spirit, attaching great importance to the students' development of all-round capabilities, constantly strengthening their comprehensive quality and innovation ability, and creating an elegant and colorful campus culture. Nankai University has established cooperative relations with more than 300

international well-known universities and academic institutions, launched a number of high-level overseas training programs, and attracted a batch of world-renowned scholars, statesmen and entrepreneurs to give lectures and conduct research cooperation at Nankai University, ensuring the constant enhancement of the international level of teachers and students. With solid knowledge foundation, comprehensive quality, pioneering spirit and practice ability, students of Nankai University have received acknowledgement from all walks of life in China. Among them, late Premier Zhou Enlai, Dr. Shiing-shen Chern, Dr. Ta-you Wu, playwright Cao Yu and Dr. Guo Yonghuai are the outstanding representatives of our alumni.

With the support of Ministry of Education and Tianjin municipal government, the Jinnan new campus of Nankai University is under construction right now. This grand campus is the extension of the present university, with total construction scale of 1.5 million square meters to accommodate 37,000 students. The new campus sets new, applied and inter-disciplines and sets aside College of International Cooperation. In September 2015, 15 colleges of about 13,000 students will move into the new campus such as Faculty of Philosophy, Zhou Enlai School of Government, College of Finance, College of Tourism and Service Management, College of Environmental Science and Engineering, School of Medicine, College of Computer and Control Engineering, etc. The administration and service departments will also move in at the same time to establish a modernized and comprehensive campus with vigor and vitality.

Talents play a crucial role in higher education reform and development and are essential for building a world class university. With an open mind, effective measures and flexible mechanism, Nankai University attracts and cultivates a number of global high-level talents. The overall team strength of the teachers with enthusiasm, professional skills, dedication to public interests and all-round capability is growing steadily.

As always, Nankai University calls for global talents! Nankai University and its colleges will offer competitive support to all kinds of talents in terms of remuneration package, scientific research fund, housing subsidy, research team building, postgraduate admission and international training to create a pleasant working and living environment for making better achievements.

Full-time Positions

1. Innovative Talents Long-term Project of National Thousand Talents Program

Qualifications:

The applicants are supposed to be under 55 years old with overseas PhD degree, in the position equivalent to professor in world leading universities, research institutes, international enterprises or financial organizations, and engaged in the fields of natural sciences, engineering and technology, economy and finance or management, certain disciplines of humanities and social sciences with world class research capability. They are expected to have published several influential academic papers on top magazines in recent 5 years, or be granted international scientific awards or master important experimental skills, key technology of science and engineering. The applicants with outstanding academic performance can break the restrictions mentioned above.

Remuneration:

Experts recruited will be offered one-off subsidy of 2,000,000 RMB in total (Tax Free) from Central budget and Tianjin municipal government. The university provides annual salary of 550,000-800,000 RMB (Pre-tax) and research funding of 2,000,000 RMB to natural sciences and engineering / 500,000 RMB to humanities and social sciences. Besides, the college will offer highly competitive support including remuneration package, scientific research fund, housing allowances, settling-in allowances and great working conditions.

2. National Thousand Young Talents Program

Qualifications:

The applicants are supposed to be engaged in the fields of natural science or engineering technology and be under 40 years, and have a PhD degree granted by a world-famous overseas educational institution with at least 3 years working experience abroad or have a PhD degree granted by top domestic universities with at least 5 years working experience abroad. They should be top young talents in related disciplines with great potential to be academic or technological leaders. The applicants with outstanding academic performance can break the restrictions mentioned above.

Remuneration:

Experts recruited will be offered one-off subsidy of 1,000,000 RMB in total (Tax Free) and research funding of 1,000,000-3,000,000 RMB from Central budget and Tianjin municipal government. The university provides annual salary of 150,000-250,000 RMB (Pre-tax) and research

funding of 500,000 RMB. Besides, the college will offer highly competitive support including remuneration package, scientific research fund, housing allowances, settling-in allowances and great working conditions.

3. Chang Jiang Scholars Distinguished Professor

Qualifications:

The applicants are supposed to be under 45 years old in humanities and social sciences, and under 55 years old in natural sciences and engineering. Overseas applicants should be in the position equivalent to associate professor or above in famous overseas universities or research institutes with PhD degree.

Remuneration:

Experts recruited will be offered post bonus of 200,000 RMB per year (Tax Free) from Central budget for five years, which will be about 350,000-500,000 RMB per year in total together with the annual salary provided by the university. The university provides housing subsidy and setting-in allowance of 600,000 RMB as well as research start-up funding of 500,000-2,000,000 RMB. Besides, the college will offer highly competitive support including remuneration package, scientific research fund, housing allowances, settling-in allowances and great working conditions.

4. Long-term Project for Innovative Talents Tianjin Thousand Talents Program

Qualifications:

The applicants are supposed to be under 55 years old with overseas PhD degree of any research field, in the position equivalent to associate professor or above in world leading universities, research institutes, international enterprises or financial organizations. They should possess world class research capability, have published several influential academic papers on top magazines in recent 5 years, or be granted international scientific awards or master important experimental skills, key technology of science and engineering. The applicants with outstanding academic performance can break the restrictions mentioned above.

Remuneration:

Experts recruited will be offered one-off subsidy of 1,000,000 RMB in total (Tax Free) from Tianjin municipal government. The university provides annual salary of 200,000-350,000 RMB (Pre-tax) and research funding of 200,000-1,000,000 RMB. Besides, the college will offer highly competitive support including remuneration package, scientific research fund, housing allowances, settling-in allowances and great working conditions.

5. Tianjin Thousand Young Talents Program

Qualifications:

The applicants are supposed to be under 40 years old of any research field and have a PhD degree granted by a world-famous overseas educational institution with at least 3 years working experience abroad or have a PhD degree granted by top domestic universities with at least 5 years working experience abroad. They should be top young talents in related disciplines with great potential to be academic or technological leaders. The applicants with outstanding academic performance can break the restrictions mentioned above.

Remuneration:

Experts recruited will be offered one-off subsidy of 500,000 RMB in total (Tax Free) from Tianjin municipal government. The university provides annual salary of 100,000-250,000 RMB (Pre-tax) and research funding of 100,000-500,000 RMB. Besides, the college will offer highly competitive support including remuneration package, scientific research fund, housing allowances, settling-in allowances and great working conditions.

6.Nankai Chair Professor**Qualifications:**

Overseas applicants should be under 55 years old and have selected into the National Thousand Talents Program / Thousand Foreign Experts Program or be in the position equivalent to professor in world leading universities or research institutes with international peer recognition in their research field.

Remuneration:

The university will provide annual salary of 550,000-800,000 RMB (Pre-tax), housing subsidy and setting-in allowance of 1,000,000 RMB (if selected into the Thousand Talents Program, the experts will enjoy the higher standard of housing subsidy and setting-in allowance offered by Central budget and Tianjin municipal government) as well as research funding of 500,000-2,000,000 RMB to natural sciences and engineering / 500,000 RMB to humanities and social sciences. Besides, the college will offer highly competitive support including remuneration package, scientific research fund, housing allowances, settling-in allowances and great working conditions.

7.Outstanding Professor**Qualifications:**

Overseas applicants should be under 50 years old and in the position equivalent to associate professor or above in world leading universities or research institutes with international peer recognition in their research field.

Remuneration:

The university will provide annual salary of 450,000-500,000 RMB (Pre-tax), housing subsidy and setting-in allowance of 600,000 RMB as well as research start-up funding of 500,000-1,000,000 RMB to natural sciences and engineering / 500,000 RMB to humanities and social sciences. Besides, the college will offer highly competitive support including remuneration package, scientific research fund, housing allowances, settling-in allowances and great working conditions.

8.Talent Professor**Qualifications:**

Overseas applicants should be under 50 years old and in the position equivalent to associate professor or above in world leading universities or research institutes.

Remuneration:

The university will provide annual salary of 300,000-350,000 RMB (Pre-tax), housing subsidy and setting-in allowance of 600,000 RMB as well as research start-up funding of 500,000-1,000,000 RMB to natural sciences and engineering / 500,000 RMB to humanities and social sciences. Besides, the college will offer highly competitive support including remuneration package, scientific research fund, housing allowances, settling-in allowances and great working conditions.

9.Professor**Qualifications:**

The applicants are supposed to be under 45 years old in humanities and social sciences, and under 40 years old in natural sciences. They should be academic leaders with peer recognition in related disciplines and meet the qualifications of professorship of Nankai University.

Remuneration:

The university will provide annual salary of 200,000-250,000 RMB (Pre-tax), housing subsidy and setting-in allowance of 400,000 RMB as well as research start-up funding of 200,000-500,000 RMB to natural sciences and engineering / 200,000 RMB to humanities and social sciences. Besides, the college will offer highly competitive support including remuneration package, scientific research fund, housing allowances, settling-in allowances and great working conditions.

10.Associate Professor**Qualifications:**

The applicants are supposed to be young academic teachers with great academic potential, under 35 years old, and meet the qualifications of associate professorship of Nankai University.

Remuneration:

The university will provide annual salary of 150,000-200,000 RMB (Pre-tax), housing subsidy and settling-in allowance of 200,000 RMB as well as research start-up funding of 100,000-200,000 RMB to natural sciences and engineering / 100,000 RMB to humanities and social sciences. Besides, the college will offer highly competitive support including remuneration package, scientific research fund, housing allowances, settling-in allowances and great working conditions.

11.Lecturer (Assistant Professor)

Qualifications:

The applicants are supposed to be doctoral graduates or post-doctors of world leading universities or research institutes at home and abroad, with excellent academic performance and great potential for further development.

Remuneration:

The university will provide annual salary of 120,000 RMB (Pre-tax).

12.Post-doctor

Qualifications:

The applicants are supposed to be doctoral graduates, under 40 years old with a PhD degree, of world leading universities or research institutes at home and abroad, with excellent academic performance and great potential for further development.

Remuneration:

The university will provide the salary equivalent to the standard of lecturer (for fresh doctoral graduates) and apartments for accommodation. They can also enjoy other support from the co-advisors, research groups and related colleges.

13.Hundred Young Academic Leaders Program of Nankai University

Qualifications:

The applicants are supposed to be under 40 years old of any research field, have made symbolic achievements with high-level academic ability among the peers and have great innovative ability and potential to become disciplinary leading talents.

The successful applicants will be given the following support:

They will enjoy performance-based pay of the highest level of professors up to 200,000-250,000 RMB per year; get special research funding of 500,000 RMB to natural sciences and engineering and 200,000 RMB to humanities and social sciences; admit doctoral students without title barrier;

obtain international cultivation and comprehensive training instruction with priority; get strong support in experiment and working conditions, building research teams and establishing research platforms; apply for major talents programs, projects and awards of provincial level or above with priority, such as the National Thousand Talents Program, the Top Young Talents of National Special Support Program (Program for Supporting Top Young Talents), Tianjin Thousand Talents Program, etc.; get reward from the university for remarkable achievements in teaching or scientific research, based on a long-term evaluation system. The college will offer highly competitive support including remuneration package, scientific research fund, housing allowances, settling-in allowances and great working conditions.

14.The Talent Zone

Based on national key disciplines and research bases (e.g. state key laboratories and 2011 collaborative innovation center), the Talent Zone is given more autonomy, flexibility and special policies on team building, staff employment, use of funds, etc. The Talent Zone can formulate its own ways of management such as job setting, employment mode (3+3 tenure track), remuneration packages, promotion and assessment methods and use of funds approved by the University, so as to help establish innovative talent team and build a pleasant working and living environment for the talents.

Part-time Positions

1.Innovative Talents Short-term Project of National Thousand Talents Program

Qualifications:

The applicants are supposed to be leading talents or academic and technological leaders in the most needed areas of national science and technology, industry and discipline constructions, under 55 years old with overseas PhD degree, and work as professor or in other equivalent position in world leading universities, research institutes, international enterprises or financial organizations. They should be engaged in the fields of natural sciences, engineering and technology, economy and finance or management. The applicants with outstanding academic performance can break the restrictions mentioned above. They should be able to work at Nankai University for at least two months per year for at least three years.

Remuneration:

Experts recruited will be offered one-off subsidy of 1,000,000 RMB in total (Tax Free) from Central budget and

Tianjin municipal government. The university will pay the allowances according to the actual working days (42,000 RMB per month, pre-tax). Besides, the college will offer highly competitive support including remuneration package, scientific research fund, housing allowances, settling-in allowances and great working conditions.

2.Chang Jiang Scholars Chair Professor

Qualifications:

The applicants are supposed to be currently working on teaching or scientific research and in the position equivalent to professor in high-level universities with great academic influence and internationally acknowledged achievements. They should be able to work at Nankai University for at least two months per year for at least three years. The applicants with outstanding academic performance can break the restrictions mentioned above.

Remuneration:

Experts recruited will be offered post bonus of 30,000 RMB per month (Tax Free) from Central budget for three years. The university will pay the allowances according to the actual working days (35,000-42,000 RMB per month, pre-tax; the experts will enjoy the higher standard compared with the allowances offered by Central budget). Besides, the college will offer highly competitive support including remuneration package, scientific research fund, housing allowances, settling-in allowances and great working conditions.

3.Tianjin Thousand Talents Short-term Program

Qualifications:

The applicants are supposed to be under 55 years old and in the position of associate professor or above, with overseas PhD degree of any research field. The applicants with outstanding academic performance can break the restrictions mentioned above. They should be able to work at Nankai University for at least two months per year for at least three years.

Remuneration:

Experts recruited will be offered one-off subsidy of 5000,000 RMB in total (Tax Free) from Tianjin municipal government. The university will pay the allowances according to the actual working days (25,000-35,000 RMB per month, pre-tax). Besides, the college will offer highly competitive support including remuneration package, scientific research fund, housing allowances, settling-in allowances and great working conditions.

4.Nankai Lecture Professor

Qualifications:

The applicants are supposed to be lecture professors of Innovative Talents Short-term Project of Thousand Talents Program (national or Tianjin) or Chang Jiang Scholars Chair Professors, or professional talents in the position equivalent to professor or above in world leading universities, research institutes, international enterprises or other organizations. They are expected to be currently working on teaching or scientific research, under 60 years old, and be able to work at Nankai University for at least two months per year for at least three years.

Remuneration:

The university will pay the allowances according to the actual working days (25,000-42,000 RMB per month, pre-tax). Besides, the college will offer highly competitive support including remuneration package, scientific research fund, housing allowances, settling-in allowances and great working conditions.

5.College Lecture Professor

Qualifications:

The applicants are supposed to be in the position equivalent to associate professors or above in famous overseas universities or research institutes with outstanding achievements and international academic influence in related disciplines. They are expected to be currently working on teaching or scientific research, under 60 years old, and be able to work at Nankai University for at least two months per year for at least three years.

Remuneration:

The college will offer highly competitive support including remuneration package, scientific research fund, housing allowances, settling-in allowances and great working conditions.

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"Hundred Young Academic Leaders Program" is now open for application, please visit

<http://employment.nankai.edu.cn/WebHR>

for more information.