

国家“双一流”建设高校，江苏省高水平大学建设高校



南京信息工程大学
Nanjing University of Information Science & Technology

南京信息工程大学高层次人才招聘启事

(2022年春季)

一、学校概况

兰蕙九畹，弦歌不辍，甲子峥嵘华彩慕；
舸舰千发，奋进争先，六秩风正扬帆时。

南京信息工程大学享有“气象人才摇篮”之美誉，在地球科学领域具有世界性影响力。其前身南京气象学院始建于1960年，1978年被国务院确定为全国重点大学，2004年更名为南京信息工程大学，2017年入选国家“双一流”建设高校和江苏高水平大学建设高校，目前已形成江苏省人民政府、教育部、中国气象局、国家海洋局以及中国科学院大学等多方共建机制。学校主校区位于南京江北新区（国家级新区）核心区龙王山北麓，另建有金牛湖产教融合园区、江北新区大学科技园以及雨花台区文旅园区。

经过60年发展，学校已形成以大气科学为中心，以地球科学、信息工科为主体，理、工、管、文、艺多学科综合协调发展的良好格局。近年来在国际主流大学排行榜的综合排名迅速上升，2020年分别位列泰晤士、U. S. News、ARWU、QS四大全球大学排行榜内地高校第28位、第39位、第45位、第60位。现有7个一级学科博士点、2个交叉学科博士点、44个一级学科（专业）硕士点以及75个本科专业，并设有4个博士后流动站。大气科学在学科评估中连续两轮名列全国第一，地球科学、工程学、计算机科学、环境科学与生态学、化学、材料学、农业科学等7个学科跻身ESI全球排名前1%。

学校拥有一支高水平师资队伍，现有专任教师2100余人，博士化率85.24%，国际化率（一年以上）达67.22%。专任教师包括中国科学院院士2名，海外院士、国家杰青、国家特聘专家、教育部特聘教授、万人计划领军人才、百千万人才工程国家级人选、国家973计划（重点研发计划）首席科学家等国家级人才90多人，江苏特聘教授、江苏双

创人才、省教学名师等各类省部级人才 400 多人。现有省部级以上教学科研团队 39 个。

一流学科建设成效显著，大气科学拔尖学生培养基地成功入选教育部基础学科拔尖学生培养计划 2.0 基地，为全国首批唯一入选省属高校。2020 年获批国家级科研项目 180 余项，全校教师人均科研经费位居全国高校第 37 位。新引进人才质量持续提升，2020 年度省重点引才项目入选数位列江苏高校第三、省属高校第一。

“聚天下优秀人才，建世界一流学科”。为打造“有高度、有气度、有温度”的一流特色高水平大学，学校不断创新人才政策，为青年才俊成长成才提供良好的生态环境、宽广的发展平台以及极具竞争力的薪酬待遇。热忱欢迎海内外优秀人才加盟，携手谋发展，同心创辉煌！



二、招聘政策

2022 年，我校秉承“开放、协同、特色”发展理念，积极探索人才发展“新模式”，构建人才培育“新生态”，打造人才集聚“新高地”，全面落实人才工程“N+10”政策，以人才优先战略引领学校跨越发展。

（一）基本要求

具备较高的政治觉悟，良好的个人品德、学术道德和职业道德，教学能力强，学术水平高，爱国守法、敬业爱生、治学严谨、为人师表、身心健康，具有较强的团队协作精神。

（二）引才方式

1、岗位编制

新引进人才岗位分为 6 种类型：（1）高端人才；（2）龙山学者；（3）优秀师资；（4）双创人才；（5）博士后。

◆前三类岗位（教学科研岗教师）直接给予高校事业编制，入职后享有江苏省政策

规定的公积金、住房补贴、社会保险等法定待遇，以及学校提供的各项福利待遇。

◆**双创人才（非教学科研岗教师）**视具体情况给予高校事业编制或人事代理岗位，按照政策规定享有相关待遇和校内福利。

◆**师资博士后**采用年薪制，签署工作协议（2—3年），出站后根据协议约定任务进行考核，合格者给予正式教师岗位以及高校事业编制。

◆**非师资博士后**采用年薪制，出站后可参加学校人才招聘，同等条件下优先录取。

提示：南京信息工程大学不采用“非升即走”或类似招录模式，不实行竞争性淘汰！

2、协议聘期

◆引进人才服务期一般为10年，服务期满按照江苏省人社厅政策予以续聘。

◆**龙山学者（年薪制）**聘期前5年薪酬按照协议约定标准发放，聘期后5年的年薪额度根据聘期前5年的工作业绩评估情况确定。

3、入职考核

◆**考核指标：**师德师风、科研成果、教学能力、科研潜力等。

◆**考核方式：**采取综合评估方式，设定总积分要求和科研能力单项要求。科研成果统计周期为近五年（精确到半年）。

◆**考核系数：**应届博士毕业生总积分要求按照1.0系数执行；从事2年以上博士后或教学科研工作的，总积分要求按照1.2系数执行；从事5年以上博士后或教学科研工作的，总积分要求按照1.5系数执行。

◆**录用规则：**同时符合人才引进总积分要求、科研能力单项要求且通过学院、学校面试的，可录用为我校正式教师。未达到学科引进总积分或科研能力单项要求但高于总积分标准70%的，可申请师资博士后岗位。

（二）薪酬制度

1、薪酬标准（非年薪）

应届博士入职后，基本工资、基础绩效以及公积金、住房补贴和社会保险按照事业单位规定标准发放和缴纳，奖励性绩效参照副教授标准发放。

2、龙山学者（年薪制）

学校实施“龙山学者支持计划”，符合条件的教师均可申报，分六个层次，年薪20—150万不等，考核方式灵活。

3、人才特区

学校设立人才特区，信息工科、统计学等紧缺学科新引进人才的薪酬待遇（年薪、

安家费)在现有标准基础上适当上浮。

(三) 安居政策

1、安家费

学校提供安家费或安置费(外籍人员),此项费用不含国家和省部级人才项目经费以及其他非本校人才补贴。新教师进档入编手续办理完成后即可申领安家费,首次申请额度最高可达80%,其余部分在获批1项国家级科研项目后予以发放(一次性或按月发放均可)。

2、租房补贴

学校为新教师提供校内过渡房(乙方须支付少量租金以及水电气等费用)或24个月的住房补贴(博士、博士后和副教授1000元/月,教授1200元/月,外籍教师1500元/月),两者选一。同时,可申请南京江北新区免租“拎包入住”人才公寓,以及研习、面试、租房、名校优生等补贴。

3、购房政策

◆学校已启动校本部人才公寓三期建设项目(非产权房),全部为精装修房(含统一供暖)。

◆即将启动金牛湖产教融合园区人才公寓建设项目(产权房),毗邻金牛湖风景区和地铁S8线南信大北站(规划)。

◆《南京市人才安居办法》中的A—E类人才、取得博士学位的人才,可享受优先购买南京市商品房服务。

4、旅费报销

◆报销就读或就业单位至我校面试的旅费(往返)以及来校报到旅费(单程):国内额度不超过0.75万元人民币,亚洲、澳洲地区额度不超过1.8万元人民币,其他地区额度不超过2.4万元人民币。

◆港澳台籍与外籍教师年度考核合格的,年底一次性发放旅费补贴:亚洲、大洋洲国家或地区为1万元人民币/年/人,欧洲、北美洲、南美洲、非洲国家或地区为1.5万元人民币/年/人。

5、其他福利

开放体育馆、健身房和恒温游泳馆,以及全校区集中供暖等生活配套服务。

(四) 职称政策

1、正常晋升渠道

获得博士学位后，取得讲师（助理研究员）资格并受聘讲师（助理研究员）职务 2 年，可参评副教授（副研究员）；取得副教授（副研究员）资格，并受聘副教授（副研究员）职务 5 年，可参评教授（研究员）。具体要求可参照《南京信息工程大学专业技术职务评聘工作及各系列资格条件》。

2、破格晋升渠道

（1）近三年引进的海外高层次人才，可申报“江苏特聘教授”。

（2）与我校签订工作协议或入职不满 6 月的优秀高层次人才，可不受职称、资历等条件限制，直接申报（含同级转评）副教授。

（3）入职不满 3 年的优秀高层次人才，可不受职称、资历等条件限制，直接申报教授（研究员）；在职副高级职称人员在教育教学、科学研究、技术应用等方面取得突出业绩或标志性成果者，也可直接申报教授（研究员）。

提示：根据人社部政策规定，高校职称评审须经过法定程序（含推荐、外审、高评委投票、公示等环节），且须报省级人事部门备案。

（五）子女教育

学校依托教师教育学院，于 2021 年 3 月正式成立“南信大基础教育集团”。教职工子女可就读集团下辖或合作学校，包括：

南信大附属幼儿园（公办省级示范幼儿园，校内家属区）；

南信大附属实验小学（公办省级示范小学，6 年制，距离 1 公里）；

南信大附属高新实验小学（公办省级实验小学，6 年制，距离 1 公里）；

南信大附属中学（与育英二外联合办学，3 年制，距离 1 公里）；

南京江北新区扬子一中（公办省级示范中学，3 年制，距离 2 公里）；

浦口外国语学校高新分校（9 年制，距离 2 公里）。

（六）其他保障

1、团队建设政策

全面实施“团队化”建设，采取“PI 制”团队管理模式；对标国家级人才计划，支持优秀青年学者自主组建团队，团队人员编制数量不受限制。

2、导师资格申请

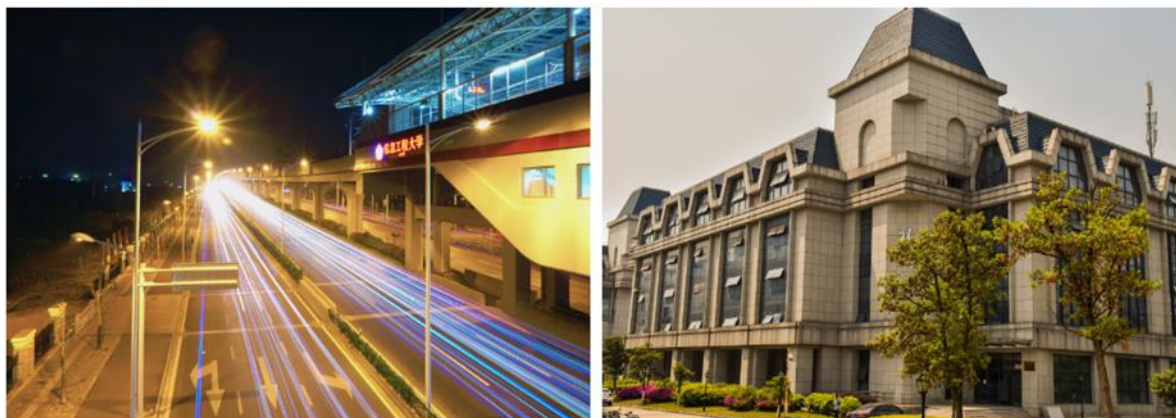
具有博士学位（讲师）即可申报硕士生导师资格，具有副教授职称即可申报博士生导师资格。

3、人才项目申报

依托“龙山学者支持计划”和人才联络与服务系统，向高层次人才提供科研平台建设、科研和人才项目申报、生活服务等一站式、个性化、菜单式服务。

4、行政服务支持

实现一般事务“全程一键通”、审批服务“最多跑一次”、投诉服务“两小时响应”、财务报销“网络一体化”，人才服务“一站式到位”。



三、招聘类型及待遇

(一) 高端人才

高端人才招聘主要通过“校长面对面”形式进行。学校提供往返差旅费、免费食宿和接送服务，并安排专人陪同。具体规定详见人事处网页《南京信息工程大学高端人才“校长面对面”活动公告》。

1、高端人才类型

(1) A类人才

中国科学院或工程院院士；发达国家科学院院士或工程院院士；诺贝尔奖、罗斯贝奖、图灵奖、菲尔兹奖等国际知名奖项获得者；在世界一流大学、科研机构任职的国际知名学者。

(2) B类人才

国家杰青获得者、国家特聘教授（含创业类）、教育部奖励计划特聘教授、万人计划领军人才；基金委创新研究群体带头人、国家级（三大）科技奖第一完成人、国家级教学名师、国家重点学科带头人、中国社会科学院学部委员、海外著名大学终身教授等，年龄一般不超过50周岁。

(3) C类人才

国家“优秀青年科学基金（含海外项目）”获得者、教育部奖励计划青年学者、国家

“海外引才计划”青年学者、万人计划青年拔尖人才等优秀青年人才，以及国家“百千万人才”、科技部中青年科技创新领军人才、国防科技工业杰出人才等，年龄一般不超过45周岁。

2、高端人才待遇

纳入“龙山学者支持计划”，提供优厚的薪酬待遇（实行年薪制），同时在安家费、住房、科研启动经费、办公和实验设施、研究生和博士后招收指标等方面给予全方位支持（一人一议），相关标准见表1。

表1 高端人才（校长面对面）引进待遇标准（单位：元）

人才类别	年薪	安家费和住房待遇	科研启动费	其他待遇
A类人才	150万起	安家费600—2000万；提供人才公寓过渡房或租房补贴，可优先申购学校人才公寓	面议	符合政策要求的按事业编制引进；聘任正高岗位；协助组建科研团队；在博士、博士后招收计划上予以倾斜
B类人才	100万起	安家费400万起；提供人才公寓过渡房或租房补贴，可优先申购学校人才公寓	学校配套200—1000万（人文社科50万起）	
C类人才	80万起	安家费200万起；提供人才公寓过渡房或租房补贴，可优先申购学校人才公寓		

（二）龙山学者

1、龙山学者（大陆籍）

该人才计划坚持“自由申报、择优培育、目标考核、动态管理”原则，新引进人才以及在职在岗教师均可申报。相关政策可咨询工作人员。

经评估具有良好发展潜力，有望冲击江苏省和国家级人才项目的高层次人才，可申请“龙山学者支持计划”第六至第三层次。

表2 “龙山学者支持计划”层次与待遇

支持层次	第一层次	第二层次	第三层次	第四层次	第五层次	第六层次
年薪/万元	100—150	80—100	60—80	40—60	30—40	20—30

◆“龙山计划”分六个层次，考核依据《成果认定和积分标准》、各层次积分要求以及目标任务书，采取量化考核方式。

◆申报人员积分核算周期以及入选人员培养、考核周期均为五年。积分来源不限，本计划认可的各类成果（参照《“龙山学者支持计划”成果认定与积分标准》）均可纳入积分。

◆新教师（一年内）申报本计划的，参照《南京信息工程大学人才引进评估积分表（2021版）》。

2、港澳台籍教师

◆港澳台籍高层次人才应取得博士学位，教学和科研能力较为突出。参照龙山学者相关政策执行，考核方面采用积分制或个性化（协议约定）考核方式。

◆年薪人民币30万元以上，参照优秀师资提供安家费或安置费；办理南京市社会保险；提供租赁型人才公寓或租房补贴（1500元/月）；按照政策发放旅费补贴（1万元人民币/年/人）。

3、非华裔外籍教师

◆非华裔外籍教师应取得博士学位，能够熟练使用英文讲授专业课程，且具备较高科研能力。参照龙山学者相关政策执行，考核方面采用积分制或个性化（协议约定）考核方式。外籍教师首聘期一般为5年，其中试用期1年。

◆年薪人民币30万元以上，提供不低于5万元安置费；办理南京市社会保险；提供租赁型人才公寓或租房补贴（1500元/月）；按照政策发放旅费补贴（1-1.5万元人民币/年/人）。

◆拟聘学院在校内为外籍教师配备一名青年教师担任专职联络员，负责协助外籍教师处理校内外相关事宜。

4、非华裔外籍语言教师

◆语言类外籍教师（非华裔）应来自英国、美国、澳大利亚、加拿大、新西兰、爱尔兰等母语为英语的国家，具有学士及以上学位以及2年及以上英语语言教学经验。教育类、语言类或师范类专业对工作经验不作要求。

◆年薪不低于18万元人民币（税前）；提供专有人才公寓（装有空调、热水器、冰箱、洗衣机和基本家具）一套或租房补贴1500元/月（税前，随工资发放），两者选一。60岁以内的（含60）统一参加社保，60岁以上的，学校购买商业保险，按照政策发放旅费补贴（1-1.5万元人民币/年/人）。

（三）优秀师资

面向国内外知名高校或科研机构招聘优秀博士（后）、讲师、副教授和教授（或相当职称者），具有1年及以上海外研修经历者优先。优秀博士（后）年龄一般在35周岁以下，其他人员年龄可适当放宽。

优秀师资分为11个学科类别，分别设定综合评估积分和科研能力单项要求，原则上须同时满足两个指标。正式录用人员给予高校事业编制，提供安家费、科研启动经费、租房补贴等，相关标准见表3。

表3 优秀师资引进基本要求与参考待遇（单位：元）

序号	学科门类	引进标准（同时具备）		基准待遇		备注
		综评积分	科研能力单项要求	安家费	科研启动经费	
1	地球科学	1000	二区或同等级论文4篇（折算后），原则上须有一区论文1篇（备注学科方向不作要求）	≥60万	≥20万	①天气动力学、数值模式、海洋技术、地图学与地理信息系统按0.7系数执行； ②人文地理按0.6系数执行
2	环境生态	1000	二区或同等级论文4篇（折算后），原则上须有一区论文1篇	≥60万	≥20万	
3	数学与统计学	600	学术论文3篇（折算后），其中二区或同等级论文1篇（统计学不作要求）	≥60万	≥20万	①统计学按0.7系数执行
4	物理学	1000	物理类期刊二区或同等级论文5篇（折算后）或一区2篇	≥60万	≥20万	
5	化学材料	1500	二区或同等级论文8篇（折算后），其中一区或同等级论文3篇；备注学科方向要求二区或同等级论文4篇以上，其中一篇为影响因子≥10的本学科顶级期刊	≥60万	≥20万	①高分子化学、分析化学、材料学（生物医用材料方向）、柔性电子材料与器件按0.7系数执行； ②材料加工工程方向按0.6系数执行
6	信息工科/其他工科	700	二区或同等级论文2篇（折算后），其中博士点学科要求3篇（折算后）；备注学科方向要求SCI三	≥60万	≥20万	①人工智能、云计算、软件工程、计算机体系结构、电气工程、机械工程按0.7系数执行；

			/四区或同类论文 3 篇(折算后), 其中二区或同等级论文 1 篇			②集成电路按 0.6 系数执行
7	经济管理 I 类	600	CSSCI 论文 3 篇以上 (SCI/SSCI 论文可按学校规定折算), 其中二区或同等级论文 1 篇(备注学科方向不作要求)	≥55 万	≥15 万	①财政学(含税收学)、金融学(含保险学)、会计学、财务管理按 0.6 系数执行
8	经济管理 II 类	900	CSSCI 论文 5 篇以上 (SCI/SSCI 论文可按学校规定折算), 其中二区或同等级论文 2 篇	≥55 万	≥15 万	
9	人文社科	500	CSSCI 论文 2 篇或权威论文 1 篇	≥50 万	≥10 万	①马克思主义理论、课程与教学论、外国语言文学(含国际教育)按 0.7 系数执行
10	其他类别	≥350	根据学科需要制定具体考核标准	≥50 万	≥5 万	①体育学科研启动费基准为 5 万, 美术学、设计学科研启动费基准为 10 万; ②硕士层次专业教师要求学科等级(本科、硕士)为 A+/A

注: ①积分核算办法、学科分类可参照附件《南京信息工程大学引进人才综合评估积分表(2021 版)》;
②学术论文可从高向低折算(不可逆向折算), 如 1 篇 SCI 一区论文可折算为 2 篇 SCI 二区论文。

(四) 双创人才

双创人才引进单位应是国内外高水平科技研发机构或技术领先的高新技术企事业单位、权威咨询机构等。

1、高端人才类型

(1) A 类人才

- ◆一般应具有博士学位和正高职称; 年龄一般不超过 50 周岁, 高技能创新人才可放宽至 60 周岁;
- ◆获批“四青人才”等国家级人才工程项目或具备相当水平;
- ◆有 5 年以上在国内外知名企业、科研单位及相关机构从事研发、技术技能或管理教育培训等岗位工作经历;
- ◆聚焦科技创新前沿领域, 注重关键核心技术攻关突破和重大科技创新成果转化;

有丰富的科研团队管理经验，所在团队有一流高水平成果。

(2) B类人才

◆一般应具有博士学位和正高职称；年龄一般不超过 45 周岁，特别优秀的人才可放宽至 50 周岁；

◆获批江苏双创人才、江苏特聘教授、“333 工程”第一、二层次培养对象等省部级人才项目或具备相当水平；

◆有 3 年以上在国内外知名企业、科研单位及相关机构从事研发、技术技能或管理教育培训等岗位工作经历；

◆有较为丰富的科研团队管理经验，团队有高水平科研成果。

(3) C类人才

◆一般应具有博士学位或副高以上职称；年龄一般不超过 40 周岁，特别优秀的可以放宽至 45 周岁；

◆在国内外知名企业担任中高级职务、工作业绩突出、在业界有一定影响；

◆曾在企业、科研单位及相关机构核心科研团队担任学术/技术骨干，所在团队取得显著成果。

2、双创人才待遇

学校为签订全职聘用合同且人事档案转入学校的高层次人才提供优厚的薪酬待遇，同时在安家费、住房、科研启动经费等方面给予全方位支持（一人一议），相关标准见表 4。

表 4 双创人才引进待遇标准（单位：元）

引进人才类别	基础年薪	奖励性绩效工资	安置费及社保	科研启动费	其他聘用待遇
A 类	30-50 万	根据科研到账经费情况按比例奖励	安置费 30 万以上；按照国家相关政策缴纳社会保险	科研启动经费根据人才工作需要另行商议	给予人事代理岗位，优秀且符合政策的给予事业编制岗位
B 类	20-30 万		安置费 20 万以上；按照国家相关政策缴纳社会保险		
C 类	按照学校当年待遇政策提供基本工资、基础性绩效工资		安置费 5-20 万；按照国家相关政策缴纳社会保险		

(五) 博士后

招聘在国（境）内外获得博士学位，有意来我校从事博士后研究工作的人员（含外

籍人员)。博士后申请者一般应为获得博士学位不超过 3 年的博士毕业生，年龄在 35 周岁以下。

1、统招博士后

统招博士后实行年薪制（协议工资，税前），具体标准见表 5。年薪由学校和合作导师共同确定承担，年薪 25 万元起。

表 5 博士后待遇标准（单位：元）

博士后类别	年薪（人民币）	其他
博士毕业学校为全球排名 100/200/300（最新版 QS 世界大学排名）	50/40/35 万起	享受与正式教职工相同的工会福利、餐补、科研奖励等，另提供租房补贴（1000 元/月）
博士毕业学校为国内一流大学建设高校	35 万起	
一流学科建设高校/博士毕业学科为 A+类	30 万起	
其他	25 万起	

2、双创博士后

◆双创博士后属于统招博士后，须满足统招统分博士后招收要求，一般由学校、导师与企业（非高校机构）共同招聘。

◆相关待遇：①薪酬由学校、企业、导师和博士后四方共同商定，分为学校薪酬及企业薪酬两部分，发放时间为 2—3 年；②学校每年提供 10 万元基础薪酬，按规定为博士后缴纳社保及公积金，并提供与其他统招博士后相同的服务、工会福利、餐补、租房补贴等；③企业薪酬一般不低于 15 万元/年，按协议执行；④双创博士后无需导师提供配套经费。

3、在职博士后

◆支持校内外人员从事在职博士后研究，不兑现待遇；校内教师按时出站者奖励 1 万元人民币，校外人员按时出站者奖励 2 万元人民币。

◆博士后项目申报纳入科技处管理范畴（接受指导），实行“双重管理”。

◆获批国家级博士后项目给予 2 万元配套经费，省级项目给予 1 万元配套经费。



四、招聘专业

各院部人才需求计划详见《南京信息工程大学 2021 年各院部人才需求计划表》，涉及学科方向包括但不限于：

大气科学、环境科学与工程、生态学、农业资源与环境、海洋科学、水文与水资源工程、水利工程、地理学、遥感科学与技术、测绘科学与技术、地球物理学、数学、统计学、系统科学、物理学、光学工程、材料科学与工程、电子科学与技术、信息与通信工程、计算机科学与技术、网络空间安全、软件工程、控制科学与工程、仪器科学与技术、电气工程、机械工程、人工智能、管理科学与工程、工商管理、理论经济学、应用经济学、金融学、会计学、公共管理、法律、科学技术史、马克思主义、外国语言文学、艺术学、建筑学、教育学、教育学（课程与教学论）、心理学。



五、应聘方式

我校人才招聘工作常年进行，请通过以下形式应聘：

1、应聘高端人才（“校长面对面”活动），请填写《南京信息工程大学海内外高端人才“校长面对面”活动申请表》和个人简历，发送至活动邮箱：gdr@nuist.edu.cn。邮件主题：“校长面对面”活动+姓名+所在单位+专业。学校进行审核后，会在 5 个工作日

内向符合条件的优秀人才发送邀请函。

2、应聘龙山学者、优秀师资（含师资博士后）、港澳台籍教师以及专业类外籍教师（非华裔）四类人员，请将相关材料电子版发送至招聘专用邮箱：zp@nuist.edu.cn。邮件主题：“南信大 2021 年招聘+应聘**学院+姓名”。应聘优秀师资人员需提供以下材料：

- (1)《南京信息工程大学高层次人才应聘申请表》；
- (2) 学历、学位、职称证明、获奖证书扫描件；
- (3) 近五年 3—5 篇代表作扫描件及科技查新机构出具的 SCI/SSCI/CSSCI 等论文检索报告扫描件。

3、应聘语言类外籍教师（非华裔）人员，请将相关材料电子版发送至招聘专用邮箱：nuist_recruit@163.com。邮件主题：“南信大 2021 年招聘+语言类外籍教师+姓名”。

4、应聘双创人才，请填写《南京信息工程大学高层次人才应聘申请表》，发送至活动邮箱：gdr@nuist.edu.cn。邮件主题：双创人才+应聘**学院+姓名。

5、应聘博士后（双创博士后）人员请将简历材料发送至博士后招聘专业邮箱：bsh@nuist.edu.cn，同时与相关学院（学科）导师联系。



六、联系与咨询

1、各学院联系人和联系方式详见需求计划表。

2、对应聘龙山学者、优秀师资、港澳台籍教师以及专业类外籍教师（非华裔）人员简历，人事处进行初审并及时转发给相应专业学院，各学院及时组织专家进行评估并及时反馈结果，学校每月组织一次集中面试（寒暑假除外）。

3、人才招聘部门及联系方式：

◆应聘“校长面对面”活动（高端人才）：86-25-58731027（丁妮），邮箱：gdr@nuist.edu.cn

◆应聘龙山学者、优秀师资、港澳台籍教师以及专业类外籍教师（非华裔）：

86-25-58235197 (华蓉、张文杰), 邮箱: zp@nuist.edu.cn

◆应聘语言类外籍教师: 86-25-58695667 (周娟娟), 邮箱: nuist_recruit@163.com

◆应聘博士后: 86-25-58235195 (朱玥), 邮箱: bsh@nuist.edu.cn

◆反馈与投诉: 86-25-58731317 (施威), 邮箱: shiwei@nuist.edu.cn

通讯地址: 210044 南京市宁六路 219 号南京信息工程大学人事处

国家“双一流”建设高校、江苏省高水平大学建设高校



南京信息工程大学
Nanjing University of Information Science & Technology

Nanjing University of Information Science and Technology High-level Talent Recruitment Notice (Spring 2022)

I. School Profile

The fragrance of orchids is rich and enlighten people, sixty years of extraordinary years' people admire

Go courageously strive for the previous advancement, sixty years of prosperity and ready to set sail

Nanjing University of Information Science and Technology enjoys the reputation of "China's cradle of meteorological talents" and has a worldwide influence in the field of earth sciences. Its predecessor, Nanjing Institute of Meteorology, was founded in 1960. In 2004, Nanjing Institute of Meteorology was renamed Nanjing University of Information Science and Technology. In 2017, it was selected as a national "Double First-Class" construction university and a Jiangsu high-level university construction university. It has successively realized the joint construction of the Jiangsu Provincial People's Government, the Ministry of Education, the China Meteorological Administration, and the State Oceanic Administration. The school's main campus is located at the northern foot of Longwang Mountain, the core area of Nanjing Jiangbei New Area (National-level New Area), Jinniu Lake Industry-Education Integration Park, Jiangbei New Area University Science and Technology Park, and Yuhuatai Cultural Tourism Park.

After 60 years of development, our school has formed a good pattern of comprehensive and coordinated development of science, engineering, management, culture, and art with atmospheric science as the center, earth science, and information engineering as the main body. In recent years, the school's comprehensive ranking in the international mainstream university rankings has risen rapidly. In 2020, it ranked 28th, 39th, 45th, and 60th among mainland universities in the four major global university rankings of Times, U.S. News, ARWU, and QS. There are currently six first-level discipline doctoral programs, 36 first-level discipline (professional) master programs, 75 undergraduate programs, and four post-doctoral mobile stations. Atmospheric science ranks first in the country for two consecutive rounds of discipline evaluation. Six disciplines, including earth science, engineering, computer science, environmental science and ecology, chemistry, and agricultural science, rank among the top 1% of the ESI global rankings; computer science has entered the top 1% of ESI's global ranking.

The school has a high-level teaching staff, with more than 2100 full-time teachers, a doctoral rate of 85.24%, and an internationalization rate (more than one year) of 67.22%. Full-time teachers include two academicians of the Chinese Academy of Sciences, more than 90 national levels talents such as overseas academicians, national outstanding young scholars, notable national experts, particular professors of the Ministry of education, leading talents of the ten thousand talents program, national million talents, chief scientists of the national 973 Program (key R & D program), and more than 400 provincial and ministerial level talents such as Jiangsu exceptional professors, Jiangsu innovation and entrepreneurship talents, and provincial famous teachers. There are 39 teaching and research teams at or above the provincial and ministerial levels.

In 2020, the training base for top-notch students in atmospheric sciences was successfully selected as the 2.0 base of the top-notch student training program for basic disciplines of the Ministry of Education, becoming the first batch of provincial universities in the country; more than 180 national-level scientific research projects have been approved, and the per capita scientific research funding of the whole school ranks 37th among universities in the country; the quality of newly introduced talents continues to improve, and the number of selected key talent introduction projects ranks third in Jiangsu universities and first in provincial universities.

"Gather outstanding talents from all over the world and build a world-class discipline." In order to build a first-class, high-level university with "highness, tolerance, and temperature," the school continues to innovate its talent policy to provide young talents with an excellent ecological environment, a broad development platform, and highly competitive remuneration packages. We warmly welcome outstanding talents at home and abroad to join us, join hands to seek development, and create brilliance together!



II. Recruitment Policy

In 2022, our school will adhere to the development concept of "openness, coordination and characteristics", actively explore the "new model" of talent development, build a "new ecology" for talent cultivation, and create a "new highland" for talent gathering. We will fully implement the "n + 10" policy of the talent project and lead the school's leap forward development with the talent priority strategy.

1. Basic Requirements

The candidates are required to have high political awareness, good personal morality, academic morality and professional ethics, strong teaching ability, high academic level, patriotism and law-abiding, dedication and love for students, rigorous scholarship, good example, physical and mental health, and strong team spirit.

2. Ways to Introduce Talents

(1) Positions authorized strength

The newly introduced talent positions are divided into 5 types: ① High-end Talents; ② Longshan Scholars; ③ Excellent Teachers; ④ Double Innovative Talents; ⑤ Post-doctoral.

◆ **First three types of posts (teaching and scientific research post teachers) are directly given to colleges and universities authorized strength.** After entering the job, they will enjoy the statutory benefits such as provident fund, housing subsidies, social insurance and other benefits provided by the school as stipulated in the policies of Jiangsu Province.

◆ **Double Innovative Talents (Non-teaching and scientific research post teachers)** Depending on the specific circumstances, they will be given the authorized strength or personnel agency in colleges and universities, and they will be entitled to relevant treatment and school benefits in accordance with the policy.

◆ **Post-doctorate** adopt an annual salary system. After leaving the station, they can participate in the school's recruitment, and they will be given priority under the same conditions.

Note: Nanjing University of Information Science and Technology does not adopt "no promotion or leave" or similar recruitment modes, and no competitive elimination!

(2) Term of Appointment by Agreement

◆ The service period for the introduction of talents is generally 10 years. When the service period expires, the recruitment will be renewed in accordance with the policies of the Jiangsu Provincial Department of Human Resources and Social Security.

◆ Longshan Scholars (annual salary system) are paid according to the agreed standard for the first 5 years of the employment term, and the annual salary for the 5 years after the appointment term is determined based on the evaluation of the work performance in the first 5 years of the appointment term.

(3) Entry Assessment

◆ Assessment indicator: teacher's ethics and demeanor, scientific research achievements, teaching ability, scientific research potential, etc.

◆ Assessment method: adopt a comprehensive evaluation method to set total points requirements and individual requirements for scientific research ability. The statistical cycle of scientific research results is the last five years (accurate to half a year).

◆ Assessment factor: The total points requirement for fresh doctoral graduates is implemented according to a coefficient of 1.0; for those who have been engaged in postdoctoral or teaching and scientific research for more than 2 years, the total points requirement is implemented according to a coefficient of 1.2; for those who have been engaged in post-doctorate or teaching

and scientific research work for more than 5 years, the total points requirements shall be implemented in accordance with a factor of 1.5.

◆ Recruitment rules: Those who meet the requirements of the total points of talent introduction, the individual requirements of scientific research ability and pass the interviews of colleges and schools can be hired as our corrective teachers. Those who do not meet the requirements of the total points or scientific research ability of the subjects introduced but are higher than 50% of the total points standard can apply for post-doctoral positions.

3. Salary System

(1)Salary standard (non-annual salary)

After entering the post, the basic salary, basic performance, provident fund, housing subsidy and social insurance of fresh doctoral graduates will be issued and paid in accordance with the standards set by the public institution, and the reward performance will be paid in accordance with the standards of associate professors.

(2)Longshan Scholars (annual salary system)

The school implements the "Longshan Scholars Support Program", and all qualified teachers can apply. There are six levels with an annual salary ranging from 200,000 to 1.5 million yuan, and the assessment method is flexible.

(3)Talent special zone

The school has established a special zone for talents, and the remuneration (annual salary, relocation allowance) of newly introduced talents in information engineering, statistics and other critical disciplines is appropriately increased on the basis of existing standards.

4. Housing Policy

(1)Relocation allowance

The school provides relocation allowance or resettlement fees (for foreigners). This fee does not include national, provincial and ministerial talent project funds and other non-school talent subsidies. New teachers can apply for the settlement fee after completing the registration procedures. The first application amount can be up to 80%, and the rest will be issued after a national scientific research project is approved (one-time or monthly payment is acceptable).

(2)Rental subsidies

The school provides transitional housing for new teachers (Party B must pay a small amount of rent and water, electricity, etc.) or 24 months of housing subsidies (PhD, postdoctoral and associate professors 1,000 yuan/month, professors 1,200 yuan/month, foreign teachers 1,500 yuan/month), choose one of the two. At the same time, you can apply for rent-free "Fully Furnished" talent apartments in Nanjing Jiangbei New Area, as well as subsidies for study, interview, renting, and excellent students from prestigious schools.

(3) House purchase policy

◆ The school has launched the third phase of the construction project of the talent apartment at the school headquarters (non-property housing), all of which are finely decorated rooms (including unified heating).

◆ The talent apartment construction project (property house) of Jinniu Lake Industry-Education Integration Park will soon be launched, adjacent to Jinniu Lake Scenic Area and NUIST North Station of Metro S8 Line (planning).

◆ The A-E talents and those who have obtained a doctoral degree in the "Nanjing City Talents Housing Measures" can enjoy the preferential purchase of Nanjing's commercial housing services.

(4)Travel expense reimbursement

◆ Reimbursement of travel expenses (round trip) for the interview from the enrolled or employed unit to our school, as well as travel expenses for registration (one way): the domestic quota shall not exceed RMB 75,000, the quota in Asia and Australia shall not exceed RMB 18,000, and the quota in other regions shall not exceed RMB 24,000.

◆ Hong Kong, Macao, Taiwan and foreign teachers who pass the annual assessment will receive a one-off travel subsidy at the end of the year: Countries or regions in Asia and Oceania are RMB 10,000/year/person, and countries or regions in Europe, North America, South America, and Africa are RMB 15,000/year/person.

(5)Other benefits

Open gymnasium, fitness center and constant temperature swimming pool, as well as the whole campus central heating and other supporting services for life.

5. Professional title policy

(1)Normal promotion channel

After obtaining the doctorate degree, obtain the qualification of lecturer (assistant researcher) and be employed as lecturer (assistant researcher) for 2 years, can participate in the evaluation of associate professor (associate researcher); after obtaining the qualification of Associate Professor (Associate Researcher) and being employed as Associate Professor (Associate Researcher) for 5 years, he can participate in the evaluation of professors (researchers). For specific requirements, please refer to "Nanjing University of Information Technology Professional Technical Position Evaluation and Employment Measures and Various Series Qualification Conditions".

(2)Outstanding promotion channels

①Overseas high-level talents introduced in the past three years can be declared as "Jiangsu Distinguished Professor"

②Excellent high-level talents who have signed a work agreement with our school or have been employed for less than 6 months can directly apply for associate professors (including referrals at the same level) without being restricted by professional titles and qualifications.

③Excellent high-level talents who have been employed for less than 3 years can directly apply to professors (researchers) without being restricted by professional titles and qualifications; in-service associates with senior professional titles who have achieved outstanding performance or landmark results in education, teaching, scientific research, technology applications, etc., can also directly apply for professors (researchers).

Note: According to the policies and regulations of the Ministry of Human Resources and Social Security, the evaluation of college professional titles must go through legal procedures (including recommendation, external review, high-level judges voting, publicity, etc.), and must be reported to the provincial personnel department for record.

6. Children's education

Relying on the Teacher Education College, the school formally established the "NUIST University Basic Education Group" in March 2021. Children of teacher and staff can attend schools under the group's or cooperative schools, including:

Kindergarten Affiliated to NUIST (publicly-run provincial-level model kindergarten, family area within the school);

Experimental Primary School Affiliated to NUIST (public provincial demonstration primary school, 6-year system, 1 km distance);

High-tech Experimental Primary School Affiliated to NUIST (public provincial experimental primary school, 6-year system, 1 km distance);

Middle School Affiliated to NUIST (jointly run with Yuying Second Foreign Language School, 3-year system, 1 km distance);

Nanjing Jiangbei New Area Yangtze No. 1 Middle School (public provincial model middle school, 3-year system, 2 kilometers away);

Pukou Foreign Language School High-tech Branch (9-year program, distance 2 kilometers).

7. Other guarantees

(1) Team building policy

Fully implement the "team-based" construction, adopt the "PI system" team management model; benchmark the national talent plan, support outstanding young scholars to form teams independently, and the number of team staff is not limited.

(2) Application for tutor qualification

Those who have a doctoral degree (lecturer) can apply for the qualification of supervisor for master students, and those who have the title of associate professor can apply for the qualification of doctoral supervisor.

(3) Application for talent project

Relying on the "Longshan Scholars Support Program" and the talent liaison and service system, it provides high-level talents with one-stop, personalized and menu-based services such as the construction of scientific research platform, scientific research and talent project declaration, and life services.

(4) Administrative service support

Achieve general affairs "one-click-to-talk", approval service "run at most once", complaint service "two-hour response", financial reimbursement "network integration", and talent service "one-stop in place".



III. Recruitment Type and Treatment

1. High-end talents

The recruitment of high-end talents is mainly carried out through the "President Face-to-face". The school provides round-trip travel expenses, free board and lodging and pick-up services, and arranges a special person to accompany you. For specific regulations, please refer to the "Nanjing University of Information Science and Technology High-end Talents 'President Face-to-face' Event Announcement" on the website of the Personnel Department.

(1)High-end talents type

Class A talents

Academician of Chinese Academy of Sciences or Academy of Engineering; Academician of Academy of Sciences or Academy of Engineering of developed countries; Winners of internationally renowned awards such as Nobel Prize, Rossby Medal, Turing Award, Fields Medal, etc.; Internationally renowned scholars working in world-class universities and scientific research institutions.

Class B talents

National Outstanding Youth Winner, National Distinguished Professor (including entrepreneurial category), Distinguished Professor of the Ministry of Education Award Program, and Leading Talent of the Ten Thousand Talents Program; Leader of the Innovation Research Group of the National Natural Science Foundation of China, the first finisher of the national (three major) science and technology awards, national teaching teachers, leaders of national key disciplines, members of the Chinese Academy of Social Sciences, tenured professors of famous overseas universities, etc., age is generally not more than 50 years old.

Class C talents

Outstanding young talents such as winners of the National "Outstanding Youth Science Fund (including overseas projects)", young scholars awarded by the Ministry of Education, young scholars of the National "Overseas Talents Program", Outstanding young talents such as top talents of the Ten Thousand Talents Program, as well as the national "Ten of Thousands of Talents", young and middle-aged science and technology innovation leaders of the Ministry of

Science and Technology, and outstanding talents of national defense science and technology industry, etc., age is generally not more than 45 years old.

(2)High-end talents treatment

High-end talents will be included in the "Longshan Scholars Support Plan", providing generous remuneration packages (an annual salary system is implemented). At the same time, all-round support (one person, one discussion) is provided in terms of resettlement expenses, housing, research start-up funds, office and experimental facilities, graduate students and post-doctoral recruitment indicators, and the relevant standards are shown in Table 1.

2. Longshan Scholars

(1)Longshan Scholars

The talent plan adheres to the principles of "free declaration, selective cultivation, target assessment, and dynamic management", newly introduced talents and in-service teachers can apply. Related policies can be consulted with staff.

High-level talents who are assessed to have good development potential and are expected to impact Jiangsu Province and national talent programs can apply for the sixth to third levels of the "Longshan Scholars Support Program".

Table 1 Levels and benefits of the "Longshan Scholars Support Program"

Support Level	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
Annual salary/ten thousand yuan	100—150	80—100	60—80	40—60	30—40	20—30

◆ The "Longshan Project" is divided into six levels, and the assessment is based on the "Achievement Recognition and Points Standard", the points requirements of each level and the target task book, and the quantitative assessment method is adopted.

◆ The accrual calculation cycle of applicants and the training and assessment cycle of selected personnel are both five years. The source of points is not limited, and all kinds of achievements recognized by this plan (refer to the "'Longshan Scholars Support Program' Achievement Identification and Points Standards") can be included in the points.

◆ For new teachers (within one year) to apply for this plan, please refer to the "Nanjing University of Information Science and Technology Talent Introduction Evaluation Point Table (2021 version)".

(2)Teachers from Hong Kong, Macau and Taiwan

◆ High-level talents from Hong Kong, Macao and Taiwan should obtain a doctorate degree, with outstanding teaching and scientific research capabilities. Refer to the implementation of Longshan Scholars' relevant policies, and adopt a point system or personalized (agreement) assessment method for assessment.

◆ The annual salary is more than RMB 300,000, with reference to outstanding teachers to provide resettlement or resettlement fees; apply for social insurance in Nanjing; provide rental-type talent apartments or rental subsidies (1,500 yuan/month); provide travel subsidies in accordance with the policy (10,000 yuan/year/person).

(3) Non-Chinese foreign teachers

◆ Non-Chinese foreign teachers should obtain a doctorate degree, be able to teach professional courses in English proficiently, and have high scientific research capabilities. Refer to the implementation of Longshan Scholars' relevant policies, and adopt a point system or personalized (agreement) assessment method for assessment. The first employment period of foreign teachers is generally 5 years, of which the probation period is 1 year.

◆ The annual salary is more than RMB 300,000, and the resettlement fee is not less than RMB 50,000; apply for social insurance in Nanjing; provide rental-type apartments or rental subsidies (1,500 yuan/month); provide travel subsidies in accordance with the policy (10,000-15,000 yuan/year/person).

◆ The college allocates a young teacher to serve as a full-time liaison for foreign teachers in the school, who is responsible for assisting foreign teachers in handling related matters inside and outside the school.

(4) Non-Chinese foreign language teachers

◆ Language teachers (non-Chinese) should come from countries where the mother tongue is English, such as the United Kingdom, the United States, Australia, Canada, New Zealand, Ireland, etc., with a bachelor's degree or above, and 2 years or more of English language teaching experience. There are no requirements for work experience in education, language, or teacher-training majors.

◆ The annual salary is not less than 180,000 yuan (before tax); provide a set of exclusive talent apartment (equipped with air-conditioning, water heater, refrigerator, washing machine and basic furniture; the teacher himself/herself shall pay for the rent, water & electricity fee, and relevant costs) or rent a subsidy of 1,500 yuan/month (before tax, paid with salary), choose one of the two; provide travel subsidies in accordance with the policy (10,000-15,000 RMB/year/person). Those under the age of 60 (including 60) will participate in social security uniformly. For those over 60, the school will purchase commercial insurance.

3. Excellent teachers

Recruit outstanding doctors (posts), lecturers, associate professors and professors (or those with equivalent titles) from well-known universities or scientific research institutions at home and abroad. One year or more of overseas research experience is preferred. The age of excellent doctors (posts) is generally under 35 years old, and the age of other personnel can be appropriately relaxed.

Excellent teachers are divided into 11 subject categories, and comprehensive evaluation points and individual requirements for scientific research ability are set respectively. In principle, both indicators must be met at the same time. Formally recruited personnel are given the establishment

of colleges and universities, providing resettlement allowances, scientific research start-up funds, rent subsidies, etc. See Table 3 for relevant standards.

Table 2 Basic requirements and reference treatment for the introduction of excellent teachers (unit: yuan)

No.	Subject	Introduction standard (Along with)		Standard treatment		Note
		General evaluation points	Individual requirements of scientific research ability	Settlement fee	Research start-up fee	
1	Earth Science	1000	4 papers in the second district or the same level (after conversion), in principle, 1 essay in first district is required (remarks for subject direction are not required).	$\geq 600,000$	$\geq 200,000$	① Weather dynamics, numerical models, ocean technology, cartography and geographic information systems are implemented with a coefficient of 0.7; ② Humanistic geography is implemented according to a coefficient of 0.6.
2	Environmental ecology	1000	4 papers in the second district or the same level (after conversion), in principle, 1 essay in first district is required.	$\geq 600,000$	$\geq 200,000$	
3	Mathematics and Statistics	600	3 academic papers (after conversion), including 1 paper in the second district or the same level (not required for statistics).	$\geq 600,000$	$\geq 200,000$	① Statistics are implemented according to the coefficient of 0.7.
4	Physics	1000	5 papers in the second district of physics journals or the same level (after conversion) or 2 papers in the first district.	$\geq 600,000$	$\geq 200,000$	
5	Chemical Material	1500	8 papers in the second district or the same level (after conversion), including 3 papers in the first district or the same level; remarks subject direction requires more than 4 papers in the second district or the same level, one of which is the top journal of the discipline with an impact factor ≥ 10 .	$\geq 600,000$	$\geq 200,000$	① Polymer chemistry, analytical chemistry, materials science (biomedical materials direction), flexible electronic materials and devices are implemented with a coefficient of 0.7; ② The material processing engineering direction is implemented according to the coefficient of 0.6.
6	Information Engineering /Other Engineering	700	2 papers in the second district or the same level (after conversion), of which 3 are required for doctoral degree subjects (after conversion);	$\geq 600,000$	$\geq 200,000$	① Artificial intelligence, cloud computing, software engineering, computer architecture, electrical engineering, and

			remarks subject direction requires 3 SCI third/fourth districts or similar papers (after conversion), of which the second district or the same level 1 paper.			mechanical engineering shall be implemented with a coefficient of 0.7; ②Integrated circuits are implemented according to the coefficient of 0.6.
7	Economic Management Class I	600	More than 3 CSSCI papers (SCI/SSCI papers can be converted according to school regulations), including 1 paper in the second district or the same level (remarks are not required for subject direction).	$\geq 550,000$	$\geq 150,000$	①Finance (including taxation), finance (including insurance), accounting, and financial management is implemented with a coefficient of 0.6.
8	Economic Management Class II	900	More than 5 CSSCI papers (SCI/SSCI papers can be converted according to school regulations), including 2 papers in the second district or the same level.	$\geq 550,000$	$\geq 150,000$	
9	Humanities and Social Sciences	500	2 CSSCI papers or 1 authoritative paper.	$\geq 500,000$	$\geq 100,000$	①Marxist theory, curriculum and teaching theory, foreign language and literature (including international education) are implemented according to a coefficient of 0.7.
10	Other Categories	≥ 350	Develop specific assessment standards according to the needs of the subject.	$\geq 500,000$	$\geq 50,000$	① The basic research start-up fee for physical education is 50,000, and the basic research start-up fee for fine arts and design is 100,000; ②Master-level professional teachers require subject level (undergraduate, master) as A+/A.

Note: ① For points calculation methods and subject classification, please refer to the attached "Nanjing University of Information Technology Comprehensive Evaluation Point Table for Introduced Talents (2021 Edition)"; ② Academic papers can be converted from high to low (irreversible conversion), such as 1 SCI district. The paper can be converted into 2 SCI second-district papers.

4. Double innovation talents

Double innovation talent introduction units should be high-level scientific and technological research and development institutions at home and abroad, or technologically advanced high-tech enterprises and institutions, authoritative consulting institutions, etc.

(1)High-end talents type

Class A talents

◆ Generally should have a doctoral degree and a senior professional title; the age is generally not more than 50 years old, and high-skilled innovative talents can be relaxed to 60 years old;

◆ Approved national talent projects such as "Four Youth Talents" or have a comparable level;

◆ More than 5 years of work experience in research and development, technical skills or management education and training in well-known domestic and foreign companies, scientific research units and related institutions;

◆ Focus on the frontier areas of scientific and technological innovation, pay attention to breakthroughs in key core technologies and the transformation of major scientific and technological innovation achievements; have rich scientific research team management experience, and the team where the team has first-class high-level results.

Class B talents

◆ Generally should have a doctorate degree and a senior professional title; the age is generally not more than 45 years old, especially outstanding talents can be relaxed to 50 years old;

◆ Approved for Jiangsu Double Innovation Talents, Jiangsu Specially-appointed Professors, "333 Project" first and second level training objects and other provincial and ministerial talent projects or have a considerable level;

◆ Have more than 3 years of work experience in research and development, technical skills or management education and training in well-known domestic and foreign companies, scientific research units and related institutions;

◆ Have relatively rich scientific research team management experience, and the team has high-level scientific research results.

Class C talents

◆ Generally, they should have a doctorate degree or a title of associate professor or above; the age is generally not more than 40 years old, and those who are particularly excellent can be relaxed to 45 years old;

◆ Holding middle and senior positions in well-known companies at home and abroad, with outstanding work performance, and having a certain influence in the industry;

◆ Worked as an academic/technical backbone in the core scientific research team of enterprises, scientific research units and related institutions, and the team has achieved remarkable results.

(2)Double Innovation talent treatment

The school provides generous remuneration packages for high-level talents who have signed full-time employment contracts and transferred their personnel files to the school. At the same

time, it provides comprehensive support in terms of settlement expenses, housing, and research start-up funds (one person, one discussion). See Table 4 for relevant standards.

Table 3 Salary standard for the introduction of innovative talents (unit: yuan)

Talents type	Basic annual salary	Incentive performance pay	Resettlement fees and social security	Research start-up fee	Other employment benefits
Class A	300,000-500,000	Proportionally rewarded according to the funds received for scientific research	Resettlement fee of more than 300,000 yuan; pay social insurance in accordance with relevant national policies	The research start-up funding will be discussed separately according to the needs of talents	Give personnel agency positions, especially those who are excellent and meet the policy requirements for career establishment positions
Class B	200,000-300,000		Resettlement fee of more than 200,000 yuan; pay social insurance in accordance with relevant national policies		
Class C	Provide basic salary and basic performance salary in accordance with the school's salary policy for the year		Resettlement fee of 50,000 to 200,000 yuan; pay social insurance in accordance with relevant national policies		

5. Post-doctorate

Recruiting personnel (including foreign personnel) who have obtained a doctorate degree in or outside the country and who are interested in coming to our school to engage in post-doctoral research. Postdoctoral applicants should generally be doctoral graduates who have obtained a doctorate degree not more than 3 years old and are under 35 years of age.

(1) Unified recruit post-doctorate

The annual salary system (agreement salary, pre-tax) is implemented for the unified recruit post-doctorates. The specific standards are shown in Table 5. The annual salary is determined jointly by the school and the cooperative tutor, and the annual salary starts at 250,000 yuan.

(2) Double Innovation post-doctorate

◆ Double Innovation post-doctorate belong to the unified recruit post-doctorate, and must meet the requirements of unified recruitment and unified postdoctoral recruitment, and are generally recruited by schools, mentors and enterprises (non-university institutions).

◆ Relevant benefits: ① Salary shall be agreed by the school, company, mentor and postdoctoral fellow. It is divided into two parts: school salary and enterprise salary, and the payment time is 2-3 years; ② The school provides a basic salary of 100,000 yuan per year, pays

social security and provident funds for post-doctoral students in accordance with regulations, and provides the same services, union benefits, meal supplements, rent subsidies, etc. as other unified recruitment post-doctoral students; ③The company's salary is generally not less than 150,000 yuan/year, and it is implemented in accordance with the agreement; ④The postdoctoral fellows of Double Innovation do not need to provide supporting funds.

(3)In-service post-doctorate

◆ Support staff inside and outside the school to engage in on-the-job postdoctoral research without honoring the benefits; school teachers will be rewarded 10,000 yuan for those who leave the station on time, and 20,000 yuan for outsiders who leave the station on time.

◆ The post-doctoral project application is included in the management category of the Science and Technology Department (to receive guidance), and "dual management" is implemented.

◆ The approved national post-doctoral project is granted 20,000 yuan in supporting funds, and the provincial project is granted 10,000 yuan in supporting funds.



IV. Major of Recruitment

For the talent demand plan of each department, please refer to the "Nanjing University of Information Technology 2021 Talent Demand Plan for Each Faculty and Department". The subject directions include but are not limited to:

Atmospheric Science, Environmental Science and Engineering, Ecology, Agricultural Resources and Environment, Marine Science, Hydrology and Water Resources Engineering, Hydraulic Engineering, Geography, Remote sensing science and technology, Surveying and Mapping Science and Technology, Geophysics, Mathematics, Statistics, System Science, Physics, Optical Engineering, Materials Science and Engineering, Electronic Science and Technology, Information and Communication Engineering, Computer Science and Technology, Cyberspace Security, Software Engineering, Control Science and Engineering, Instrument Science and Technology, Electrical Engineering, Mechanical Engineering, Artificial Intelligence, Management Science and Engineering, Business Administration, Theoretical Economics, Applied Economics, Finance, Accounting, Public Administration, Law, History of Science and Technology, Marxism, Foreign Languages and Literature, Art, Architecture, Education, Education (Curriculum and pedagogy), Psychology.



V. Application Method

The recruitment of talents in our school is carried out all year round. Please apply for the job through the following forms:

1. To apply for high-end talents ("President Face-to-face" event), please fill in the "Nanjing University of Information Technology's Application Form for "President Face-to-face" Event" and your resume, and send it to the event email: gdr@nuist.edu.cn. Email subject: "President Face to face" event + Name + Work unit + Major. After the school conducts the review, an invitation letter will be sent to qualified talents within 5 working days.

2. To apply for the four categories of Longshan scholars, excellent teachers, Hong Kong, Macao and Taiwan teachers, and professional foreign teachers (non-Chinese), please send the electronic version of the relevant materials to the special recruitment email: zp@nuist.edu.cn. The subject of the email: "NUIST Recruitment in 2021 + Application** College + Name". Applicants for outstanding teachers need to provide the following materials:

(1) "Application Form for High-level Talents of Nanjing University of Information Science and Technology";

(2) Scanned copies of certificates of academic qualifications, degrees, titles, and award certificates;

(3) Scanned copies of 3-5 representative works in the past five years and scanned copies of SCI/SSCI/CSSCI and other paper retrieval reports issued by scientific and technological novelty search institutions.

3. To apply for foreign language teachers (non-Chinese), please send the electronic version of the relevant materials to the recruitment dedicated mailbox: nuist_recruit@163.com. The subject of the email: " NUIST Recruitment in 2021 + Language Foreign Teachers + Names".

4. To apply for Double Innovation talents, please fill in the "Application Form for High-level Talents of Nanjing University of Information Technology" and send it to the event email: gdr@nuist.edu.cn. Email subject: Double Innovation talents + Application ** College + Name.

5. To apply for post-doctorate applicants (Double Innovation post-doctorate), please send your resume materials to the post-doctoral recruitment professional mailbox: bsh@nuist.edu.cn, and contact the relevant college (discipline) supervisor at the same time.



VI. Contact and Consultation

1. Please refer to the demand schedule for the contact person and contact information of each college.

2. In response to the recruitment of Longshan Scholars, outstanding teachers, Hong Kong, Macao and Taiwanese teachers, and professional foreign teachers (non-Chinese) resumes, the Personnel Office will conduct a preliminary review and forward them to the corresponding professional colleges in a timely manner. Each college will organize experts to evaluate and feedback the results in a timely manner, rhe school organizes a concentrated interview once a month (except for winter and summer vacations).

3. Recruitment department and contact information:

◆ Apply for "President Face-to-Face" event (high-end talents and Double Innovation talents): 86-25-58731027 (Ding Ni), email: gdr@nuist.edu.cn

◆ Apply for Longshan scholars, excellent teachers, teachers from Hong Kong, Macao and Taiwan, and professional foreign teachers (non-Chinese): 86-25-58235197 (Hua Rong, Zhang Wenjie), email: zp@nuist.edu.cn

◆ Apply for foreign language teachers: 86-25-58695667 (Zhou Juanjuan), email: nuist_recruit@163.com

◆ Apply for post-doctorate (Double Innovation post-doctorate): 86-25-58235195 (Zhu Yue), email: bsh@nuist.edu.cn

◆ Feedback and complaint: 86-25-58731317 (Shi Wei), email: shiwei@nuist.edu.cn

Mailing address: 210044 Personnel Office, Nanjing University of Information Science and Technology, 219 Ningliu Road, Nanjing City