

千人计划

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海外高层次人才引进计划简称“千人计划”是中央政府于2008年为了引进一批海外高层次人才而设立的有针对性的计划。

围绕国家发展战略目标，国家“千人计划”为回国（来华）从事战略性新兴产业和前沿科学的高层次创新创业人才提供全方位的支持和资助，同时依托国家重点创新项目、重点学科和重点实验室、中央企业和国有商业金融机构、以高新技术产业开发区为主的各类园区等四个事业平台有重点的引进人才。

国家“千人计划”面对不同类型的海外人才设立了诸多针对性的项目，包括专门面向非华裔外国专家来华工作的“外专千人计划”。

同时，各省（区、市）也结合本地区经济社会发展和产业结构调整的需要，设立了各自的海外高层次人才引进计划，将在本网站“地方级资助项目”部分详细介绍。

概要

The recruitment programmes mainly consists of the following categories:

- **Innovative Talents (Long Term):** targeting scientists below 55 years of age from prestigious foreign universities, R&D structures, international companies or financial institutions, who are willing to return or come to China on a full-time basis
- **Innovative Talents (Short Term):** similar to the long term category, but targeting scientists returning or coming to China for at least 2 months each year and for at least 3 consecutive years with stable employers and clear work objectives. Non-ethnic Chinese foreign citizens can also apply
- **Entrepreneurs:** targeting entrepreneurs with overseas entrepreneurship background or holding mid/senior-level managing positions in renowned international enterprises, returning or coming to China for starting a business in national strategic industries
- **Young Talents:** exclusively targeting scientists below 40 years of age and with a Ph.D. degree from prestigious overseas universities, and who are willing to return or come to China on a full-time basis. Outstanding Ph.D. students can also be recruited in exceptional cases
- **Foreign Experts:** exclusively targeting foreign nationals (including non-ethnic Chinese) below 65 years of age who are willing to come to China to conduct research for at least 9 months per year for 3 consecutive years
- **Top-notch Talents and Teams:** targeting, on a case-by-case basis, winners of major international awards, such as the Nobel Prize, the A.M. Turing Award, the Fields Medal, as well as academicians of science/engineering academies in major developed countries, who return or come to China on a full-time basis and for more than 5 years

Other specific categories also exist, for instance the Xinjiang and Tibet category targeting scientists to work in universities, research structures, enterprises or parks within the two autonomous regions; and the culture and arts category for related positions.

Over a decade, more than 6,000 talents have been attracted in China. The specific eligibility requirements, benefits and selection procedure will be introduced below in detail for each category.

The official website of the programme is: <http://www.1000plan.org>

主要政策和管理框架

According to the *Central Talent Coordination Group's Opinions on the Implementation of the Overseas Talent Recruitment Programme* published in December 2008, the overall responsibility and authority for the 1,000 Talents Plan lies in the Organisational Department of the Communist Party of China's Central Committee (CPCCC), where an ad hoc 1,000 Talents Plan office was established for daily management and operations. The implementation and coordination of the 1,000 Talents Plan is undertaken by the Central Talent Coordination Group, which is formed by representatives from several central government bodies such as MOHRSS, MOE, MOST, MOFA, NDRC, MIIT, MOF, CAS, CAE, etc.

The main legal framework are the *Management Measures of the Overseas Talent Recruitment Programme* issued in 2017 by the CPCCC Organisation Department, which replaced a previous 2008 version. The Measures mainly define what are the categories, requirements, selection procedures and benefits of the recruited talent (see below).

概览：创新人才长期项目

The Innovative Talents (Long Term) category targets scientists below 55 years of age from prestigious foreign universities, R&D structures, international companies or financial institutions, who are willing to return or come to China on a full-time basis. Basic qualification requirements include:

- Under 55 years of age
- Possession of a Ph.D. degree
- Full professorship or an equivalent title in a prestigious foreign university or research institute; or senior technology or management position in a renowned international enterprise or financial institution
- Not already employed and working full-time in China (or for less than one year)
- After recruitment, work in the host institution full-time for at least 3 years

Note: age, academic and professional qualifications may be relaxed in case of extremely needed talents or in exceptional cases of outstanding performance.

The awardees will be conferred the title of "National Distinguished Expert", and will be mainly granted the following benefits:

- **Support to working conditions:** awardees will be strongly supported and prioritised when applying to local and national government-funded programmes, in particular NSFC, National Key R&D Programmes, Megaprojects, as well as other awards. They will also be actively involved in domestic academic organisations, and in the elections of new academicians of the Chinese Academy of Sciences and the Chinese Academy of Engineering.
- **Support to living conditions:** awardees will receive a one-off funding of 1 million RMB; permanent residence permit and/or multiple entry visas for themselves and their families for foreigners; and lifting of *hukou* restrictions for Chinese nationals; medical care, social insurance; children education allowance; housing and meal allowances, subsidies, and priority in purchasing one residential apartment.

Other benefits may also be additionally provided by relevant provincial- or municipal-level administrations.

概览：创新人才短期项目

The Innovative Talents (Short Term) category is similar to the long term one, but targets scientists returning or coming to China for at least 2 months each year

and for at least 3 consecutive years with stable employers and clear work objectives. Non-ethnic Chinese foreign citizens can also apply

Basic qualification requirements include:

- Under 55 years of age
- Possession of a Ph.D. degree
- Full professorship or an equivalent title in a prestigious foreign university or research institute; or senior technology or management position in a renowned international enterprise or financial institution
- Not already employed and working full-time in China (or for less than one year)
- After recruitment, work in the host institution for at least 2 months/year for at least 3 years

The awardees will be granted the following benefits:

- **Support to living conditions:** awardees will receive a one-off funding of 500,000 RMB; procedures for entry-exit immigration, medical care and insurance will also be facilitated according to the awardees' needs.
- **Priority in being awarded the Innovative Talents (Long Term) category** directly after the end of the short term programme, upon application and request of the host institutions. Other 500,000 RMB of funding will be granted, together with all the other corresponding benefits.

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Note: in the last 2018 call, only applications from institutions based in China's western and northeastern regions were accepted for the Short Term category (see [link](#)).

— 概览：创业人才项目

The Entrepreneurs category targets entrepreneurs with overseas entrepreneurship background or holding mid/senior-level managing positions in renowned international enterprises, returning or coming to China for starting a business in national strategic industries. Basic qualification requirements include:

- Under 55 years of age
- Overseas university degree
- Possession of technology results which are internationally-competitive, or which can fill domestic blanks and large commercialisation prospects
- Overseas entrepreneurship background, or mid/senior-level management positions in renowned international enterprises, with strong management and operational capacities
- In China for less than 6 years, with a start-up founded for at least 2 but less than 5 years and with core technologies already in the commercialisation stage
- Founder of the start-up, and major shareholder. One start-up can only apply submit applications for one talent.

Note: the above qualifications may be relaxed in extremely outstanding cases.

The awardees will be conferred the title of "National Distinguished Expert", and will be mainly granted the same benefits

— 概览：青年项目

The Young Talents category targets

on a case-by-case basis winners, of major international awards, such as the Nobel Prize, the A.M. Turing Award, the Fields Medal, as well as academicians of science/engineering academies in major developed countries, who return or come to China on a full-time basis and for more than 5 years

Basic qualification requirements generally include:

- Under 40 years of age
- D. degree in natural sciences, engineering or technology
- At least three years of post-doc teaching or research professional experience in overseas renowned universities, research structures or enterprises;
- Possession of scientific research results officially recognised by other expert colleagues, showing the potential of becoming a leading scientific research figure within the field.
- Not already employed and working full-time in China (or for less than one year)
- After recruitment, work in the host institution full-time for at least 3 years

Note: Outstanding Ph.D. students can also be recruited in exceptional cases if distinguished achievements were made during the Ph.D. studies. on-ethnic Chinese foreign nationals who come to China for post-doc research, can apply after one year to this category.

The awardees will receive a one-off grant of 500,000 RMB, together with other research subsidies varying from 1 to 3 million RMB throughout the programme. Other working and living support will also be granted in line with the Innovative Talents (Long Term) category (see above).

Other benefits may also be additionally provided by relevant provincial- or municipal-level administrations, as well as from host institutions (e.g. accommodation benefits, establishment of research teams/laboratories, access to additional research grants, etc).

— 概览：外专项目

The Foreign Expert category exclusively targets foreign experts (including non-ethnic Chinese nationals) who are willing to return or come to China on a full-time basis. Basic qualification requirements include:

- Under 65 years of age
- After recruitment, work in the host institution full-time for at least 3 years
- Other requirements of the Innovative Talents (Long Term) category (see above)

Note: age, academic and professional qualifications may be relaxed in case of extremely needed talents or in exceptional cases of outstanding performance.

The awardees will mainly be granted preferential policies in terms of entry-exit immigration (including for their families), residence, medical care, insurance, housing, tax and salary. A lump sum of 1 million RMB of research subsidies will also be granted to each awardee, together with 3 to 5 million RMB of additional research subsidies to awardees engaging in scientific research, particularly basic research.

It is also noteworthy that foreign awardees are often also encouraged to lead or to take part in other local or national government-funded programmes. The project team identified evidence of at least three European winners of this category of the 1,000 Talents Plan currently acting as team leaders or subtopic leaders for large National Key R&D Programmes.

– 概览：顶尖人才与创新团队项目

The Top-notch Talents and Teams category targets internationally-renowned leaders in specific fields, who return or come to China on a full-time basis and for more than 5 years. These are selected on a case-by-case basis, and generally should meet one of the following basic qualifications:

- Winner of major international awards such as Nobel Prize, the A.M. Turing Award, and the Fields Medal
- Academicians of science/engineering academies in major developed countries such as the United States, the United Kingdom, Canada, and Australia
- Renowned scientist in a global top-notch university or research structure
- Other urgently needed top talent
- After recruitment, work in the host institution full-time for at least 5 years

– 申报基本程序

New calls for application are published on a yearly basis – usually in May/June – on the 1,000 Talents Programme's [official website](#), as well as on the websites of other ministries (e.g. MOST, MOE, etc). Each annual call will outline what specific categories of talents will be recruited that year, together with the general requirements as well as any ad hoc additional criterion for selection, and the deadline for applications.

Applications are not submitted directly by applicants, but from relevant Chinese institutions. This means that a key prerequisite for each interested applicant is to first have an employment agreement with the Chinese institution ("host institutions"). In many cases, host institutions will publish ad hoc job ads on their official channels for professorship or research positions specifically assigned through the 1,000 Talents Plan (usually at the beginning of the year), with earlier internal deadlines. Additional requirements relating to specific research fields, topics and specialisation may also be requested by single host institutions. The application materials will be then collected by the host institution; a contract including the specific terms of the 1,000 Talents Plan will also need to be signed and submitted.

The application process generally takes several months. In addition, some of the corresponding benefits of the programme *may* be granted only during the course or even at the end of the employment period (three or five years) upon final examination and acceptance by the national authorities.

[Link](#) to last 2018 annual call



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