Excellent Postdoctoral Fellows Recruitment 2018

South China Normal University

Founded in 1933, South China Normal University is a long-established university with complete and rapid development momentum. It entered the national***Project 211*** as a key construction university by the Guangdong Provincial People’s Government and the Ministry of Education. It became the jointly built high-level, world-class university by the Ministry of Education and Guangdong Province.Physics is designated nationally for building into world-class disciplines. Psychology ranks in the top three in China. In the fourth round of discipline assessment of the Ministry of Education, the four disciplines - Psychology, Pedagogy, Physical Education, and Marxist Theory are ranked in Tier A. The number of A+ disciplines simultaneously ranks the second among universities in Guangdong and the third in the National Normal Universities. Five disciplines which included Chemistry, Plants and Animals, Physics, Engineering, Mathematics and Material Science entered the top 1% of ESI Global,simultaneously ranking the third in the National Normal Universities. There are 4 National Key Disciplines - Educational Technology, Development and Educational Psychology, Optics, Sports Humanities and Sociology (which is key cultivated), 9 National "***Project 211***"key construction disciplines, 23 key disciplines in Guangdong Province.The university currently has 3 campuses: Guangzhou Shipai, Guangzhou University City and Foshan Nanhai, covering an area of 500 acres, with a school building area of 1.55 million square meters, a collection of 3.74 million volumes of books.It has been known for its pleasant campus scenery, cultural landscapes everywhere and strong cultural atmosphere.

In order to build itself into a nationally first-rate, world-renowned comprehensive normal university, we have been dedicating to recruit excellent postdoctoral researchers at domestic and abroad for years ,with good treatment and not limited in numbers. The recruitment for postdoctoral researchers has also been considered as an important way to select and cultivate high-level young teachers.

# Recruitment disciplines

Philosophy, Theoretical Economics, Applied Economics, Marxist Theory, Pedagogy,psychology, Physical Education, Chinese Language and Literature, Chinese History, World History, Mathematics, Physics, Chemistry, Geography, Biology, Ecology, Electronic Science and Technology, and other related disciplines.

# Recruitment Conditions

Postdoctoral is divided into two categories:

1. Tier I of postdoctoral: under the age of 35 and obtained doctoral degrees from domestic universities which their ranking (in Chinese Academy of Sciences and Chinese Academy of Social Sciences) are higher than South China Normal University or the discipline’s ranking is not lower than our university’s discipline or from the world's top 500 universities (Internationally recognized four major global university rankings: ARWU, QS, THE, US News) in the past three years, or has passed the doctoral dissertation defense.
2. Tier II of postdoctoral: under the age of 35, with a doctoral degree in the past three years, or has passed the doctoral dissertation defense, with a strong academic potential.

# Postdoctoral Benefits

1. Remuneration

Post-doctoral remuneration is mainly composed of two parts:the annual salary of the school (including starting salary and annual bonus) and the project funding. Under the implementation of minimum salary guaranteed and no cap to bonus, the total annual income for outstanding postdoctoral fellow can reach up to RMB one million yuan.

* 1. Starting Salary
	2. Tier I of postdoctoral: three years of appointment, hired as associate researcher, starting annual salary of RMB 220,000 yuan.
	3. Tier II of postdoctoral: two years of appointment, hired as assistant researcher, starting annual salary of RMB 200,000 yuan.

The annual starting salary includes national or provincial financial support from postdoctoral funding. The current standard is RMB 150,000 yuan per person per year. It will be adjusted accordingly if the national or provincial funding adjusts the standards.

* 1. Annual Bonus Salary

If the postdoctoral fellow, relying on our university, successfully applies for the following research projects as the project leader during the employment period, annual salary will also be raised as follows:

1. Postdoctoral Science Foundation Project: annual salary will be raised to RMB 250,000 yuan;
2. Youth Project of National Natural Science Foundation of China: annual salary will be raised to RMB 300,000 yuan;
3. National Natural Science Foundation of China Project: annual salary will be raised to RMB 350,000 yuan.

We encourage qualified schools and institutes, corresponding supervisors and teams supplement performance allowance according to actual condition.

* 1. Project Funding

The applicants who are approved for various types of postdoctoral programs enjoy the project funding cumulatively in full ,which is cumulatively superimposed, in addition to enjoying the annual salary of the school (except for dispatched projects). The university will not make deductions. It mainly includes:

1. Guangdong Special Sponsored Project for Young Talent with Scientific and Technological Innovation: Guangdong Provincial Government sponsors 200 doctoral and postdoctoral candidates per year, with a subsidy of RMB 500,000 yuan per person.
2. International Training Project for Outstanding Young Research Fellow: Guangdong Provincial Government sponsors 100 outstanding postdoctoral fellows and applicants to do research in the universities, research institutes, enterprises abroad with a subsidy of RMB 400,000 yuan per person.
3. The Pearl River Talent Plan of Guangdong Province - Overseas Young Talents Recruitment Program for Postdoctoral: the doctoral degree obtained from the top 200 world universities will enjoy financial support RMB 300,000 yuan per person annually, all together RMB 600,000 yuan for two years. Then the postdoctoral fellows will no more enjoy national or provincial financial support of RMB 150,000 yuan repeatedly. Postdoctoral fellows who choose to work in Guangdong province after finishing in-station research will enjoy provincial housing subsidy of RMB 400,000 yuan per person. That is to say,Postdoctoral fellows of Tier I will enjoy the starting annual salary RMB 370,000 yuan and the annual bonus RMB 400,000、450,000 or 500,000 yuan respectively.
4. National Postdoctoral Innovative Talents Support Program: National financial sponsors RMB 300,000 yuan per person annually, all together RMB 600,000 yuan for two years. Postdoctoral fellows will no more enjoy national or provincial financial support of RMB 150,000 yuan repeatedly. That is to say, Postdoctoral fellows of Tier I will enjoy the starting annual salary RMB 370,000 yuan and the annual bonus RMB 400,000、 450,000 or 500,000 yuan respectively.
5. Hong Kong Scholars Program: National financial sponsors RMB300,000 yuan and HK$300,000 yuan per person.
6. Postdoctoral International Exchange Plan - Study Abroad Program: National financial sponsors RMB 300,000 yuan per person. The universities, research institutes and enterprises abroad or corresponding supervisor abroad will be funded RMB 300,000 yuan (or close to).
7. Postdoctoral International Exchange Plan - Academic Exchange Program: National financial sponsors RMB 30,000 yuan per person.
8. China Postdoctoral Science Foundation: Special funding RMB 150,000yuan; First class funding RMB 80,000 yuan; Second class funding RMB 50,000 yuan.
9. Other projects sponsored by the National government or Provincial government.
10. Other Benefits
11. Postdoctoral fellow can rent post-doctoral apartments as required (usually two bedrooms and one dining room, equipped with basic furniture). If the university is unable to arrange a postdoctoral apartment or postdoctoral fellow prefers self-arrangement on housing, the university provides the rental subsidy of RMB 3,000 yuan per month, and the term of subsidy period is the same as the employment period.
12. The university shall pay social insurance and housing fund for postdoctoral fellow as required. The part of expenditure which should be covered by the University will be paid by it directly, not included in the postdoctoral annual salary.
13. Postdoctoral fellow will enjoy medical treatment and health examination according to the university regulations.
14. The children of postdoctoral fellow can apply for studying in the Kindergarten and Primary School of South China Normal University in accordance with relevant regulations.
15. Postdoctoral fellow can apply for permanent residency according to regulations and transfer personnel files into university management.
16. Postdoctoral fellow can participate in professional title evaluation and promotion.
17. The university supports postdoctoral applications for various types of projects.
18. Postdoctoral fellow can enjoy campus resources and services in accordance with the university relevant regulations.

# Postdoctoral Application Procedures

1. Application: Applicants can visit <http://jobs.scnu.edu.cn/or> <http://pd.scnu.edu.cn/> for detailed information, contact the corresponding supervisor for research plan, fill in the “Postdoctoral Application Form of South China Normal University”, and submit necessary documents to qualified school.
2. Review and Assessment by qualified school:
	1. Qualification Review. Qualified schools and institutes examine the qualifications of applicants according to the recruitment announcements
	2. Academic Assessment .The qualified school academic subcommittee or expert assessment team holds a review meeting to conduct a comprehensive review of the applicants academic level, development potential, and the degree of conformity with the development of the discipline through interview, academic reports, etc. And propose a suggestion of qualified applicants list and employment assignment .
	3. Overall Assessment . Qualified schools examine the applicant’s political and ideological performance, academic morality, and teamwork spirit in various ways, convene a joint party and government conference, study and determine the list of proposed personnel, employment assignment and remuneration proposals.
3. Health examination announcement: Qualified school will arrange for personnel to be recruited for entry medical examinations. Those who have passed the medical examination will be publicized within the qualified school. The publicity period will be 7 days. If the publicity has no objection, the qualified school will submit the individual material of the proposed personnel to the H.R.Office(Postdoctoral Management Office).
4. Waiting for final approval. H.R.Office will review the qualifications, assessment status, and assignments of the proposed personnel. The audited and approved personnel will be submitted to the Human Resources and Social Security Department of the Guangdong Province for approval. The approval will be notified to register.

# Employment Assignment

The term of employment shall be stipulated in the contract by the college (subject) according to the standards of the school, combining subject characteristics and personal practice.

# Professional Development

The university encourages postdoctoral students to study under the guidance of the corresponding supervisors and produce high level papers. It establishes a diversified development channel for post-doctoral station personnel.

* 1. During the employment period, postdoctoral fellows will be enlisted into the team of high-level talents, and will be paid in accord with relevant level if they meet the requirements for high-level talents recruitment.
	2. Postdoctoral fellows, who have an excellent assessment and meet the university relevant requirement, will be formally employed by the university.
	3. If postdoctoral fellows who can gain an excellent assessment and obtain associate professors at SCNU, will be offered long-term employment contracts according to the discipline development.
	4. Postdoctoral fellows, who have an excellent assessment but do not qualify for associate professors at SCNU, will be further employed as first class young talents.

# Contact Information

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South China Normal University postdoctoral home site: <http://pd.scnu.edu.cn/>

China Postdoctoral Online Office System: http://bg.chinapostdoctor.org.cn/

WeChat: "Post-doctoral home of Huashi Normal University"

The contact information of each qualified school and “Postdoctoral Application Form of South China Normal University” can be downloaded from the attachment of this announcement. For the introduction of each research station and corresponding supervisors, please check the “Postdoctoral Scientific Research Station” section in the South China Normal University postdoctoral home site. Please refer to the “Guide to Post-doctoral Researchers in South China Normal University” in the “Service Guide” section of the Post-doctoral home of Huashi Normal University for details of the post-doctoral station application procedures and application materials.

This announcement shall come into force as of the date of promulgation. It shall be valid for the whole year of 2018. Please visit the relevant website to check for updates, in case of adjustments in the national, provincial and university’s related policies and regulations . Adjustments will be made and new regulations and policies will be implemented. This announcement shall be interpreted by the H. R. Office of the university.