

## 陕西科技大学高层次人才招聘公告

### 一、学校概况

陕西科技大学是一所具有工学、理学、管理学、文学、经济学、法学、医学、艺术学等学科的以轻工为特色的多科性大学，是国家“中西部高校基础能力建设工程”建设高校，“十二五”期间陕西省重点建设的高水平大学。学校设有省级优势学科6个，国家级、省部级重点实验室、重点研究基地和工程技术研究中心等17个，省级协同创新中心1个，省哲学社会科学特色建设学科1个。

陕西科技大学热忱欢迎以下学科领域的海内外优秀高层次人才加盟我校：

Shaanxi University of Science and Technology (SUST) is a multidisciplinary university featuring light industry research. SUST is supported by National University Basic Ability Construction Project-Mid and West, and Shaanxi Province Advanced Level University Construction Project. SUST has developed 6 provincial level key disciplines, 17 research centers of national and ministry level, 1 discipline supported by Shaanxi Province Social Science Construction Project. We are now sincerely inviting distinguished talents to join SUST. Multiple faculty positions at different levels in the following disciplines are open for application.

轻工科学与工程（生物质材料与工程）

Light Industrial Science & Engineering（Bio-resources Chemical & Material Engineering）

材料科学与工程

Materials Science & Engineering

环境科学与工程

Environmental Science & Engineering

食品与生物工程

Food & Biological Engineering;

化学与化工

Chemistry & Chemical Engineering

机电工程

Mechanical & Electrical Engineering

电气与信息工程

Electrical & Information Engineering

经济与管理

Economics & Management

管理科学与工程

Managerial Science and Engineering

### 二、招聘岗位：

AO 岗位 学科领军人才(Position AO Disciplinary Leading Talents)

#### 1. 招聘条件：

国家“千人计划”人才（包括创新人才长期项目、创新人才短期项目、外专项目、）入选者。

Qualification: National Thousand Talents Plan Members, including Long Term Innovative Talents Plan, Short Term Innovative Talents Plan, Foreign Experts Plan,

#### 2. 薪酬待遇：（引进待遇包括但不限于以下内容）

（1）无偿提供 180 m<sup>2</sup>校内住房一套，并一次性提供安家费 80 万元（税前）；

（2）科研启动费：自然科学类提供 1000-1500 万元（其中理科类提供 300-500 万元），人文社科类提供 200-300 万元的科研启动费；

（3）聘为二级及以上教授、博士生导师，除享受所聘岗位待遇外，另按合同约定执行协议

工资，年薪 100-120 万元/年（税前）；

（4）按照学科领军人才的工作需求，以外部引进或内部遴选的方式为其组建科研团队（学校承担工资待遇），配套专属的研究生招生指标；

（5）对于非全职引进的短期项目，参照同层次人才的岗位待遇标准及国外实际待遇状况，另行协商。

（6）申请人可依托我校申报国家“千人计划”项目。其中，入选“千人计划”长期项目的，可同时享受政府给予的人才补助 200 万元人民币；入选“千人计划”短期项目的，可同时享受人才补助 50 万元人民币。政府补助均免收个人所得税。

**Salary & Benefits (pre-tax, including but not limited to)**

**1. Relocation**

Free housing on campus (apartment ~180 m<sup>2</sup>); relocation allowance: CNY800000

**2. Research Start-up Fund**

Science & Engineering: CNY10000000 to 15000000 (some disciplines in science: CNY3000000 to 5000000 )

Social Science: CNY2000000 to 3000000.

**3. Faculty Position & Annual Salary**

Level 2 Professorship or above, PhD candidate adviser; Faculty position salary plus CNY1000000 to 1200000.

**4. Team Members and Graduate Recruiting**

SUST will assist in building up the research team through internal or external recruiting, and afford the salaries of team members. The priority in graduate recruiting is guaranteed.

**5. Short Term Talent Salary & Benefits Package**

Negotiated according to above standard, length of service and international level.

**6. Government Talents' Plan Allowance**

Applicants can apply for national Thousand Talents Plan with SUST as affiliation. Recipient of Long Term, Short Term Innovative Talents Plan Award can respectively acquire a government allowance of 2 million and 0.5 million which is exempt from income tax. )

**A1 岗位 特聘教授(Position A1 Distinguished Professors)**

**1. 招聘条件:**

一般应在海外取得博士学位，不超过 50 岁，在国外著名高校、科研院所、国际知名企业和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，具有世界一流研究水平，近 5 年在国际重要核心刊物上发表过具有重要影响的学术论文；获得国际重要科技奖项、掌握重要实验技能或科学工程建设关键技术。

**Qualification:**

Applicants for Distinguished Professors (under 50) must hold a PhD degree with a top overseas university or research institution, and should have been working as professors or equivalent positions at a well-known overseas university or research institution with excellent publication record in recent 5 years, major international awards for science and technology, key experiment skills or technologies in scientific engineering.

**2. 薪酬待遇:**

（1）无偿提供 140 m<sup>2</sup> 校内住房一套，并一次性提供安家费 60 万元（税前）；

（2）自然科学类提供 300-600 万元（其中理科类提供 100-200 万元），人文社科类提供 60-120 万元的科研启动费；

(3) 聘为三级及以上教授、博士生导师，除享受所聘岗位待遇外，另按合同约定执行协议工资 60-80 万元/年（税前）；

(4) 按照特聘教授的工作需求，以外部引进或内部遴选的方式为其组建科研团队（学校承担工资待遇），配套专属的研究生招生指标；

(5) 对于非全职引进的短期项目，参照同层次人才的岗位待遇标准及国外实际待遇状况，另行协商。

(6) 申请人可依托我校申报国家“千人计划”及陕西省“百人计划”项目，其中“千人计划”长期项目入选者可同时享受政府给予的人才补助 200 万元人民币、“短期项目”入选者享受人才补助 50 万元人民币；“百人计划”全职项目入选者享受人才补助 100 万元人民币，“短期项目”入选者享受人才补助 50 万元人民币，政府补助均免收个人所得税。

Salary & Benefits (pre-tax, including but not limited to)

#### 1. Relocation

Free housing on campus (apartment ~140 m<sup>2</sup>); Relocation allowance: CNY600000.

#### 2. Research Start-up Fund

Science & Engineering: CNY3000000 to 6000000 (some disciplines in science: CNY1000000 to 2000000 )

Social Science: CNY600000 to 1200000.

#### 3. Faculty Position & Annual Salary

Level 3 Professorship or above, PhD candidate adviser; Faculty position salary plus CNY 600000 to 800000.

#### 4. Team Members and Graduate Recruiting

SUST will assist in building up the research team through internal or external recruiting, and afford the salaries of team members. The priority in graduate recruiting is guaranteed.

#### 5. Part-time Faculty Positions

Negotiated according to above standard, length of service and international level.

#### 6. Government Talents' Plan Allowance

Applicants can apply for national Thousand Talents Plan and Shaanxi Provincial Hundred Talents Plan with SUST as affiliation. Recipient of Long Term, Short Term Thousand Talents Plan Award can respectively acquire a government allowance of 2 million and 0.5 million. Recipient of Full Time and Short Term Hundred Talents Plan Award can receive respectively a government award of 1 and 0.5 million. Government allowance is exempt from income tax. )

A2 岗位 学术骨干人才(Position A2 National Thousand Youth Talents Plan or Equivalent)

#### 1. 招聘条件:

(1) 国家“青年千人计划项目”入选者；

(2) 申报人研究领域属自然或工程技术领域，年龄不超过 40 周岁；取得博士学位，并有 3 年以上连续海外科研工作经历；在海外知名高校、科研机构或知名企业研发机构有正式教学或科研职位；是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。

#### Qualifications:

1. Thousand Youth Talents Plan members.

2. Applicants should be under 40, hold a PhD degree in natural science and engineering and have no less than three consecutive years of overseas research experience. Applicants should have worked in official positions in overseas universities or research institutes with certain influence in their research fields and the potential to become future research or technology leaders in his/her

field.

## 2. 薪酬待遇:

- (1) 无偿提供 120 m<sup>2</sup>校内住房一套，并一次性提供安家费 45 万元（税前）；
- (2) 自然科学类提供 150-300 万元（其中理科类提供 50-100 万元），人文社科类提供 30-60 万元的科研启动费；
- (3) 聘为四级及以上教授、博士生导师或硕士生导师，除享受所聘岗位待遇外，另按合同约定执行协议工资 30-40 万元/年（税前）；
- (4) 配套专属的研究生招生指标，直接认定为正高级专业技术职务。
- (5) 申请人可依托我校申报国家“千人计划”青年项目及陕西省“百人计划”青年项目，其中“千人计划”青年项目入选者可同时享受政府给予的人才补助 100 万元人民币、“百人计划”青年项目入选者享受人才补助 50 万元人民币，政府补助均免收个人所得税。

Salary & Benefits (pre-tax, including but not limited to)

### 1. Relocation

Free housing (apartment: 120 m<sup>2</sup>) on campus; Relocation allowance: CNY450000.

### 2. Research Start-up Fund

Science & Engineering: CNY1500000 to 3000000 (some disciplines in science: CNY500000 to 1000000 )

Social Science: CNY300000 to 600000.

### 3. Faculty Position & Annual Salary

Level 4 Professorship or above, PhD/Master candidate adviser; Faculty position salary plus CNY 300000 to 400000.

### 4. Graduate Recruiting

Priority in graduate recruiting.

### 5. Government Talents' Plan Allowance

Applicants can apply for national Thousand Talents Plan and Shaanxi Provincial Hundred Talents Plan with SUST as affiliation. Recipient of Thousand Youth Talents Plan Award can acquire a government allowance of 1 million. Recipient of Hundred Youth Talents Plan Award can receive a government allowance of 0.5 million. Government allowance is exempt from income tax. )

BO 岗位 青年拔尖人才 (Position BO Excellent Young Scholars)

### 1. 招聘条件:

国外知名科研院所、境外高水平大学博士毕业或博士后出站，具有所从事科研领域青年拔尖人才的学术地位，具有成为该领域学术带头人的发展潜力，身体健康，年龄一般不超过 33 周岁，且符合下列条件之一的：

(1) 近五年以第一作者发表本领域 ESI 高被引学术论文 1 篇，或 SCI 一区期刊 (JCR 分区) 学术论文 2 篇，或 SCI 二区及以上期刊 (JCR 分区) 或影响因子大于 3.0 的学术论文 5 篇，且主持或参与重大科研项目；

(2) 具有 2 年海外知名高校、科研机构或知名企业研发机构的工作经历，具有副 (助) 研究员职位或博士后研究员职务。

Qualifications: Applicants (under 33), must hold a PhD degree or have a post-doctoral research experience with a top overseas university or research institution with strong research potential and leadership, and meet one of the following requirements:

(1) Publication of 1 ESI high citation paper, or 2 SCI JCR-Q1 papers, or 5 SCI JCR-Q2 papers or 5 papers with impact factor above 3.0 as the first author in recent 5 years, and major research

projects experience;

(2) 2 years of experience at overseas universities, research institutions or top enterprises with associate (assistant) professorship or post-doctoral fellowship.

2. 薪酬待遇:

(1) 提供 100 m<sup>2</sup>-120 m<sup>2</sup>学校有偿集资住房一套, 并一次性提供安家费 30 万元 (税前);

(2) 自然科学类提供 60 万元, 人文社科类提供 30 万元的科研启动费;

(3) 认定副高级专业技术职务, 聘至副教授六级岗, 年薪不低于 15 万元, 聘为硕士生导师, 配套专属的研究生招生指标;

(4) 申请人可以依托我校申报陕西省“百人计划”青年项目, 入选者同时享受政府给予人才补助 50 万元人民币 (免收个人所得税)。

Salary & Benefits (pre-tax, including but not limited to)

1. Relocation

Entitled to buy an apartment on campus (100 m<sup>2</sup>-120 m<sup>2</sup>); Relocation allowance: CNY300000.

2. Research Start-up Fund

Science & Engineering: CNY600000; Social Science: CNY300000.

3. Faculty Position & Annual Salary

Level 6 Associate Professorship with minimum annual salary of CNY150000; Master student adviser; Priority in graduate recruiting.

4. Government Talents' Plan Allowance

Applicants can apply for Shaanxi Provincial Hundred Talents Plan with SUST as affiliation. Recipient of Hundred Youth Talents Plan Award can receive a government allowance of 0.5 million which is exempt from income tax.

B1 岗位 高水平博士人才 (Position B1 Excellent PhD)

1. 招聘条件:

国外知名科研院所、境外高水平大学博士毕业或博士后出站, 或在学科领军人才团队参与科研项目, 具有一年以上国外留学或访学经历, 身体健康, 年龄一般不超过 30 周岁, 符合下列条件之一的:

(1) 近五年以第一作者发表 SCI 一区期刊 (JCR 分区) 学术论文, 或 SCI 二区及以上期刊 (JCR 分区) 或影响因子大于 3.0 的学术论文 3 篇, 或在 SCI 和 EI 期刊累计发表学术论文 6 篇。

(2) 具有海外知名高校、科研机构或知名企业研发机构的工作经历, 具有副 (助) 研究员职位或博士后研究员职务。

Qualifications: Applicants (under 30), must hold a PhD degree or have a post-doctoral experience with a top overseas university or research institution, and meet one of the following requirements:

(1) Publication of SCI JCR-Q1 paper, or 3 SCI JCR-Q2 papers or 3 papers with impact factor above 3.0, or 6 SCI /EI journal papers as the first author in recent 5 years;

(2) Experience at overseas university, research institution with associate (assistant) professorship or post-doctoral fellowship.

2. 薪酬待遇:

(1) 提供 100-120 m<sup>2</sup>学校有偿集资住房一套, 并一次性提供安家费 20 万元 (税前);

(2) 提供自然科学类 20 万元, 人文社科类 15 万元的科研经费;

(3) 认定副高级专业技术职务, 聘至副教授七级岗, 年薪不低于 12 万元。

(4) 申请人可以依托我校申报陕西省“百人计划”青年项目，入选者同时享受政府给予人才补助 50 万元人民币（免收个人所得税）。

Salary & Benefits (pre-tax, including but not limited to)

1. Relocation

Entitled to buy an apartment on campus (100-120 m<sup>2</sup>); Relocation allowance: CNY200000.

2. Research Start-up Fund

Science & Engineering: CNY200000; Social Science: CNY150000.

3. Faculty Position & Annual Salary

Level 7 Associate Professorship with minimum annual salary of CNY120000.

4. Government Talents' Plan Allowance

Applicants can apply for Shaanxi Provincial Hundred Talents Plan with SUST as affiliation.

Recipient of Hundred Youth Talents Plan Award can receive a government allowance of 0.5 million which is exempt from income tax. )

三、联系方式:

有意向者，请发邮件或直接致电，学校将及时安排专人与您联系。

学校地址：西安市未央区未央大学园区陕西科技大学

学校网页：<http://www.sust.edu.cn/>

邮政编码：710021

联系部门：陕西科技大学人事处

联系人：乔明哲

联系电话：+86-29-86168062；+86-13572186963

传真：+86-29-86168062

Location: Xi'an, China

Application:

For questions regarding the positions, please contact Qiao Mingzhe at +86-29-86168062(tel/fax) or mobile +86-13572186963, or via email: [hr@sust.edu.cn](mailto:hr@sust.edu.cn)

The review of applications and nominations is underway and will continue until positions are filled. For more information about SUST please visit <http://www.sust.edu.cn/>.