

# **Careers at College of Computer Science and Electronic Engineering, Hunan University**

With student demand and research opportunities in computer science skyrocketing, Hunan University CSEE today announced it will hire an additional 56+ faculty members and substantially expand its commitment to this field in the years ahead.

## **1. Careers in this College**

### **A. Total number**

- 1) High-level talents (including Yuelu Scholars), no limit
- 2) Assistant or Associate Professor, 30
- 3) Postdoctoral Fellowships, 26+

**B. We seek outstanding faculty in all areas of Computer Science and Electronic Engineering. The focus of our search is in: Computer Science and Technology, Communication Engineering, Cyberspace Security, Artificial Intelligence (AI) and so on.**

However, strong candidates in all areas of Computer Science and Electronic Engineering will be seriously considered. Priority will be given to applicants with path-breaking research interests that have the potential to transform both Computer Science and Electronic Engineering and other disciplines.

## **2. The Introduction of High-Level Talent**

### **A. Basic standards**

- 1) Law-abiding, passionate for teaching , ethical research, noble morality;
- 2) Good team work spirit, good physical and mental health;
- 3) Full-time fulfillment

## **B. Types of sourcing needs**

### **1) Yuelu Scholar Leadership Position**

- a. Priority will be given to applicants with a high academic reputation, enthusiasm for the development of disciplines, path-breaking research interests that have the potential to lead the discipline to maintain or exceed the international advanced level and to transform both Computer Engineering and other disciplines;
- b. Academicians, academic recognized masters, national-level "Thousand People Plan" Class A scholars, national "Ten Thousand Talent Program" the outstanding talent winners

### **2) Yuelu Scholar Distinguished Position**

- a. Priority will be given to applicants with profound academic attainments, enthusiasm for the development of disciplines, path-breaking research interests that have the potential to lead the discipline to maintain or exceed the international advanced level and to transform both Computer Engineering and other disciplines;
- b. Distinguished A Position : the Yangtze River Distinguished Professors, or the national outstanding youth fund winners, national "Ten Thousand Talent Program" the leading talent winners, or professors who made outstanding achievements or any of the following during the latest five years:
  - ① published research papers in <Nature>, <Science>, <Cell> (as the first author or authors);
  - ② won the National Science and Technology Achievement Award (ranked first), or national teaching achievement of second prize and above awards (ranking first);
  - ③ the person in charge of National Natural Science Fund for creative research groups, or presided over the national key special

focus on research and development plan (including the original 973 Plan, the national major key scientific research plan, the 863 plan major projects etc), major projects of national science and technology, and obtained the corresponding research results.

④ was selected as a highly cited scholar in China.

⑤ whose research has been identified as a major breakthrough in the research world or as an important discovery, which has a significant impact at home and abroad, and can be employed to the position.

### **3) Yuelu Scholar Morning Star Position**

a. can work as a full-time staff, whose research direction is stable and had shown good development potential, has gained research results with important academic influence.

b. Morning Star A Position: at the age of 45 or below; the national outstanding youth fund winners, thousand youth talent plan winners, the Yangtze River youth talent plan winners, ten thousand youth topnotch talent plan winners, or any of the following outstanding performance during the latest five years:

① published 3 papers in the International Journal of the subject (as the first author or correspondent);

② In charge of the national key research and development program for young scientists team

c. Morning Star B Position: at the age of 40 or below, or any of the following outstanding performance during the latest five years:

① published two and above research papers of high level (high cited, SCI District, CCFA conference and Journal as the first author or co-author);

② whose research has been identified as a major breakthrough in the research world or as an important discovery, which has a significant impact at home and abroad, and can be employed to the position.

## **C. Responsibilities**

### **1) Yuelu Scholar Leadership Position**

- a. perform the professor position duties
- b. correctly grasp the direction of the discipline development, make the scientific development of discipline strategy, lead the discipline into the world-class disciplines
- c. solve the key problem facing urgent and major strategic needs of international science and technology frontier or national industry development, or lead the organization of scientific research team for the major program of the National Natural Science Foundation, the National Development Plan and other major national projects, leading originality, researching on the problems of key theories, practical uses and the key techniques in the field.
- d. make significant achievements: taking Hunan University as the first signature organization, publishing research papers has a significant impact on one of the top international journals (as first author or co-author); or taking Hunan University for the first signature organization to obtain the national scientific and technological achievements (or teaching achievement award); or make a great discovery which have a significant impact and has been widely recognized by international peers; or being identified, the results of the research have been widely used in the industry field, and have a significant impact.
- e. lead the construction of the academic echelon of the discipline, introduce and train young people of high level, guide the teaching

and research of young scholars, form international level research team to meet the needs of the development of disciplines.

## **2) Yuelu Scholar Distinguished Position**

- a. perform the professor position duties;
- b. responsible for the development of the discipline plan, and to lead the discipline to catch up with the international advanced level with specific implementation steps;
- c. host the National Natural Science Foundation of China (key project), the State Key Development Program (key) and other major national projects and the development of country's frontier subject, leading originality, researching on the problems of key theories, practical uses and the key techniques in the field.
- d. make landmark achievements: taking Hunan University as the first signature organization, publishing research papers that has a significant impact on one of the top international journals (as first author or correspondent); or win the provincial and ministerial level and above the first prize awards bringing the Hunan University for the first time organization; or research identified as important discoveries which has great influence at home and abroad or in the field of industry; or receive national teaching achievement award.
- e. responsible for the construction of the academic echelon of the subject, train and introduce the high level young talents, and set up a research team with international competitiveness according to the characteristics of the subject and the development of the discipline

## **3) Yuelu Scholar Morning Star Position**

- a. perform the teacher position duties;
- b. actively explore the research and development of the subject around the discipline development plan

- c. undertake the national major (key) projects or the frontier research which have great impact of the nation's development
- d. make outstanding achievements: taking Hunan University as the first signed organization, publish subject recognized papers at one of the top international journals (as first author or co-author); or win provincial and ministerial level or above awards or high level teaching achievements taking Hunan University as the first signed organization; or have research identified as important discoveries that have important influence and widely recognized by domestic and foreign experts.
- e. being selected into the national related talent plan: Morning Star A position should declare the National Outstanding Youth Science Foundation or the Ministry of Education Changjiang (Yangtze River) Scholar Distinguished Professor and enter the part of the respondent; Morning Star B position should declare a National Outstanding Youth Science Foundation or Thousand Youth Talent Plan, Yangtze River Youth Talent Plan, 10 Thousand Youth Topnotch Talent Plan and enter the part of the respondent.

### **3. Faculty of Instruction Positions and Responsibilities**

#### **A. Introduction requirements**

- 1) The successful applicant will be one who is an extraordinary teacher and mentor. They will bring not only strong and deep knowledge of Computer Science and Electronic Engineering but also passion in their desire to convey that knowledge to a broad variety of Hunan University students. They will go well beyond delivering entry level service courses to create a learning environment that motivates students to enroll, to work, to learn, and to find new applications of Computer

Science and Electronic Engineering that shape their careers and the world beyond.

- 2) Candidates are applying processors should be no more than 45 years of age, and candidates are applying associate professors or below should be no more than 35 years of age. Applicants should have earned a Ph.D. in Computer Science and Electronic Engineering or a closely related field. Candidates will be considered at the Assistant or Associate level depending on experience.
- 3) Other requirements to meet one of the following:
  - a. Applicants should have earned a Ph.D. or above in Computer Science or Electronic Engineering or a closely related field in an internationally renowned university.
  - b. Applicants should have earned a Ph.D. or above in Computer Science or Electronic Engineering or a closely related field in a Top 15 domestic university ranking by subject.
  - c. National Key Laboratory research with a doctoral degree or above
  - d. Applicants who have published high level dissertation at CCF B class or above during Ph.D. and who have overseas study experience from domestic 985 university Ph.D. or above with path-breaking research interests that have the potential to transform both Computer Science/Electronic Engineering and other disciplines.

#### **4. Salary Range**

**A. Annual Salary Structure: National Salary + University Allowance + Year-end Performance + Research Award.**

**B. The university offers the following benefits in accordance with the corresponding post:**

- 1) Scientific research starting fee: professor 1,000,000 yuan / person, associate professor 500,000 yuan / person, assistant professor 250,000 yuan / person.
- 2) The installation fee (pre tax): professor 300,000 yuan / person, associate professor 200,000 yuan / person, assistant professor 150,000 yuan / person.
- 3) If there is a shortage of high-level talents that our college hope to introduce, a proposal is needed and the result will be determined by the leading group of the school personnel work.

**C. For those who are in the Yuelu scholar leadership position, Yuelu scholar distinguished position, and Yuelu scholar morning star positions, selected teachers in addition to enjoy relevant allowance, additional allowance standard is: Yuelu scholar leadership position 300,000 yuan / year; Yuelu scholar distinguished A position 200,000 yuan / year, B position 150,000 yuan / year; Yuelu scholar A position 120,000 yuan / year, Yuelu scholar A position 60,000 yuan / year. Measures for the implementation of specific conditions of employment and job responsibilities, please refer to "Hunan University Yuelu scholars program".**

**D. Our college invites candidates with three years+ overseas working experience to join us. Outstanding young people are encouraged to declare the "Thousand Youth Talents Plan". Winners in addition to enjoy the national allowance and supporting working conditions, the university will offer the following benefits:**

- 1) Position: appointed as professor and doctoral supervisor.
- 2) Salary: according to the provisions of the state and the university, the salary is in accordance with the classified standards. The Yuelu scholar



morning star position enjoys additional 120,000 yuan / year allowance and 100,000 yuan / year living allowance. If you have published papers or research project was funded by national scientific research, your achievements in scientific research performance will be given awards.

3) Installation fee and transitional housing relocation expenses: you will be given 1,250,000 yuan (including the national disposable living allowance 500,000 yuan). The school provides rent subsidies of 20,000 yuan, for two years during the transition period of rental on or off campus housing. The school will give priority to the protection of rental housing on campus in transition.

4) Scientific research funding: on the basis of state funded research subsidies , our university will double the amount of support on 1:1 scale.

5) Experimental sites and office: The office and experimental site will be provided according to the actual needs.

**E. Academicians, national thousand people plan, national ten thousand people plan, Yangtze River (Changjiang) scholars, the national outstanding youth or quality youth and other international well-known scholars in Hunan province. Our provincial government will provide additional allowance. On above national fund and university's fund (60% of scientific research funds, housing subsidies and one-time bonuses). Additional subsidies on the basis of the specific conditions of science and technology department of Hunan Province, please check the "Visible Chang-Zhu-Tan High Level Talents Program" scheme.**

**F. Postdoctoral enrollment conditions and salary**

1) Recruit type: candidates who are with a full-time post doctoral program, a post doctoral training project, or a joint postdoctoral with other

universities. The candidate, should in principle be a full-time personnel and his or her postdoctoral personnel relationship documents and files should transfer to the university.

2) Requirements: Within three years of graduation, the candidate must be a full-time graduate, postdoctoral under the age of 35; enterprise postdoctoral is appropriate to relax the age to declare, project post doctors consult Hunan province project postdoctoral management office requirements (currently 40 years of age).

3) Salary:

- a. Full-time doctoral candidate, our university will provide 120,000 yuan / year (two years) funding, co-supervisor provide 30,000 yuan (per annum) supporting project; project post-doctors need to have self raised funds or paid by the supervisor after a funding consultation, postdoctoral joint training candidates fund provided by the enterprises.
- a. Full-time candidates can be located in full-time post doctoral station during the period at our college, they will enjoy the same level of treatment as faculty, to send their children to university kindergarten and primary school.
- b. Postdoctoral candidates recognized as excellent, are given priority in recruitment afterwards.

## **5. Recruitment Process**

Application Submission -- Application College Review -- Audit Teaching And Academic Report -- Interview -- College Professor Committee Review -- College Publicity -- Submit to University -- University Human Resources Review -- Communication Review (associate professor level or above) -- Interview -- University Publicity -- Sign the Formal Employment Contract

Applicants should submit examples like but not limited to (1) an electronic version of Chinese ID card or passport, (2) a curriculum vitae, (3) three to five degree certificates from bachelor level to Ph.D. level, (4) statement of research goals, (5) statement of teaching philosophy, and (6) two representative publications and other supporting documents.

## **6. Submission**

Applicants please fill in <Hunan University School Personnel For Teachers Application Form >, together with the electronic version of the identity card and the bachelor, master and Ph.D. degree certificates and other supporting materials to the email address below (xkjob@hnu.edu.cn). The applicant would be notified for interview once the relevant materials approved by the College Committee. Please bring the original documents during the interview.

For general questions about the search or application assistance post submission:

**Contact: Ms. Lei Yanfeng**

**Tel: 0731-88821907**

**E-mail: xkjob@hnu.edu.cn**

College of Computer Science and Electronic Engineering, Hunan University

June 30th, 2017

**Materials 1: Apply for teacher's job application form-2017**

**new.Doc (材料 1: 应聘教师岗位申请表-2017 新.doc )**

## 湖南大学信息科学与工程学院招聘方案

### 一、人才需求

#### （一）招聘人数

1. 高水平人才数（含岳麓学者），不限
2. 骨干教师：助理教授及以上，30 人；
3. 博士后，不少于 26 人。

（二）招聘方向与领域：计算机科学与技术，通信工程，网络空间安全，人工智能等。

### 二、高水平人才引进的条件

#### （一）基本条件

1. 遵纪守法，热爱教学，治学严谨，师德高尚；
2. 具有良好的团队协作精神，身心健康；
3. 全职来校工作；

#### （二）人才岗位类型及主要条件

##### 1. 岳麓学者领军岗

（1）享有较高学术声誉，热心学科发展，具有带领本学科保持或赶超国际领先水平的能力；

（2）院士、学术界公认的学术大师，千人计划学者 A 类入选者、万人计划“杰出人才”入选者。

##### 2. 岳麓学者特聘岗

（1）全职在岗工作，具有深厚的学术造诣，热心学科发展，具有带

领本学科在前沿领域赶超国际先进水平的能力。

(2) 特聘岗 A: 长江学者特聘教授、国家杰出青年基金获得者、万人计划“领军人才”入选者,或近五年内取得以下任意一条突出成果的教授:

A. 在《Nature》、《Science》、《Cell》发表研究论文(第一作者或通讯作者);

B. 获得国家科技成果奖励(排名第一),或国家级教学成果二等奖及以上奖励(排名第一);

C. 国家自然科学基金创新研究群体负责人,或主持国家重点研发计划重点专项(含原 973 计划、国家重大科学研究计划、863 计划重大项目等)、国家科技重大专项项目等,并取得相应研究成果。

D. 入选中国高被引学者。

E. 经认定,研究工作有重大突破或取得重要发现、在国内外产生重大影响并可聘至该岗位的。

### 3. 岳麓学者晨星岗

(1) 能全职在岗工作,有稳定的研究方向和良好的发展潜质,已取得具有重要学术影响的研究成果。

(2) 晨星岗 A: 年龄在 45 周岁以下;国家优秀青年基金获得者、青年千人、青年长江、万人计划青年拔尖人才入选者,或近五年内取得以下任意一条突出业绩者:

A. 在本学科国际顶级期刊发表研究论文(第一作者或通讯作者)3 篇;

B. 国家重点研发计划青年科学家项目负责人。

(3) 晨星岗 B: 年龄在 40 周岁以下; 或近五年取得以下任意一条突出业绩者:

A. 发表高水平研究论文 (高被引、SCI 一区、CCFA 类会议及会刊) 2 篇及以上者 (第一作者或通讯作者);

B. 经认定, 研究工作有重大突破或重要发现、在国内外产生重大影响并可聘至该岗位的。

### (三) 岗位职责

#### 1. 岳麓学者领军岗岗位职责:

(1) 履行教授岗位职责。

(2) 正确把握本学科的发展方向, 制定学科发展战略, 带领本学科迈向世界一流学科行列。

(3) 面向国际科学与技术前沿或国家重大战略需求或行业发展急需解决的关键问题, 带领或组织科研团队获取国家自然科学基金重大项目、国家重点研发计划等国家重大项目, 引领原创性、重大理论与实践问题研究和关键技术领域的攻关。

(4) 取得重大标志性成果: 以湖南大学为第一署名单位, 在本学科公认的国际顶级期刊发表具有重大影响的研究论文 (第一作者或通讯作者); 或以湖南大学为第一署名单位获得国家科技成果 (教学成果) 奖励; 或取得重大发现、产生重大影响并得到国际同行广泛认可; 或经认定, 所研究的成果被本行业领域广泛应用, 并产生重大影响。

(5) 领导本学科学术梯队建设, 引进和培养高水平青年人才, 指导青年学者教学科研工作, 根据学科发展需要组建具有国际水准的研究

团队。

2. 岳麓学者特聘岗岗位职责：

(1) 履行教授岗位职责；

(2) 负责制定本学科方向发展规划，并具体实施，带领本学科在其前沿领域赶超国际先进水平；

(3) 主持国家自然科学基金重大（重点）项目、国家重点研发计划等国家重大（重点）项目以及对国家发展具有较大影响的前沿课题，开展原创性、重大理论与实践问题研究和关键领域的攻关。

(4) 取得标志性成果：以湖南大学为第一署名单位，在本学科公认的国际顶级期刊上发表具有较大影响的论文（第一作者或通讯）；或以湖南大学为第一署名单位获得省部级一等奖及以上成果奖励；或研究成果经认定属于重要发现、产生重要影响并得到国内外同行或本行业领域的广泛认可；或获得国家级教学成果奖励。

(5) 负责本学科学术梯队建设，培养和引进高水平青年人才，根据学科特点和学科发展需要，组建具有国际竞争力的研究团队。

3. 岳麓学者晨星岗岗位职责：

(1) 履行相应教师岗位职责。

(2) 积极围绕本学科发展规划，开展学科前沿探索与研究。

(3) 承担国家重大（重点）项目或对国家发展具有较大影响的前沿课题研究。

(4) 取得突出成果：以湖南大学为第一署名单位，在本学科公认的国际顶级期刊上发表论文（第一作者或通讯作者）；或以湖南大学为

第一署名单位获得省部级以上成果奖励或高水平的教学成果；或研究成果经认定属于重要发现、产生重要影响并得到国内外同行的广泛认可。

(5) 入选国家相关人才计划：晨星岗 A 应申报国家杰出青年科学基金资助或教育部长江学者特聘教授并进入答辩环节；晨星岗 B 应申报国家优秀青年科学基金资助或青年千人、青年长江、万人计划青年拔尖等人才项目并进入答辩环节。

### 三、骨干教师引进条件

1. 忠诚教育事业，恪守学术规范，治学严谨，遵章守纪。
2. 应聘正高职务岗位者原则上不超过 45 周岁，应聘副高及以下职务岗位者年龄原则上不超过 35 周岁
3. 其他需满足以下条件之一：
  - A. 国外知名高校的相关专业博士研究生以上学历
  - B. 国内同学科排名前 15 名的高校博士研究生以上学历
  - C. 国家重点实验室博士研究生以上学历
  - D. 博士期间所发表论文为 CCFB 类会议以上高水平论文的博士研究生，并有国内 985 高校博士研究生以上学历

### 四、相关待遇

(一) 年薪酬构成：国家工资+学校津贴+年终绩效+科研奖励。

(二) 学校按照相应岗位职务提供如下待遇：

1. 科研启动费：教授 100 万元/人、副教授 50 万元/人、助理教授 25 万元/人。



2. 安家费（税前）：教授 30 万元/人、副教授 20 万元/人、助理教授 15 万元/人。

3. 学科紧缺、学校急需引进的高层次人才，其支持条件一事一议，由学校人事工作领导小组研究确定。

（三）学校特设“岳麓学者”领军岗、特聘岗、晨星岗，入选者除享受教师相关待遇外，增加岗位津贴标准为：领军岗 30 万元人民币/年；特聘岗 A 岗 20 万元人民币/年、B 岗 15 万元人民币/年；晨星岗 A 岗 12 万元人民币/年、B 岗 6 万元人民币/年。具体聘用条件及岗位职责详见《湖南大学“岳麓学者计划”实施办法》。

（四）学院诚邀具有三年及以上海外工作经历的优秀青年才俊共同申报“青年千人计划”，入选者除享受国家有关待遇及支持条件外，学校将给予如下待遇：

1. 职务：聘任为教授和博士生导师职务。
2. 薪酬：根据国家和学校规定，按照同级同类人员薪酬执行。同时享受岳麓学者晨星 A 岗 12 万元/年的津贴和 10 万元/年的生活补助，所发表论文或获得国家资助研究项目等科研成果按科研绩效给予奖励。
3. 安家费及过渡住房：提供安家费 125 万（含国家一次性生活补助 50 万元）。学校提供租房补贴 2 万元，用于两年过渡期间租住校内或校外住房。学校将优先保障租住校内过渡住房。
4. 科研支持经费：在国家资助科研补助费基础上，学校 1：1 配套。
5. 办公及实验场地：根据实际基本需求提供办公室及实验场地。

五、院士、国家千人计划、万人计划、长江学者、国家杰青或优青以

及其他国际国内知名学者湖南省另提供国家和学校已给待遇（科研经费的 60%，购房补贴以及一次性奖励）基础上的额外补贴，具体条件可见湖南省科技厅关于“长株潭高层次人才聚集工程”方案。

## 六、博士后招收条件及待遇

### （一）招收类型：

全职博士后，项目博士后，联合培养博士后。原则上应全脱产，全职博士后要转入人事关系。

### （二）招收条件：

博士毕业三年以内，全职博士后 35 岁以下，企业博士后年龄适当放宽，项目博士后申报年龄以省博管办要求为限（目前为 40 岁以下）。

### （三）招收待遇：

1. 全职博士后学校按 12 万元/年（两年期）提供经费，合作导师将另给予每年 3 万元配套；项目博士后经费自筹或由导师协商支付，联合培养博士后由企业提供。
2. 全职博士后在站期间可在我校所在地落户，享受我校教职工的子女入托、入学待遇。
3. 博士后出站考核优秀者可择优留校录用

## 六、招聘流程

个人申报——学院审核材料——试讲、学术报告——面谈——院教授委员会审定——学院公示——报学校审批——人力资源处资料审查——通讯评议（副高以上）——面试考察——学校公示——签订聘任合同

## 七、提交材料

应聘者请填写《湖南大学校外人员应聘教师岗位申请表》，连同身份证、本硕博学历学位证书及其它支撑材料的电子版发至下方电子邮箱。相关材料经过学院审核后，通知面试，面试时请提供原件。

联系人：雷老师

联系电话：0731-88821907；

E-mail: xkjob@hnu.edu.cn。

湖南大学信息科学与工程学院

2017 年 6 月 30 日

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