

Notice of 1125 Talent Recruitment Program of Zhengzhou

Based on the Opinion on Introducing and Cultivating Leading Innovation and Enterprising Talents (Groups) (Zheng Fa [2015] No. 9) and the Notice on Printing Measures for Implementation of Introducing and Cultivating Leading Innovation and Enterprising Talents (Groups) to Zhengzhou (Draft) (Zheng Ban [2015] No. 18) released by the General Office of CPC Zhengzhou Municipal Committee and the General Office of Zhengzhou Municipal Government, issues related to the talent recruitment programs are as follows:

I. Key fields of talent introduction

To keep in line with the nation's 13th Five-Year Plan (2016-2020) and under the guidance of the strategic development planning to build the city into an international commercial cosmopolitan, the project looks for innovative and enterprising individuals or groups in electronics information, automobile and equipment manufacturing, modern business and trade logistics, cultural and creative tourism, new materials, biomedicine, modern agriculture and food processing, modern finance, high-end services and other strategic leading industries, as well as the aviation industry, Internet technology, big data technology, intelligent manufacturing and other strategic emerging industries.

II. Qualifications

Six types of groups and individuals are being recruited.

i. Leading enterprising groups

There must be three to five core members (including the group leader), who are generally less than 55 years of age and have at least five years work experience within the group. The group must have at least one member who works full time in Zhengzhou. The other members must work in Zhengzhou for at least six months of each year. The group leader must have a doctorate or senior professional title and the core members must have a master's degree or higher or a professional title higher than senior associate.

Applicants must also meet the following criteria:

1) They should have achieved an advanced level globally or a leading level in China; should own invention patents or independent intellectual property rights with the potential for industrialization and be in the pilot or industrial stage; should be capable of making breakthroughs in technology, solving critical issues and transforming continuous innovation into products; and should provide significant economic and social benefits.

2) At least one of the group members must have experience of starting a business, with more than five years experience in a management position at a well-known company and be familiar with international rules and related fields.

3) The group has to be well structured in terms of its members' expertise and be able to operate for more than five years in Zhengzhou.

4) The tech enterprise they start must be properly registered, join the social insurance scheme and abide by other related procedures in Zhengzhou. They must invest no less than the government's funding support (see industrialization support policy for more details) as registered paid-in founding capital (excluding technology shares). The equity of the group should be no less than 35 percent if the group leader is not the named legal

representative.

ii. Leading innovative groups

There must be three to five core members (including the group leader) who are less than 55 years of age and have at least five years of management experience within the group, of whom at least one must work full time in Zhengzhou and the rest of the group be able to work in Zhengzhou for at least six months of each year.

The group leader must have a doctorate or senior professional title and the core members must have a master's degree or higher or a professional title higher than senior associate.

Core members must also meet one of the following criteria:

1) Core members should have achieved an advanced level globally or a leading level in China; should be innovative and have academic influence; should own invention patents with the potential for industrialization or innovation achievements with independent intellectual property rights; should be capable of making breakthroughs in technology, solving critical issues and transforming continuous innovation into products; and should provide significant economic and social benefits.

2) Core members must hold positions as professors, researchers, chief scientists or the equivalent in prestigious universities and research institutes at home or abroad, or must be professional technical or management personnel who hold senior positions in well-known international companies, financial institutions or international organizations, and be familiar with industrial development and international rules.

3) Core members must have taken part in national scientific and technological projects or related tasks. They must be leading talents with the capability to solve key technological and operational problems, and able to realize innovation projects meeting international standards.

The group has to be well structured in terms of its members' expertise, should have signed employment agreement with companies of considerably large scale and be able to work for at least six months in the companies within each year.

iii. Leading enterprising talents

The project seeks enterprising professionals who are less than 55 years of age and have doctorates or senior professional titles plus at least five years work experience with major companies or government-funded institutions at home or abroad, and are able to work in Zhengzhou for at least six months of every year.

Applicants must also meet the following criteria:

1) They must possess independent intellectual property rights and patents, with technology that is of an advanced level globally or at a leading level in China that has market potential and is in the pilot or industrial stage. The projects also need to be in line with the direction of the city's strategic supporting industries and strategic emerging industries.

2) They must have experience of starting their own business, with more than five years experience in management positions at renowned companies and be familiar with international rules and related fields.

3) They must invest more than 2 million yuan as registered paid-in capital to

found technology enterprises (excluding technology shares). The equity of group members excluding the named legal representative should be no less than 35 percent.

iv. Leading innovative talents

The project seeks leading innovative talents who are less than 55 years of age and have doctorates or senior professional titles plus at least five years of work experience at major enterprises or government-funded institutions at home or abroad, and are able to work in Zhengzhou for at least six months a year for at least five years.

Applicants must also meet one of the following criteria:

1) They must hold positions as professors, researchers, chief scientists or equivalent in prestigious universities and research institutes at home or abroad, have mastered key technology and have significant achievements with independent intellectual property rights.

2) They must be professional technical or management personnel who hold senior positions in well-known international companies, financial institutions and international organizations, and be familiar with industrial development and international rules.

3) They must have undertaken national scientific and technological projects or related tasks. They must be leading talents with strong capabilities to develop and industrialize products.

4) They must be leading talents with the capability to solve key technologies and operational problems, or with innovation projects that meet international standards.

v. Urgently needed enterprising talents

The project seeks urgently needed enterprising talents who are less than 55 years of age and have a master's degree or higher or a professional title higher than senior associate plus at least five years work experience, and are able to work in Zhengzhou for at least six months a year.

Applicants must also meet the following criteria:

1) They should have independent intellectual property rights or have mastered key technology related to innovative projects and technology. Their expertise should be in line with the development direction of the city's strategic support industries and strategic emerging industries. Their research should have the potential to be commercialized with market potential.

2) They must invest more than 1 million yuan as registered paid-in capital to found a technology enterprise (excluding technology shares). Equity by group members excluding the named legal representative should be no less than 35 percent.

vi. Urgently needed innovative talents

The project seeks urgently needed innovative talents who are less than 55 years of age and have a master's degree or higher or professional title higher than senior associate plus at least five years work experience with key positions in research, management or teaching in well-known companies, universities, research institutions at home or abroad.

Applicants must also meet the following criteria:

1) Their projects should be in line with the development direction of the city's

strategic support industries and strategic emerging industries. They should have core technology and key scientific and technological achievements, or have been rewarded for their outstanding performance.

2) They shall sign employment contracts for more than five years, and commit to work at least six months of each year in Zhengzhou.

For innovative and enterprising talents (groups), as well as urgently needed innovative and enterprising talents, who are particularly outstanding, the restrictions on age and education background will be relaxed.

III. Policies

i. The successful leading innovative enterprising groups can obtain different levels of support after being reviewed and identified.

Funds of 20 million yuan to 30 million yuan are available for each group led by a State Supreme Science and Technology Award winner or a member of the China Academy of Sciences or China Academy of Engineering to help commercialize their ideas.

Funds of 5 million to 10 million yuan are available for each group led by experts who qualify for the "1,000 Talents Plan" or "10,000 Talents Plan", or with teams at that level. For more details, please visit <http://1125.zhengzhou.gov.cn> for more details.

For groups identified as above city-level, funds of 1 million yuan to 3 million yuan are available for each innovative or enterprising group to help commercialize their ideas.

ii. After being reviewed and identified at the city-level, successful leading entrepreneurship personnel are eligible for 2 million yuan for projects that commercialize their ideas and successful leading innovative personnel are eligible for 1 million yuan to support their research and development.

iii. High-level enterprising personnel in short supply after being reviewed and identified at the city-level are eligible for 1 million yuan grants to help commercialize their ideas. High-end urgently needed innovative personnel can get up to 500,000 yuan for research and development.

iv. Major projects considered highly important to Zhengzhou's development can receive up to 100 million yuan in funding to help commercialize their ideas.

Other support policies shall be implemented on the basis of the Opinion on the Introduction and Cultivation of Leading Innovative and Enterprising Talents (Group) (Zheng Fa [2015] No. 9) and related documents which were released by the CPC Zhengzhou Municipal Committee and Zhengzhou Municipal People's Government.

IV. Application

When to apply

Applications for 2016 will be accepted for the whole year from the day of publication of this notice. The first round of applications will end on July 31.

How to apply

Applicants can download an application form at <http://1125.zhengzhou.gov.cn> and submit forms to the organization and personnel departments at the development zone, county or district.

Applicants can visit <http://1125.zhengzhou.gov.cn>.

Applicants can also call 86-371-6717 2355/6718 5265 for enquiries.

**Zhengzhou Talent Work
Leading Group Office
April 12, 2016**