

Tsinghua University Launches International Talent Recruitment Drive

I.

>>>Profile<<<

Tsinghua University was established in 1911, originally under the name “Tsinghua Xuetang”. Since its establishment, Tsinghua has developed time-honored traditions, unique spirit, distinctive teaching style and characteristics, along with the development of the nation. Following the motto of “Self-discipline and Social Commitment” and the spirit of “Actions speak louder than Words”, Tsinghua has educated over 200,000 students, many of whom have emerged as outstanding scholars, eminent entrepreneurs and distinguished statesmen and women. Dedicated to the well-being of Chinese society and to world development, Tsinghua has become one of the important bases of high-caliber talent cultivation and scientific and technological research in China.

The university has scaled new heights in teaching facilities and campus environment, attracting the very best students and scholars. Internationally recognized research outputs have been achieved, and major aspects in school administration have reached or are approaching the world’s best practices.

Tsinghua is committed to becoming an outstanding institution of higher education and academic research in the world. Since the implementation of the national “Plan for the Construction of Globally-leading Universities and First-class Discipline” and comprehensive internal reform, Tsinghua is ready to seize a historical opportunity for further development, and the establishment of a greater platform for global talents.

We invite suitable candidates to join us at Tsinghua!

II.

>>>Talent Support Policy<<<

To continue to build a high-caliber faculty commensurate with its status as a world-class university, Tsinghua has initiated reform of its HR system in the following areas:

- Clearer definition of job responsibilities;
- Implementation of the tenure and pre-tenure track system and support for career progression;
- Equal emphasis on coursework and research;
- Promotion of innovative culture that fosters talent development

As of March 2016, the HR reform had been initiated in all 38 schools and departments.

Policy direction regarding remuneration, housing and research start-up funding to outstanding talents.

- Remuneration: increase the basic annual salary, and actively strive to establish funds for chair professors and young talents.
- Start-up funding: increase the quota of research start-up funding to facilitate work in frontier research.
- Welfare assurance: provide preferential policy and condition for housing, children's education, etc.

III.

>>>Recruitment<<<

1. Leading Talents

Tsinghua is welcoming recipients of internationally recognized awards, members of academy of sciences and engineering, internationally renowned scholars of leading universities and research institutions to apply for long-term or short-term positions.

Position: Tenure-track Professor

Remuneration: Annual salary package

Start-up Funding: Negotiable

Welfare Assurance: Preferential policy for housing, children's education, etc.

2. Outstanding Talents

Tsinghua is welcoming tenure professors and associate professors of leading universities, or those with equivalent position or level at recognized research institutions. Full-time work at Tsinghua University.

Position: Tenure-track Professor or Associate Professor

Remuneration: Competitive salary package

Start-up Funding: Negotiable

Welfare Assurance: Preferential policy for housing, children's education, etc.

3. Young Talents

Tsinghua is welcoming candidates aged below 40 that have obtained a PhD degree from leading universities, have over 3 years' experience in overseas research and have the potential to become academic or technical leaders in their respective areas to apply for the following full-time positions at Tsinghua University.

Position: Assistant Professor/Pre-tenured Associate Professor/Tenured Associate Professor/Professor

Remuneration: Competitive salary package

Start-up Funding: Provided as required; doctoral candidates can be recruited

Welfare Assurance: Preferential policy for housing, children's education, etc.

IV.

>>>Contact information<<<

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Appendix

Contact information of Schools & Departments

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