



(HIE) 2025 High-Level Talent Recruitment Announcement

Hunan Institute of Engineering(HIE), founded in 1951, is located in Xiangtan City, Hunan Province—the hometown of the great man Mao Zedong. The university is situated in the core area of the Changsha-Zhuzhou-Xiangtan Urban Agglomeration, a national comprehensive reform pilot zone for "resource-saving and environment-friendly society" construction, the Changsha-Zhuzhou-Xiangtan "Intelligent Manufacturing Valley", and the Xiangjiang Bay Intelligent Manufacturing Industrial Corridor. It is an undergraduate university sponsored by the People's Government of Hunan Province and enrolls students at the first batch of undergraduate admission in Hunan. With a 74-year commitment to engineering education and a profound accumulation of experience, the university has cultivated over 200,000 high-quality applied talents for the country.

As an institution authorized to award master's degrees, one of the first universities approved by the Ministry of Education to implement the "Excellent Engineers Education and Training Program", a high-level application-oriented university under Hunan's "Double First-Class" Initiative (Note: referring to the "World-Class Universities and First-Class Disciplines" construction initiative in China's higher education sector), and a "Garden-Style Unit" and "Model Civilized Campus" in Hunan, the university currently has 18 teaching and research units, 51 undergraduate programs, and 2 professional master's degree programs. It is one of the most distinctive provincial universities in China focusing on engineering application. Its discipline of Engineering has entered the top 1% of ESI (Essential Science Indicators) globally, and its achievements in engineering education reform have won the Second Prize of National Teaching Achievements.

Hunan Institute of Engineering recruits high-level talents from home and abroad all year round. We sincerely invite talents worldwide to join us and choose our university as the starting point for their career take-off!

In accordance with the “requirements of the Regulations on the Management of Public Institution Staff ”and the ”Measures for Public Recruitment of Staff in Hunan Public Institutions”, and in light of the university's work needs, we hereby announce the specific



recruitment plan to talents at home and abroad as follows:

I. Organizational Leadership

Under the guidance and supervision of the Human Resources and Social Security Department of Hunan Province, Hunan Institute of Engineering has established a Public Recruitment Leading Group. The Office of the Leading Group is located in the Personnel Department, which is specifically responsible for organizing, implementing, and coordinating the recruitment work. The university's discipline inspection and supervision department will supervise the entire process.

II. Recruitment Principles

- (i) Upholding the standard of both ability and integrity, with integrity first;
- (ii) Adhering to the principles of openness, equality, competition, and selection of the best;
- (iii) Adherence to operational requirements and the suitability of candidates for specific roles, with an emphasis on the integration of comprehensive capabilities and professional knowledge.

III. Recruitment Requirements

- (i) Abide by the Constitution and laws of the People's Republic of China;
- (ii) Possesses sound personal integrity and professional ethics, upholds rigorous academic standards, and demonstrates the ideological convictions and moral calibre essential for a university academic;
- (iii) Meet the professional or technical requirements of the position; the majors required for the position shall be based on the discipline catalog of the Ministry of Education;
- (iv) Have the medical and mental quality and other conditions required to adapt to the position;
- (v) Meet other requirements specified for the position.

Persons in any of the following circumstances shall not be eligible to apply:

- (i) Persons who have been subjected to criminal punishment for crimes or dismissed from public office;
- (ii) Persons who have not been relieved of disciplinary sanctions of the Communist Party



of China or administrative sanctions, or who are under disciplinary investigation;

(iii) Persons who are under judicial investigation for suspected violations of laws or crimes and have not yet received a conclusion;

(iv) Individuals who have been recorded in the public sector recruitment integrity database for violating the Regulations on Handling Violations in Public Sector Recruitment, with the record period still in effect, during public recruitment processes across various public institutions and administrative levels;

(v) Persons listed as dishonest persons subject to enforcement by the court or identified as dishonest by government departments in relevant memorandums;

(vi) Graduates who are assigned to work in primary-level healthcare institutions or educational institutions but fail to fulfill their commitments or do not complete the required service period;

(vii) Persons who are prohibited by laws or policies from being employed as staff of public institutions.

IV. Talent Categories and Support Policies

To meet the needs of discipline and professional construction and development, the university has established a talent post and training incentive system covering disciplinary leading talents, disciplinary leaders, and academic leaders, providing a sound development platform for talents of all types. Talent Categories and Support Policies are listed in table 1.

Supplementary Notes on Support Policies:

1. The service period will be extended by 2 years for talents who need assistance with their spouse's job placement;

2. After joining the university, all talents will enjoy benefits such as medical care, spouse placement, and children's enrollment in accordance with the university's policies. They may also apply for talent introduction benefits provided by Hunan Province and Xiangtan City. Those recognized as high-level talents of Xiangtan City will enjoy relevant preferential policies in accordance with the Liancheng Talent Action Plan (Trial);

3. The work tasks of high-level talents after introduction will be determined through negotiation, and the introduction of disciplinary teams is encouraged;



4. For particularly outstanding talents needed for the strategic layout of colleges/departments or in urgent and scarce fields, recruitment may be handled on a case-by-case basis through a "green channel" for rapid introduction.

Table 1: Talent Categories and Support Policies

Talent Category	Basic Requirements	Support Policies
Disciplinary Leading Talents	1. No age limit; 2. Possess a senior professional title; 3. Hold the position of professor or an equivalent position in high-level universities or research institutions at home and abroad, with academic standards leading in the international field and having achieved internationally recognized important accomplishments; possess strategic vision and ideas for the construction of the discipline, and be able to lead the discipline to catch up with or approach the international advanced level.	1. Employed under the career establishment system, with competitive and favorable remuneration packages and full-cycle service support; remuneration is determined on a case-by-case basis; research funding required for immediate work initiation will be provided; 2. If necessary, may independently introduce 1-2 team members, who will enjoy corresponding talent introduction benefits according to their qualifications; 3. The university will provide housing, arrange for the spouse's job transfer, and ensure the children's enrollment in nearby schools.
Disciplinary Leaders	1. No age limit; 2. Possess a doctoral degree and a senior professional title; 3. Be a well-known domestic expert or scholar, with a stable research direction and internationally recognized important	1. Employed under the career establishment system, with competitive and favorable remuneration packages and full-cycle service support; remuneration is determined on a case-by-case basis; research funding required for immediate



Talent Category	Basic Requirements	Support Policies
	research achievements; possess innovative vision and ideas for the construction of the discipline, and be able to lead the discipline to catch up with or approach the domestic advanced level.	work initiation will be provided; 2. If the spouse holds a bachelor's degree or above, their job transfer will be arranged; for other cases, the spouse will be employed under a non-career establishment contract system; 3. The university will provide housing and ensure the children's enrollment in nearby schools.
Academic Leaders	1. Aged 45 or below (i.e., born on or after January 1, 1980); 2. Possess a doctoral degree or a senior professional title; 3. Have high academic standards in the discipline, achieved certain research results, and possess considerable academic influence; be able to innovate and develop a specific academic direction of the discipline and play a leading and driving role.	1. Employed under the career establishment system, with competitive and favorable remuneration packages and full-cycle service support; remuneration is determined on a case-by-case basis; research funding required for immediate work initiation will be provided; 2. If the spouse holds a master's degree or above, their employment will be arranged under the non-career establishment contract system in accordance with policies; 3. The university will provide transitional housing and ensure the children's enrollment in nearby schools.



V. Recruitment Procedures

1. Online Application via the System

Candidates can apply through the Public Recruitment System of the Personnel Department of Hunan Institute of Engineering (Application Portal: <http://rszp.hnie.edu.cn/>) -no other application methods will be accepted. Candidates shall fill in their basic personal information as required and upload electronic copies of supporting materials (including ID card, academic degree and educational background certificates; For ungraduated candidates, upload the Online Verification Report of Academic Credentials issued by the Ministry of Education via the China Higher Education Student Information Network (CHSI), research achievements, etc.) as attachments. Each candidate is limited to applying for one position; Multiple applications or incomplete materials will result in the application being deemed invalid.

Electronic copies of the following materials must be uploaded in the attachment section: ID card, graduation certificate, academic degree certificate, professional title certificate, research achievements, dissertation, etc.

The materials provided by candidates must be true and valid; the academic degree and educational background must be recognized by the state. The academic credentials of overseas returnees must be verified by the relevant department of the Ministry of Education.

The recruitment period starts from the date of this announcement until December 31, 2025.

2. Eligibility Review

In accordance with the recruitment requirements of the positions, the Office of the University Talent Work Leading Group, in collaboration with the Academic Committee of the relevant secondary college, will verify the candidate's educational background, work experience, professional qualifications, teacher ethics and style, academic achievements, academic ethics, political orientation, and political stance, and conduct eligibility review. The eligibility review runs through the entire recruitment process. If a candidate is found to be ineligible for the position or to have provided fraudulent materials at any stage, their application qualification will be revoked or their employment will be terminated immediately.



3. Interview

The interview mainly includes academic presentation and defense, and will be organized and implemented by the relevant college.

4. Medical Examination

Candidates who pass the assessment and investigation shall undergo a medical examination in accordance with relevant regulations. The medical examination shall be conducted in a Grade A tertiary hospital designated by the university. Candidates who abandon the medical examination or fail to pass the medical examination will be disqualified from entering the next stage.

5. Comprehensive Investigation

(i) Assessment of Political Integrity and Professional Conduct

Upholding the unity of political standards and academic standards, the university will conduct an in-depth investigation into the candidate's ideological and political status, teacher ethics and style, etc., by reviewing files and holding discussions.

(ii) Employment Check

In accordance with the provisions of relevant documents, the university will conduct an admission background check on the proposed employees and strictly implement the employment prohibition system.

6. University Review

After deliberation and approval by the University Talent Work Leading Group, the proposal will be submitted to the University President's Office Meeting and the University Party Committee for final review and approval.

7. Public Announcement and Employment

The proposed employees will be determined after review by the university. Upon passing the review, their information will be publicly announced to the society for 7 working days. If no objections are raised during the announcement period, the employment procedures will be completed in accordance with the relevant procedures.

VI. Contact Information

Policy Consultation Hotline: 0731-58683619 (Ms. Liu, Mr. Peng from the Personnel Department)



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Hunan Institute of Engineering

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