

浙江大学杭州国际科创中心

青年人才卓越计划简介

为了进一步推动微纳尺度下信息科学、物质科学和生命科学交叉融合发展，汇聚全球顶尖青年人才，通过改革体制、创新机制、优化生态等路径，充分激发年轻科研队伍的活力，鼓励青年科研人员长期致力于“从 0 到 1”的原创性研究和发现，打造一支善于解决中国问题、具有重大国际影响力的青年科研人才队伍。推出“杭州科创中心青年人才卓越计划”。

“青年人才卓越计划”重点支持 35 周岁以下青年科研人员提升科研能力、组建科研团队、心无旁骛地开展科学研究、冲击科研桂冠，开展微纳尺度下多学科交叉的基础性、支撑性和战略性研究，逐步形成未来学科和产业的技术储备及人才储备。

“青年人才卓越计划”遵循以下原则：

（一）尊重规律。遵循人才发展和科研规律，科学设置评价目标、指标、方法，引导青年科研人员潜心研究、追求卓越；

（二）稳定支持。对入选“青年人才卓越计划”的人才，开展前瞻性自主科研、提升创新能力给予稳定支持，并根据绩效适当加大支持力度；

（三）自主安排。“青年人才卓越计划”入选者可在杭州科创中心整体科研规划框架下，自主选题、自主立项、按规定自行编制预算和使用资金；

（四）引育并举。坚持青年人才引育并举原则，在加大青年人才引进力度的同时，注重杭州科创中心自身青年人才培养；

（五）分类评价。针对不同学科门类的特点，建立分类评价指标体系和评价程序规范；前沿基础研究突出原创导向，以国际同行评议为主；应用基础及应用研究突出成果应用导向和市场导向，以用户评价、第三方评价和市场绩效为主；

（六）客观公正。客观、真实、准确的开展人才选拔、评价等工作，引入国际评价，进一步提高“青年人才卓越计划”的公开性和开放性，确保评价结果的独立性、科学性和客观性。

ZJU-Hangzhou Global Scientific and Technological Innovation Center

Introduction of recruitment for “Young Talent Plan”

In order to further advance the integration of micro-nano scale information, material, and life sciences, HIC will assemble international talent, reform systems, establish innovation mechanisms, and optimize organizational structures. We want to fill our teams of young scientists with the vitality to not only be adept at solving problems within China, but also possessing the ambition to have an international influence in their research work.

The “Young Talent Plan” heavily supports those 35 and younger to leverage their scientific abilities, establish scientific research teams, and progress micro-nano scale fundamental research in order to gradually harness the technical capabilities and arsenal of talent for future innovation.

“Young Talent Plan” follows the following principles:

- (1) Abiding by Code: We follow the law of talent development and scientific research, in setting up scientific evaluation objectives, indicators and methods, and guiding young researchers to devote themselves to research and pursue excellence;
- (2) Reliable Support: Provide selected candidates appropriate support in relation to performance in order to reward forward-looking independent scientific research;
- (3) Tailored Plan: Under the framework of the overall scientific research planning of Hangzhou Science and technology innovation center, the candidates of the "Young Talent Plan" can choose their own topics, set up their own projects, prepare their own budgets, and use funds according to regulations;
- (4) Educational Introduction: Adhere to the principle of introducing and training young talents, pay attention to the training of young talents of Hangzhou Science and technology innovation center while increasing the introduction of young talents;
- (5) Classified Evaluations: According to the characteristics of each discipline, establish a classified evaluation index system and evaluation procedure; emphasis international peer review, application and market orientation of application foundations and market performance;

(6) Objectivity: Accurately carry out talent selection and evaluation, introduce international evaluations; further improve the openness of the "youth talent excellence program," and ensure the independence and objectivity of the evaluation results.