

**In the following, you will find signing bonuses and startup funds offered by various sources and the eligibility requirements.**

**Signing bonuses:** A recipient may receive signing bonuses from multiple sources. Signing bonuses are normally tax free (no China tax). Signing bonuses are offered by National and local programs. Where in doubt, the Chinese version is followed.

**Startup funds:** National and local programs offer startup funds in addition to those offered by CUHK(SZ).

## **(1) Shenzhen High-level Professional Program:**

**Eligibility:** Recipient satisfies one of the following:

- i) Nobel Prize laureate.
- ii) Winner of the Highest Science and Technology Award (China).
- iii) Member or fellow of Academy of Sciences or Academy of Engineering of China, USA, UK, Germany, France, Japan, Italy, Canada, Australia, Russia, Singapore or Korea etc..

**Awards:**

- i) **Signing bonus** of 6 M RMB, or free housing of about 200 m<sup>2</sup> area apartment for 10 years,
- ii) **Research startup funds** of 1M RMB,
- iii) After 10 years of full time employment in Shenzhen, either cash bonus (China tax free) of 10M RMB or ownership of the apartment if recipient obtains residency status in Shenzhen.
- iv) The Longgang Municipal District provides with an **additional 100%** of the signing bonus and startup funds offered by Shenzhen.

[\[Program Outline in Chinese\]](#)

## **(2) Shenzhen Peacock Program: Category A Talents**

**Eligibility:** Recipient satisfies one of the following:

- i) Nobel Prize laureate.

- ii) Winner of the following awards: the Highest Science and Technology Award (China), National Medal of Science (USA), National Medal of Technology and Innovation (USA), A.M. Turing Award (USA), The Fields Medal (USA), The Gold Medal (UK), Copley Medal (UK), Gold Medal of the national Centre for Scientific Research (France), Wolf Prize, Abel Prize, Lasker Award, Japan Prize, Kyoto Prize, The Shaw Prize etc..
  - iii) Member or fellow of Academy of Sciences or Academy of Engineering of China, USA, UK, Germany, France, Japan, Italy, Canada, Australia, Russia, Singapore or Korea etc..
  - iv) Awardee of National 1000 Talent Program(Full Time) (See Program (6)) within the last five years.
  - v) President or vice president of reputable international university outside Mainland China.
- Not over 60 years old at time of application.

**Awards:**

- i) **Signing bonus** of 3 M RMB,
  - ii) Free housing of about 150 m<sup>2</sup> area apartment for 3 years, or maximum monthly rent subsidy of 10,000 RMB per year for 3 years.
- Recipient eligible for both (1) and (2) programs may choose the awards of one program only.

[\[Program Outline in Chinese\]](#)

### **(3) Shenzhen Peacock Program: Category B Talents**

**Eligibility:** Recipient must satisfy one of the following:

- i) Editor-in-Chief or Associate Editor-in-Chief of international journals in Journal Citation Reports JCR zone 1 and 2 within the last five years.
- ii) First or corresponding author of paper published in Nature, Science, Cell or any science journal with impact factor over 30 within the last 5 years.
- iii) Awardee of National 1000 Talent Program (Part time) (See Program (7)) or National 1000 Young Talent Program (See Program (8)) within the last 5 years.

iv) Full professor or associate professor of international recognized university outside Mainland China.  
Not over 55 years old at time of application.

**Award:**

- i) **Signing bonus** of 2 M RMB,
- ii) Free housing of about 120 m<sup>2</sup> area apartment for 3 years, or maximum monthly rent subsidy of 10,000 RMB per year for 3 years.

[\[Program Outline in Chinese\]](#)

**(4) Shenzhen Peacock Program: Category C Talents**

**Eligibility:** Recipient should be of Chinese-ethnicity and satisfy one of the following:

- i) Assistant professor of international recognized university outside Mainland China.
- ii) First or corresponding author of 3 papers published in high level international journals in Journal Citation Reports JCR zone 1 within the last five years.
- iii) Two year continuous research experience outside Mainland China and with first or corresponding author of 1 papers published in high level international journals in Journal Citation Reports JCR zone 1 or 2 within the last five years.
- iv) Doctorate degree from an international recognized university outside Mainland China within the last five years.

Not over 40 years old at time of application.

Applicable to the Chinese ONLY.

**Award:**

- i) **Signing bonus** of 1.6 M RMB,
- ii) Free housing of about 100 m<sup>2</sup> area apartment for 3 years, or maximum monthly rent subsidy of 10,000 RMB for 3 years.

[\[Program Outline in Chinese\]](#)

**(5) The Longgang Municipal District provides above recipients with an **additional 50% of the signing bonus** offered by Shenzhen unless noted**

otherwise. The Longgang Municipal District offers above recipients with free housing up to 10 years or maximum monthly rent subsidy of 10,000 RMB up to 10 years. A recipient may choose housing from either Shenzhen or Longgang Municipal District. [[Program Outline in Chinese](#)]

## **(6) National 1000 Talent Program (Full Time)**

**Eligibility:** Recipient must satisfy the following:

- i) Doctorate degree from a world renowned university outside Mainland China;
- ii) Full professor or equivalent in a prestigious university or R&D institute; and/or senior technical or managerial professional in a company or financial institution outside Mainland China;
- iii) Willing to work full time at CUHK (SZ);
- iv) Not over 55 years old at time of application. If applicant is of non-Chinese ethnicity, he/she should be not over 65 years old at time of application

**Awards:**

- i) **Signing bonus** of 1 M RMB from National agency and 0.5 M from Guangdong Province,
- ii) Research Startup fund of 1M RMB from Guangdong Province,
- iii) **Signing bonus** and housing benefits from the Shenzhen Peacock Program: Category A Talents awards ([See Program \(2\)](#)).

Note: If the recipient is of non-Chinese ethnicity, he/she receives an additional Research Startup fund of 3-5M RMB from National agency.

[[Program Outline in Chinese](#)]

## **(7) National 1000 Talent Program (Part Time)**

**Eligibility:** Recipient must satisfy the following:

- i) Doctorate degree from a world renowned university outside Mainland China;
- ii) Full professor or equivalent in a prestigious university or R&D institute; and/or senior technical or managerial professional in a company or financial institution outside Mainland China;

- iii) Willing to work part time at CUHK (SZ) for at least 2 months each year for 3 years;
- iv) Not over 55 years old at time of application. (If the applicant is of non-Chinese ethnicity, he/she should not over 65 years old at time of application)

**Awards:**

- i) **Signing bonus** of 0.5 M RMB from the National agency and 0.25 M from Guangdong Province,
- ii) Shenzhen Peacock Program: Category B Talents awards (See Program (3)).  
[\[Program Outline in Chinese\]](#)

**(8) National 1000 Young Talent Program**

**Eligibility:** Recipient must satisfy the following:

- i) Not over 40 years old at time of application,
- ii) With doctorate degree and have no less than three years continuously research experience outside China (Exceptions will be given to applicants with extraordinary research achievement),
- iii) Full time at CUHK (SZ).

**Award:**

- i) **Signing bonus** of 0.5 M RMB from the National agency and 0.25 M RMB from Guangdong Province,
- ii) **Research startup fund** 1-3M RMB from the National agency and 0.5 M RMB from Guangdong Province,
- iii) Shenzhen Peacock Program: Category B Talents awards (See Program (3)).  
[\[Program Outline in Chinese\]](#)