

Peacock Plan

I. Overview

“Peacock Plan” was launched in October 2010, it is an incentive program of Shenzhen Municipal Government to attract high-level talents from abroad. Along with 1.6 million to 3 million yuan of subsidies, recipients can enjoy preferential policies including medical insurance, education for children, spouse’s employment opportunities, residence permits for both the beneficiary and dependents. A maximum of RMB 80 million is available for world-class teams. Innovation and business start-up supports will be provided for overseas talents in project R&D, supportive policies, project launching as well as the final applications.

Peacock Plan aims to promote the growth of high-tech industry, financial industry, logistics and cultural industry, and cultivate new energy, internet, biology, new material and other strategic and emerging industries in Shenzhen. High-caliber talents who are familiar with international market, have years of work experience overseas or scientific and technological competence are most favored in the plan.

II. Assessment Standards (2014)

Class A

1. Nobel laureates (in Physics, Chemistry, Physiology or Medicine, economics)
2. Be awarded the Highest State Science and Technology Prize, National Medal of Science, National Medal of Technology and Innovation, Gold Medal of the national Centre for Scientific Research (Medaille d'or du Centre National de la Recherche Scientifique), Gold Medal of the Royal Astronomical Society, Copley Medal, Turing Award, Fields Medal, Wolf Prize in Mathematics, Abel Prize, Lasker Award, Crafoord Prize, Japan Prize, Kyoto Prize, The Shaw Prize.

3. Have membership or fellowship of Academy of Sciences or Engineering in China, the U.S., UK, Germany, France, Japan, Italy, Canada, Sweden, Denmark, Norway, Finland, Belgium, Switzerland, Austria, Netherlands, Spain, Australia, New Zealand, Russia, Israel, India, Ukraine, Singapore or Korea. (browse <http://www.bic.cas.cn> to know more)
4. Be included into Top Talents and Innovation Team project, Long-term Project for Innovation Talents, Long-term Project for Business Start-up Talents and High-level Foreign Experts Project of China's Organization Department of the CPC Central Committee.
5. Experts awarded the Chinese Government Friendship Award.
6. CEO, CTO, or director for technological research and development at headquarters of Fortune Global 500 companies (See Note 1).
7. CEO or chief experts at world renowned financial institutes (See Note 2).
8. CEO at world renowned accounting firms. (See Note 3).
9. Have chairmanship or vice chairmanship at world renowned academic organizations (See Note 4).
10. Have membership at ISO/REMCO.
11. Director for major scientific and technological projects or chief experts in the U.S., UK, Germany, France, Japan, Italy or Canada.
12. Have presidential or vice presidential experience at world renowned universities (See Note 5).
13. Chief conductor, Chief Artistic Officer, Principal player at world renowned Orchestra (See Note 6).

14. Have chairmanship or vice chairmanship on the judging panel of world renowned artistic competition (See Note7).
15. Be awarded top individual prize in international prize for architecture (see Note 8), literature (see Note 9), film, television, drama (see Note 10), music (see Note 11), advertisement (see Note 12) or prize in world first-class artistic competition (see Note 7) in latest 5 years.
16. Be awarded Gold Award of IF Design Awards or Best of the Best of Red Dot Award in latest 5 years.
17. Have cultivated Olympic champions or champions of World Cup, World Championship in latest 5 years.
18. Chairman, general manager or chief technological expert who have international invention patent or invention patent in China on core technology with over RMB 100 million annual sales or over RMB 5 million annual tax payment.

- **Class B**

1. Work as general or vice general editor (chief editor) for world high-level sci-tech journals (listed in Q1 or Q2 of JCR) in latest 5 years.
2. First author or corresponding author (equivalent contribution author included) of papers published on *Nature*, *Science*, *Cell* or other renowned sci-tech journals with IF>30 in specific field in latest 7 years.
3. Be listed into Leading Talents Initiative of Guangdong Province in latest 5 years.
4. Be appointed as director for innovation, science and research teams in Guangdong Province in latest 5 years.

5. Be appointed as director for overseas high-level talent teams in Shenzhen in latest 5 years.
6. Individuals or team leaders awarded Nanyue Award of Merit, Nanyue Award of Innovation in Guangdong Province.
7. Be awarded Nanyue Friendship Award in Guangdong Province.
8. Be involved into short-term initiative for innovation talents in latest 5 years.
9. Served as professor or associate professor at world renowned universities (See Note 5).
10. Served as director or chief researcher at state research institute in the U.S., UK, Germany, France, Japan, Italy or Canada, or director at state laboratory or senior researchers.
11. Senior fellows at world renowned academic organizations (See Note 4).
12. Be granted Science Foundation for Distinguished Young Scholars from the U.S., UK, Germany, France, Japan, Italy or Canada in latest 5 years.
13. Overseas talents included into “Hundred Talents Program” of the Chinese Academy of Sciences in latest 5 years.
14. Experts included into national high-level project for foreign technology introduction and talent management in latest 5 years.
15. Be granted medical specialist certificate or practitioners in the U.S., UK, Germany, France, Japan, Italy, Canada or Australia; have doctoral degree in the 11 medical colleges directly affiliated to the Ministry of Health of People’s Republic of China, or have specialist certificate (deputy senior and above) in China’s general hospital (grade III level A hospital or above grades and levels) or specialized hospital in sub-provincial or above-level cities.
16. Served on the judging panel of world renowned artistic competitions (See Note 7).
17. Principal player at world renowned orchestra (See Note 6).
18. Chief conductor, chief artistic officer, principal player at world renowned Orchestra (See Note 13).
19. Have won first prize in world level A art competition or prizes in world level B art competition in latest 5 years (See Note 7).

20. Be awarded Product Design Award, Packaging Design Award or Communication Design Award of IF Design Awards or Red Dot Award in latest 5 years.
21. Have cultivated silver medalist or bronze medalist in Olympic Games, or in World Cup, World Championship in latest 5 years.
22. General Manager or technological R&D director in subsidiaries or regional headquarters of Fortune Global 500 companies (See Note 1).
23. Chairman, general manager, or chief technological expert who have international invention patent or invention patent on core technology in China with over RMB 50 million annual sales or over RMB 2.5 million annual tax payment.

- **Class C**

1. Served as assistant professor in world renowned universities (See Note 5).
2. Be included as key members (top 5) in innovation or science and research teams in Guangdong Province in latest 5 years.
3. Be included as key members (top 5) in Shenzhen overseas high-level talent teams in latest 5 years.
4. Core team members (top 5) awarded Nanyue Award of Merit or Nanyue Innovation Award in Guangdong Province.
5. Published 3 papers on world top science and technology journals (above Q2 in JCR) as first author or corresponding author (equivalent contribution author included) in latest 7 years.
6. Postdoctoral returnees who have over 2 years research experience overseas and continue the research in Shenzhen with a labor contract of over 3-year term.
7. Overseas returnees who have doctoral degree in world renowned universities (see Note 5) and now work in Shenzhen with a labor contract of over 5-year term.
8. Associate principal player in world renowned orchestra (see Note 6).

9. Principal player in first-class orchestra in mainland China, Hong Kong or Macao (see Note 13).
10. Be awarded second prize in world level A art competition or first prize in world level B art competition (see Note 7) in latest 5 years.
11. Experts included in national regular project for technology introduction and talent management in latest 5 years.
12. Project applicant granted with first or second class subsidy for business start-up in Shenzhen in latest 5 years.
13. Be awarded Design Concept Award of Red Dot Award in latest 5 years.
14. Chairman, general manager or chief technology expert who are inventor behind international invention patent or invention patent in China on core technology, who made over RMB 10 million annual sales or over RMB 1 million annual tax payment.
15. Chairman, general manager or chief technology expert in Shenzhen state or municipal level high-tech companies who are inventor behind international invention patent or invention patent in China on core technology.

III. Application Materials

Basic Materials:

1. Foreign experts provide copies of pages with name, visa and residence permit, Foreign Expert Certificate and Foreigner's Work Permit.
2. Hong Kong, Macao and Taiwan experts provide ID card, Home Return Permit, Mainland Travel Permit for Taiwan Residents, Hong Kong, Macao and Taiwan Expert Certificate or Employment Permits for Persons from Taiwan, Hong Kong and Macao.
3. Overseas returnees provide copy of Shenzhen Overseas Returnees Certificate.
4. Copy of labor contract (overseas and Hong Kong, Macao and Taiwan experts provide over 1 year term labor contract).
5. Copies of ID card, passport or other materials that can prove the age.

6. Two pieces of Shenzhen Overseas High-level Talents Application Approval Sheet (for confirmation) or Shenzhen Overseas High-level Talents Application Approval Sheet (for review). The sheet can be downloaded after applying on the official website of Shenzhen Human Resource and Social Security Bureau.

7. Resume must be filled in detail, including one's education and research experience as well as the phone number of the last employer. Demission certificate is required if the last employer was government-affiliated institution, university, research institute, or state-owned enterprise beyond Shenzhen.

Supplementary Materials:

1. Overseas High-level Talents Application (materials for confirmation)

According to Shenzhen Overseas High-level Talents Confirmation Standards, applicants are required to provide international patent certificate, sales volume evidential document, employment certificate, certificate of high-tech enterprise, certificate of honor, evidential material for paper publication on Q1 or Q2 in JCR and other related materials besides the basic materials. (Note: the above-mentioned materials, if in English, shall be handed with translation copies with seal of regular translation companies.)

2. Overseas High-level Talents Application (materials for review)

According to Shenzhen Overseas High-level Talents Confirmation Standards (for trial implementation), "Individuals with equivalent conditions are allowed to apply for review or confirmation, even though they are not made clear in the Standards" . In that case, all related evidential materials (originals and copies) are required together with the basic materials.

IV. Application Procedures

1. Individual Application

Submit confirmation application to the employer with related evidential materials.

2. Review by the Employer

Employer reviews the qualification of applicants, then logs in the online application system at Shenzhen Human Resource and Social Security Bureau official website, filling and submitting Shenzhen Overseas High-level Talents Application Approval Sheet (for confirmation) or Shenzhen Overseas High-level Talents Application Approval Sheet (for review), then prints it with recommendations and seal.

3. Review by Administrative Department

Submit the Application Approval Sheet and related materials to the administrative department, which shall give recommendations and submit them to Shenzhen Human Resource and Social Security Bureau. In case of no administrative department, the employer shall submit all the materials to the Bureau.

4. Shenzhen Human Resource and Social Security Bureau helps review and make public the final result on the official website.

5. Issue the certificate.

V. Benefits

To foster a sound environment for overseas talents' innovation and business start-up, Shenzhen municipal government formulates preferential policies for their departure and entry, residence permits, children's education, spouse's employment opportunities, tax payment, medical insurance as well as multi-tiered subsidies:

1. 3 million subsidy for class A talents
2. 2 million subsidy for class B talents
3. 1.6 million subsidy for class C talents

VI. Other Notices in Application

1. Chinese applicants, in applying for overseas high-level talents confirmation procedures or subsidies, must have paid social security fee (any type is accepted) in Shenzhen for over 3 consecutive months, and there is no interruption since the first application and issuance. Payment information shall be reviewed by the window personnel, when it finished, application can be submitted.
2. Labor contract must be filled in detail. In case of probation period, application shall be triggered when the probation concludes. In case of the article “This contract shall take effect as of the date of signature and seal of both parties”, party A shall have the signature of the legal person or the authorizer and the authorization letter; In case of Flexible Working Hours or Cumulatively Calculated Working Hours, applicants shall provide official reply of administrative department of the Ministry of Labor; in case of applicants are enterprise legal persons, copy of business license is needed instead of labor contract.
3. Overseas applicants (including overseas Chinese) applying for talents confirmation with passports must ensure the name filled is the same as that on passport, as the issuance of subsidy will acquiesce the name of the account is in line with that of the applicant. In case of overseas Chinese applying with Chinese name and have been approved of the confirmation procedures, he or she should change it to the name on passport at the window.
4. Chinese applicants shall apply with ID card in 18 digit ID number. Chinese applicants applying with other documents and have been approved of the confirmation procedures shall change the information to that on the ID card at the window.

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