

# **Academic Recruitment Announcement**

## **Of School of Water Resources and Hydropower Engineering (SWRHE)**

### **Of Wuhan University**

The School of Water Resources and Hydropower Engineering (SWRHE) of Wuhan University is dedicated to both higher education and advanced scientific research mainly in the field of water resources and hydropower engineering. The discipline of water resources engineering of Wuhan University was among the first batch of national key disciplines of China, and was also the "211 Project"-sponsored as well as the "985 Project"-sponsored national key discipline. The school has been ranked top three in water resources discipline in China in three consecutive academic evaluations organized by the Academic Degree Evaluation Center of the Ministry of Education of China since 2007. Currently, it has been selected to be sponsored by the "Double First-Class Construction Plan for Universities" of Chinese government and is aimed to become the leading academic centers of water resources and hydropower engineering in the world through the performance enhancement.

The school consists of four departments, i.e. Department of Agricultural Water Resources Engineering, Department of Hydropower Engineering, Department of Harbor, Waterway and Coastal Engineering, and Department of Hydrology and Water Resources. Besides these four departments, the school has also established three research-oriented institutes, i.e. the Institute of Smart Water, the Institute of Hydro-Ecology, and the Institute of Engineering Risk and Disaster Prevention. The school owns one national scientific research platform, i.e. the State Key Laboratory of Water Resources and Hydropower Engineering Science, and also one national experimental teaching center, i.e. the State Experimental Teaching Center of Water Resources and Hydropower Engineering. Other school-affiliated provincial platforms include Ministry of Education Key Laboratory of Rock Mechanics in Hydraulic Structural Engineering, and Hubei Provincial Collaborative Innovation Center of Water Resources Security.

The school currently employs 233 people, including 76 professors and 67 associate professors. Among them, there are 1 academician of the Chinese Academy of Sciences, 1 academician of the Chinese Academy of Engineering, 3 chief scientists of the "973" projects, 3 "Chang Jiang Program" Scholars of the Ministry of Education, 5 winners of the National Outstanding Young Scientists Fund, 6 winners of the National Excellent Young Scientists Fund, and 4 "Thousand Young Talents Program" scholars.

In order to develop new discipline directions as required by the demands of social and technological developments and to enhance the international competitiveness of the Wuhan University's water resources discipline in both higher education and scientific

research, recruitment is now open to call for outstanding scholars of related research directions at home and abroad, of any nationalities, to join the School of Water Resources and Hydropower Engineering at Wuhan University.

### **1. Research Directions for Applicants**

(1) Engineering hydrology, socio-hydrology, eco-hydrology, climate change, flood forecasting, agro-hydrological-ecological process simulation, agricultural non-point source pollution control, and water environment protection.

(2) Big data and cloud computing of water industry, artificial intelligence and deep learning, algorithm design and parallel computing, applications of remote sensing technology in water resources and agriculture, and surveying and mapping science and engineering.

(3) River dynamics, environmental hydraulics, fluid mechanics, urban water engineering, and river & lake management.

(4) Hydraulic structure engineering, construction management, health diagnosis of hydraulic structure, reliability and risk control of engineering structure, and disaster prevention and mitigation.

(5) eDNA, systems ecology, molecular ecology, geo-statistics, and paleontology.

### **2. Job Positions**

#### **2.1 Special recruitment for persons who have entered the national-level talents programs of China**

National-level talents in China refer to academicians, scholars of "Thousand Talents Program", distinguished professors of "Chang Jiang Program", and winners of National Outstanding Young Scientists Fund. It also includes scholars of "Thousand Young Talents Program", scholars of "Chang Jiang Youth Program", and winners of the National Excellent Young Scientists Fund, etc. The salary package for all kinds of national-level talents who would like to work at Wuhan University should be provided according to the salary guidelines for national-level talents specially stipulated by Wuhan University (<http://hr.whu.edu.cn>).

#### **2.2 Regular recruitment for professors**

Candidates applying for all levels of professorship should have a strong commitment to research-led teaching at undergraduate and graduate levels.

##### **2.2.1 Tenured professor and tenured associate professor**

Applicants who are either the scholars currently holding professor or associate professor positions in overseas universities or the well-known professors and researchers working in China can be directly appointed as tenured professor or tenured associate professor after passing Wuhan University-organized evaluation by experts of the same profession. The tenure-track assistant professor who has served in the leading overseas universities for more than four years with outstanding academic performance can be appointed as a tenured associate professor after passing panel

review and university evaluation. The salary of tenured positions is negotiable, and will at least match up the original salary of the applicants.

#### 2.2.2 Tenure-track assistant professor

Those who obtained doctoral degree and have shown a great potential for academic attainments can be employed as tenure-track assistant professor, whose annual salary is no less than 400,000 RMB. A tenure-track assistant professor has two opportunities to apply for tenured associate professorship within 6 years of contract. He/she can get promoted to tenured associate professorship only after passing the performance assessment of both the school and Wuhan University. If elected into the national-level talents programs within 6 years of contract, a tenure-track assistant professor can be automatically transferred to the tenured professor position.

### 2.3 Regular recruitment for research fellows

#### 2.3.1 Distinguished research fellow

Candidates who are less than 38 years old, with PhD degree and working experiences in academic institutions for more than 3 years (including postdoctoral research period), and with high-level research achievements, can be employed as a distinguished research fellow to be engaged in full-time research work after passing assessments by the school and the university. The baseline annual salary is 350,000 RMB. Distinguished researchers, in case of attaining outstanding academic achievements during the contract period, are permitted to apply for positions of tenure-track assistant professor, tenured professor or tenured associate professor, as well as for the national-level talents programs.

#### 2.3.2 Distinguished associate research fellow

Candidate who are less than 35 years old, with PhD degree and working experiences in academic institutions for more than 2 years (including postdoctoral research period), and with rather remarkable research achievements, can be employed as distinguished associate research fellow to be engaged in full-time research work after being assessed by relevant authorities. The baseline annual salary is 300,000 RMB. Those who attain outstanding academic achievements while working as associate research fellow are eligible to apply for positions of distinguished research fellow or tenure-track assistant professor, as well as for the national-level talents programs.

### 2.4 Regular recruitment for postdoctoral fellows

Candidates should have obtained a PhD degree and can carry out independent scientific research. After passed evaluations by cooperative tutors and the school, applicants can be hired as postdoctoral fellows under the state-supported “Boxin Plan” (with an annual salary of 250,000 to 300,000 RMB), or by Wuhan University (with an annual salary of 200,000 to 250,000 RMB). During the term of employment, postdoctoral fellows can apply for research funds from both the China Postdoctoral Science Foundation and the National Natural Science Foundation, and can also apply for postdoctoral international exchange program to study abroad.

After completing the postdoctoral programs, they can apply for the specially-appointed position of associate research fellows of Wuhan University. Those who are particularly distinguished are encouraged to apply for the position of tenure-track assistant professors.

### **3. Application Procedures**

The school would like to recruit all kinds of scholars for the jobs as specified in the above sections, and applications are invited all the year round. This academic recruitment announcement is valid until there is new announcement in place. Application procedures are listed as follows.

(1) Applicants are requested to send a detailed resume, which includes a face photo of the applicant, detailed contact information, detailed list of experiences of both education and employment, published academic papers (indicating the influence factor and Journal Citation Reports partition of the journal that publishes paper, and the number of citation times for each paper), research projects, awards, and authorized patents or software copyrights.

(2) The applicants who have passed initial screening are required to further provide the contact information of at least 3-5 experts at home and abroad, from whom recommendation letters are solicited by the school or the university.

(3) The applicants who are short-listed for the interview must attend the interview organized at the school in principle. Further notice will be given in case of specific requirements.

(4) The applicants who pass the interview will negotiate a contract with the Human Resources Department of Wuhan University. Once the contract is agreed and signed by both sides, then the onboarding process shall be proceeded in accordance with the regulations of Wuhan University.

### **4. Contact Information**

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