

南京航空航天大学经济与管理学院诚聘英才
Job Postings for Full-time Faculty Position in College of Economics
and Management, Nanjing University of Aeronautics and
Astronautics

一、经济与管理学院概况

Job Summary

南京航空航天大学创建于 1952 年，是新中国自己创办的第一批航空高等院校之一。1978 年被国务院确定为全国重点大学；1981 年经国务院批准成为全国首批具有博士学位授予权的高校；1996 年进入国家“211 工程”建设；2000 年经教育部批准设立研究生院；2011 年，成为“985 工程优势学科创新平台”重点建设高校。学校现隶属于工业和信息化部。2012 年 12 月，工业和信息化部、中国民航局签署协议共建南京航空航天大学。

College of Economics and Management (CEM), Nanjing University of Aeronautics and Astronautics (NUAA) invites applications for faculty positions at all ranks. We welcome applicants from a broad range of disciplines in Management Sciences, Business Administration, and Applied Economics. Please visit our websites at <http://iao.nuaa.edu.cn>.

Nanjing University of Aeronautics and Astronautics (NUAA) is located in Nanjing, Jiangsu Province, China. Nanjing is the second largest city in East China with rich historical and cultural heritages. It is ranked the 1st by the number of universities per capita in China. High-speed rail connects Nanjing with other major cities in China: 2 hours to Shanghai and 4 hours to Beijing. It can be reached by direct flights from international metropolitans such as Los Angeles (LAX), Frankfurt am Main (FRA), Saint Petersburg (LED), and Singapore (SIN). The College of Economics and Management is situated on the Jiangning Campus, 12kms from the downtown, 30kms from Nanjing Lukou Airport (NKG), and 6kms from Nanjing South Railway Station. CEM resides in a modern and fully equipped building exclusively.

Nanjing University of Aeronautics and Astronautics (NUAA) is one of China's top

research universities featured with Aerospace Engineering. Since its establishment in 1952, NUAA has undergone rapid development by having built comprehensive research and education system of world-class. The institution has acquired national status through its excellence in teaching and research in the areas such as Aerospace Engineering, Mechanics, Electro-mechanics, Economics and Management. NUAA is one of the top 250 universities of the world in Mechanical, Aeronautical and Manufacturing Engineering and one of the top 200 universities of Asia according to QS World University Rankings. It is one of the key universities on the list of Project 211 and ranked 35-40 among all universities in China. There are currently over 470 full-time undergraduate international students. NUAA has been hosting exchange programs with universities in Australia, Canada, France, and Germany for students at both undergraduate and post-graduate levels.

经济与管理学院的历史可以追溯到 1980 年学校设立的管理工程教研室，目前学院下设管理科学与工程系、工商管理系、经济系 3 个系，设有 9 个省级研究基地及一批在业内有较大影响的科研机构。

The College of Economics and Management (CEM) traces its origin to the group of management sciences affiliated with NUAA since 1980. CEM is among 21 faculties in NUAA, consisting of 3 departments: Management Science and Engineering, Business Administration, and Economics. We have 7 provincial-level research bases and a number of scientific research institutions that are quite influential in the industry.

学院设有 8 个本科专业，开办了“国际商务”专业留学生班；设有管理科学与工程、系统工程博士后科研流动站；具有管理科学与工程一级学科博士点以及系统工程、工业工程、复杂装备研制管理等 3 个二级学科博士点；设有管理科学与工程、工商管理、应用经济学、公共管理 4 个一级学科硕士点，招生专业涵盖 19 个二级学科；具有 MBA 专业学位授权点和工业工程、项目管理、物流工程、会计学、金融学、工程管理、软件工程等 7 个专业硕士学位授权领域，目前在校学生 2000 多人。

There are 8 undergraduate disciplines within the college, the discipline of “International Business” for international undergraduates, and centers for postdoc studies including the research areas of Management Science and Engineering and

Systems Engineering. The first-level discipline of Management Science and Engineering for doctoral students consists of 3 majors: Systems Engineering, Industrial Engineering, and Research and Development for Complex Equipment. 4 disciplines for master students include Management Science and Engineering, Business Administration, Applied Economics, and Public Management. The enrollment major covers 19 sub-discipline; There are 7 professional master's degree authorization areas, including MBA , industrial engineering, project management, logistics engineering, accounting, finance, engineering management, software engineering, etc. Currently, there are more than 2000 students in the school.

学院现有教职工 133 人，专任教师 120 人，其中教授 43 人，副教授 48 人，博士生导师 36 人，具有博士学位的教师达到 78.3%。专任教师中有 41 人次进入国家和省、部人才计划,1 人获得国家杰出青年科学基金资助。“管理科学与工程”被评为江苏省“青蓝工程”优秀学科梯队，“管理定量方法课程群”被评为国家级教学团队，“灰色系统理论”被评为江苏省高等学校优秀科技创新团队，“能源环境经济与政策”被评为江苏省高等学校哲学社会科学优秀创新团队，“大数据环境下数字人才服务平台”被评为江苏省“六大人才高峰”创新人才团队，“工业与系统工程”被工信部研究型教学创新团队。

The college currently has 133 faculty members and 120 full-time teachers, including 43 professors, 48 associate professors, 36 doctoral supervisors. Besides,78.3% of teachers have doctoral degrees.41 full-time faculty members have been enlisted in the talent plans at national and provincial levels.1 full-time faculty member has obtained the National Science Fund for Distinguished Young Scholars. "Management science and engineering" was named the echelons of outstanding discipline of "blue project" in Jiangsu province, the "management quantitative methods courses series " was named National Level Teaching Groups, "the grey system theory" was named outstanding scientific and technological innovation team of higher education in Jiangsu province, "energy environment economy and policy" was named the outstanding philosophy and social outstanding innovation team of higher education in Jiangsu province, “digital talent service platform under big data environment” was named the innovation team of “six talent peaks project” in Jiangsu Province , "Industry and

systems engineering" is named as the teaching innovation team of the Ministry of Industry and Information Technology(MIIT).

通过三十多年的发展，学院形成了以特色优势学科为牵引、经济与管理学科有序发展的学科格局，学科、专业的影响力不断提升：2017年教育部学位与研究生教育发展中心公布了全国第四轮学科评估结果，经管学院管理科学与工程学科再度攀升，进入全国A-档行列，排位全国前5.3%，进入前10；工商管理学科进入全国B档行列，排位全国前20%，进入前50；系统工程被列为国防特色学科重点建设；工业工程专业被列为江苏省品牌专业和工信部重点专业，工业工程类、信息管理与信息系统专业为江苏省重点专业（类），工商管理、会计学为江苏省特色专业。

By years of development, CEM has formed a academic pattern that is drawn forward not only because of special advantage disciplines but also because of the ordered development of its economic and management discipline. CEM has improved the influence of the disciplines and specialties: in 2017 the Degree and Graduate Education Development Center of Ministry of Education announced the fourth round of the national discipline assessment. As a result, once again the management science and engineering disciplines climbed in to A-level, ranking the top 5.3%, and entering the top 10; The department of business administration has entered the B-level, ranking the top 20% and entering the top 50. System engineering is listed as the key discipline of national defensive construction; Industrial engineering specialty is listed as a brand major of Jiangsu province and the key major of MIIT; Industrial engineering, information management and information system have been named the key major of Jiangsu province; Business management and accounting have been named the characteristics major of Jiangsu province.

热忱欢迎海内外优秀专家学者和青年学子投身祖国经济管理事业，学院也将致力于为每一位加盟南航的教学科研工作者提供良好的学术环境和展现才华的舞台，我们期待您的加盟，并与我们携手共创光辉灿烂的明天！

Warmly welcome domestic and foreign outstanding experts and young students devote into China's economic management career. Meanwhile, CEM will also be committed to provide a good academic environment and the stage for every teaching

and research workers joined NUAA to show their talent. We are looking forward to your joining. Let's create brilliant tomorrow together!

二、招聘学科及研究方向

学科	研究方向
管理科学与工程	为博士点与博士后科研流动站学科，下设管理科学与工程、工业工程、复杂装备研制管理等二级学科。主要研究方向包括灰色系统、能源环境政策与管理、决策与风险分析、信息管理、电子商务、物流管理等研究方向。
工商管理	为一级学科硕士点，下设会计学、企业管理、技术经济及管理3个二级学科，其中会计学具有专业学位授予权。主要研究方向包括技术经济与创新、企业战略管理、人力资源管理、消费者行为与市场营销、财务与会计管理等。
应用经济学	为一级学科硕士点，下设区域经济学、产业经济学、国际贸易学、数量经济学、国防经济、金融学等二级学科，其中金融学具有专业学位授予权。主要研究方向包括产业经济、区域经济、能源经济、数量经济、资本市场等。

*会计学、金融学为重点招聘学科

Disciplines

Disciplines	Research Area
Management Science and Engineering (Doctoral Degree and Postdoc Fellowship)	Majors: Management Science and Engineering, Industrial Engineering, Research and Design of Complex Equipment Research Area: Grey Systems, Energy Policies and Management, Decision and Risk Analysis, Information
Business Administration (Master Degree)	Major: Accounting, Business Management, Technological Economics Research Area: Technological Economics and Innovation, Strategic Management, Human Resources Management, Customer Behaviors and Marketing, and Accounting*
Applied Economics (Master Degree)	Major: Regional Economics, Industrial Economics, International Business, Econometrics, Economics for National Defense, and Finance* Research Area: Industrial Economics, Regional

*Applicants majoring Accounting and Finance are considered with first priority

三、特聘对象及待遇

(一) 高层次人才

特聘对象:

1. 第一层次

中国科学院或工程院院士；美国、英国、加拿大、澳大利亚等发达国家科学院院士或工程院院士；诺贝尔奖、图灵奖、菲尔兹奖等国际大奖获得者；在世界一流大学、科研机构任职的国际著名学者。

2. 第二层次

“千人计划”（长期项目）入选者、“长江学者奖励计划”特聘教授、“国家杰出青年科学基金”获得者及具有上述国家级人才计划（项目）入选者相当学术水平的人才。年龄一般不超过 55 周岁；学科建设急需、且业绩特别优异者，年龄要求可适度放宽。

3. 第三层次

“长江学者奖励计划”青年长江学者、“青年千人计划”入选者、中组部“青年拔尖人才”、“国家优秀青年科学基金”获得者，年龄一般在 40 周岁以下。

相关待遇:

相关待遇标准一览表

引进人才类别	年薪(万元)	住房待遇	科研配套经费	聘用方式及岗位
第一层次	80-120	符合国家和学校政策的，可以优惠价格申购学校人才引进留用房一套（190 平方米以上）；或提供相应额度的住房补贴	在国家提供的科研启动经费基础上，学校根据学科平台条件给予相应科研配套。	事业编制聘任正高岗位
第二层次	60-100	符合国家和学校政策的，可以优惠价格申购学校人才引进留用房一套（80-160 平方米）；或提供相应额度的住房补贴（120-200 万元）		
第三层次	40-60			

根据聘期工作目标及任务、学科类型等不同情况，结合国家提供的经费，配套相应科研启动经费、薪酬（实行年薪制）、实验及工作场所、科研助手、住房待遇等（基本标准见下表，特别优秀者学院可进行一人一议）。

未进入上述人才系列，但经学校认定确有潜力的优秀青年人才和特别迫切需要的专业人才，将参照学校的人才计划（如“长空学者”、特聘教授等）予以聘用，可实行协议工资制或享受相应层次的人才津贴。

Types of Positions

Type 1 High-level Talents

1st Rank

- Fellows of national Academies in China, US, UK, Canada, Australia
- Laureates of Nobel Prize, Turing Prize, Fields Prize, etc.
- Renowned scholars in top universities, colleges, or institutions in the world

2nd Rank

- Electees of “Top 1000 Elite Plan (long term program)”
- Guest professors of “Changjiang Scholar Award Plan”
- Awardees of National Excellent Youth Research Grants in China
- All applicants at this level should be under 55 years old
- Other applicants with majors of first priority or having shown evidence of excellence

3rd Rank

- Electees of “Youth Changjiang Scholar Award Plan”, “Youth Changjiang Scholar Award Plan”, “Youth Top 1000 Elite Plan”, “Outstanding Youth Plan” by the Organization Committee of CPC
- Awardees of National Outstanding Youth Research Grants in China
- All applicants at this level should be under 40 years old

Remunerations for Type 1

- Research grants of various levels will be provided by the university
- Salaries are counted annually
- Laboratories and research assistants will be provided if necessary
- Apartments may be provided according to different levels

Ranks	Annual Salaries (10 thousand RMB)	Housing remuneration	Supporting funds for scientific research	Employment mode and position

1st Rank	80-120	If conforming to national and school policies, can price to apply for a set of university talents introduction house (190 square meters or more) in preferential price; Or provide a corresponding allowance for housing.	On the basis of the research start-up funds provided in China, the school provides corresponding scientific research facilities according to the subject platform conditions.	Staffing of government affiliated institutions Senior Professional Title
2 nd Rank	60-100	If conforming to national and school policies, can apply to purchase a set of school talents introduction house (80-160 square meters) in preferential price ; Or provide the corresponding allowance for housing (1.2- 2 million RMB)		
3 rd Rank	40-60			

- Above shows basic remuneration, candidates who are especially excellent can negotiate with CEM.
- Talents who do not enter the talent series above yet does have the outstanding potential or urgently needed in particular, can be hired according to the university employment plan (e.g., specially-appointed professor, etc.). Such candidates can enjoy agreement wage allowance or enjoy corresponding levels of talents.

(二) 常规师资

引聘对象：国内外高水平大学或著名研究机构的讲师、副教授和教授（或相当职称者）；应届博士学位获得者。

高级职称岗位直聘制度：对于学术水平高、能力强的应聘人员，学校采用先上岗、后评审机制，通过考核审批者，可直接聘任副高及以上岗位，聘期内按照相应岗位兑现待遇，在约定的时间内要求通过学校正常的职称评审。

特别优秀者可一人一议，通过“绿色通道”引进。

除学校提供的工作启动基金、住房补贴等待遇外，学院对新聘青年教师实行“年薪制”，根据所聘岗位提供相应年薪。

相关待遇标准一览表

岗位类别	工作启动基金 (万元)	住房补贴 (元/月, 不超过 6 年)	年薪 (万元)	其他
博士/讲师	3-4	4500	20-25	学校按照相关文件规定提供引进人才过渡房或单身公寓租住。
副教授	6-8	5200	25-30	
教授	10-20	6500	30-35	

Type 2 Tenure-track Position

- Applicant should have working experience as assistant professor, associate professor, or full professor in top universities in the world, or be granted PhD degree in 2018
- Applicants will sign contract by term
- Assistant professorship is contracted while associate and full professorship are tenured
- Applicants will be evaluated for higher positions at the end of first term
- Policies for individuals may vary
- Applicants with the evidence of excellent performance can be given special conditions
- Salaries are counted annually

	Start-up Research Grants (10 thousand RMB)	Housing Allowance (RMB per month within 6 years)	Annual Salary (10 thousand RMB)	Notes
Assistant Professor	3-4	4500	20-25	Apartments may be provided to bachelors temporarily
Associate Professor	6-8	5200	25-30	
Full Professor	10-20	6500	30-35	

(三) 外籍教师

引聘对象:

教授、副教授及讲师（或相当职称者）。原则上所有学位须在国外高水平大学取得，熟练使用英文讲授课程。全职在校一年及以上从事专业领域研究。

相关待遇基本标准一览表

岗位类别	年薪 (万美元)	其他
选国家级人才工程的特聘教授	10	学校按照相关文件规定 提供引进人才过渡房或单身公寓租住。
入选省部级人才工程的特聘教授	8	
教授	6-7	
副教授	5-6	
博士/讲师	4-5	

Type 3 Position for Foreign Nationals

- Applicant should have working experience as assistant professor, associate professor, or full professor in top universities in the world for more than 1 year
- Ability to teach in English with high fluency

	Annual Salary (10 thousand USD)	Notes
Distinguished Professor elected in national talent programs of China	10	Apartments may be provided temporarily
Distinguished Professor elected in talent programs of Jiangsu Province	8	
Full Professor	6-7	
Associate Professor	5-6	
Assistant Professor	4-5	

(四) 博士后研究人员

引聘政策：

1. 引聘人员：35 周岁以下且博士后毕业三年以内的国内外著名高校毕业生。

2. 引聘方式：以全职方式招收优秀博士后。

相关待遇基本标准一览表

岗位类别	年薪	职称评定	海外培训	择优选留	其他
国内博士后	18 万起	博士后研究人员出站后经本人申请、报院校审核批准后，可推荐参加学校高级专业技术职务评审。	支持博士后人员出国（境）与国际知名大学或研究机构开展科研合作与学术交流，择优进行资助。	被评为优秀博士后的人选可优先申报学校专任教师岗位或专职科研岗位。	其它待遇参照学校“非升即走”专任教师待遇执行，可就安排近入住学校公寓。
外籍博士后	3-5 万美元				

Type 4 Postdoctoral Fellow Position

- Applicant should under 35 years old and within three years of postdoctoral degree from a famous domestic or overseas university.
- To recruit outstanding postdocs in a full-time manner.

Positions	Annual Salary	professional title appraisal	Overseas training	Selection and promotion	Other remuneration
Domestic Postdoctor	No less than 180 thousand RMB	After the post-doctoral research personnel are out of the postdoctoral research station and after the application and examination and approval of the university, they can be recommended to participate in the	Support postdoctoral fellows to conduct scientific research cooperation and academic exchanges with internationally renowned universities or	The candidate who has been awarded as the outstanding postdoctor may give priority to applying for the post of full-time teacher or full-time scientific	Other remunerations are similar to the remunerations of "up or out" full-time teachers. Near-campus apartment can be provided.

		senior professional technical job evaluation .	research institutes, and provide financial assistance.	researcher	
Foreign Postdoctor	30-50 thousand USD				

(五) 专职科研人员

岗位类别及说明

岗位类别	岗位说明
A 类科研岗位	由学院及学科或科研项目团队根据具体情况设置
B 类科研岗位	根据科研项目需要设置

引聘对象：

1. A 类聘用人员一般应具有博士学位，特殊情况经学校批准可适当放宽学历要求；
2. B 类聘用人员一般为硕士及以下人员，或连续聘用满六年未能晋升高级职称的 A 类聘用人员；
3. 身体健康，品行端正，具备良好的科研素养；
4. 符合所聘岗位的具体聘用条件。

相关待遇基本标准一览表

岗位类别	年薪
正高	不低于 30 万
副高	不低于 25 万
其他	不低于 18 万

说明：A 类聘用人员其他相关待遇参照“非升即走”专任教师执行。薪酬标准根据社会生活水平和经济发展情况，由学校适时调整。

Type 5 Full-time Scientific Researcher

Job category	Job instructions
Class A Scientific research jobs	Class A positions are set up by the college discipline or research project team according to the specific situation, similar to the management of full-time teachers.
Class B Scientific research jobs	Class B positions are set according to scientific research projects

- Applicant of class A jobs should have a doctor's degree, special circumstances should be approved by the university to loosen educational restriction.
- Class B employees should have A master's degree or below, or should be A class staffs who have been employed for six years without promotion to senior professional title.
- Good health, good conduct and good scientific literacy.
- Meet the specific employment conditions of the position.

Job category	Post level	Annual Salary (RMB)	Insurance and provident fund
Class A	Senior	≥300 thousand	The social insurance, housing provident fund and all kinds of housing allowance and subsidy are included in the annual salary.
	Sub-senior	≥250 thousand	
	Others	≥180 thousand	
Class B	The remuneration of class B employees may be determined by the employer or project team according to salary standard of class A, and generally not exceeding the salary standard of class A.		

Notification: The other relevant treatment of class A hires shall be carried out by the treatment of "up or out" full-time teachers. The salary standard is adjusted according to the social standard of living and economic development.

五、应聘材料及联系方式

(一) 应聘材料

1. 应聘高层次人才岗位者请至南京航空航天大学人事处网站下载并填写《南京航

空航天大学高层次人才聘用申请表》，或将个人简历(含个人基本信息、受教育情况、主要论文论著、科研和获奖情况等)发送 nuaacem@nuaa.edu.cn，请在邮件中注明应聘岗位。

2. 应聘常规师资人员请至南京航空航天大学人事处网站下载并填写《南京航空航天大学教师岗位申请表》，发送至邮箱 nuaacem@nuaa.edu.cn。

3. 应聘外籍教师请至南京航空航天大学人事处网站下载《南京航空航天大学外籍教师应聘申请表》，并发送至邮箱 nuaacem@nuaa.edu.cn。

4. 博士后和专职科研岗位应聘请直接与南京航空航天大学经济与管理学院相关研究所或导师联系。

5. 以上岗位全年招聘。

(二) 联系方式

联系人：任慈 电话：+86-25-84892752

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邮编：211106。

Required application materials and contact information

Application materials

- Candidates for High-level Talents please download and fill <Application form for high-level talents of nanjing university of aeronautics and astronautics> in the website of the personnel division of Nanjing University of Aeronautics and Astronautics, or send the personal resume(including basic personal information, education, main papers, scientific research and awards etc.) to nuaacem@nuaa.edu.cn . Please indicate the applied position in the email. We will reply after receiving the application. If you do not receive the reply within three working days, please contact us.
- Candidates for Tenure-track Positions please visit website of the personnel division of Nanjing University of Aeronautics and Astronautics and fill in the personal information, download and fill in <the application form for the teacher post of NUAA>, and send the form to nuaacem@nuaa.edu.cn .
- Candidates for Position for Foreign Nationals please visit website of the personnel division of Nanjing University of Aeronautics and Astronautics to download and

fill in <the application form for foreign teachers of NUAA>, and send the form to nuaacem@nuaa.edu.cn .

- Candidates for Postdoctoral Fellow Position and Full-time Scientific Researcher Position please contact the related research institutes or mentors of CEM.
- The above positions are recruited all year round.

Contact Information

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- The website of the personnel division of NUAA: <http://rsc.nuaa.edu.cn>
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