



# PLANTING TALENT AT ITS CORE

The **CHINESE ACADEMY OF AGRICULTURAL SCIENCES** launches new talent plans to drive innovation at the country's premier agricultural research institution.

## The Chinese Academy of Agricultural Sciences (CAAS)

is China's leader in agricultural technology. In the 60 years since CAAS was founded, it has always put its scientists at its core and has thus managed to accumulate a rich pool of talent.

CAAS has built a number of well-resourced research platforms. These feature: the world's largest somatic cell bank for domesticated animals and poultry; the second largest genetic resource repository for crops; and, Asia's largest national agricultural library. With two national key scientific engineering projects, six state key laboratories, 22 national crop and domestic animal breeding centres, multiple key laboratories under the Ministry of Agriculture, a number of field stations for scientific observation and testing and several quality inspection centres, CAAS is an agricultural research institution with the most improved and

comprehensive facilities in China.

In response to the challenges of inadequate young academic leaders and inappropriate team structure of young talent, CAAS launched the Elite Youth Programme in 2013 as part of its plan to drive science and technology innovation. The programme has helped attract and cultivate a vibrant team of young and mid-career academic leaders.

To further enhance its young talent teams, in 2017 CAAS initiated a Young Talent Plan (2017-2030). This plan aims to increase the academy's under-45 research cohort to approximately 4,750 by 2030 and it would mean that scientists under the age of 45 would account for two thirds of all staff scientists at CAAS. In order to make young researchers a driving force behind agricultural research, CAAS will also reform its human resource development

system and incorporate 30 specific measures that address talent acquisition, cultivation, settlement and service support, as well as incentive mechanisms and researcher evaluations. With more open and fluid human resource mechanisms that select superior young researchers based on fair competition, CAAS will create a supportive environment for talent growth that encourages innovation and entrepreneurship.

For new recruits, supporting policies include: an additional subsidy of RMB 100,000-500,000 per year; research funds of RMB 800,000 to 2 million a year; and, a settlement subsidy of RMB 1 million or subsidized housing. In addition, CAAS provides promotion support and helps with graduate student recruitment, children's education and spousal employment.

Aiming to build first-class disciplines and a world-class

institute, CAAS is focussing on agricultural genomics and molecular breeding, agricultural information technology and big data, intelligent equipment, novel vaccines, agricultural nanotechnology and other cutting-edge research. It will also promote the innovation of core technologies for new variety development, intelligent agricultural operation, quality control and hazard identification for agricultural products, biological safety and animal nutrition, design and manufacturing of functional food, green agriculture, efficient resource utilization, and environmental control and remediation. CAAS sincerely welcomes researchers both at home and abroad to join it in its endeavours. ■



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