

Emulating the best to bring in experts

Chengdu high-tech zone implements preferential policies for those businesses and professionals moving in

By SONG MENGXING
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Ten new policies released by the Chengdu High-Tech Industrial Development Zone on Oct 18 aim to support and attract global professionals to start up businesses and innovate in the area, officials at the zone said.

According to the policies, the zone will earmark 5 billion yuan (\$739 million) in the next five years to support professionals worldwide, hoping the investment will attract 10,000 professionals during the period.

Gan Lijun, chief at the zone's personnel, labor and social security bureau, said the zone had studied the similar policies of 11 other high-tech zones, including Zhongguancun Science Park in Beijing and Zhangjiang National Innovation Demonstration Zone in Shanghai, as well as the city of Shenzhen before formulating its own.

The Chengdu high-tech zone's policies include those encouraging sustainable innovation, supporting professionals' investment and financing, helping startups expand the market and improving services provided to professionals.

"The strengthening of policy support and establishing a system with competitive advantages is a prominent trait of the plan," Gan said, adding that the zone's annual special fund for professionals has doubled with the new policies.

The policies cover the zone's leading industries and sectors for improving human life, such as new-generation information technology, advanced equipment manufacturing, energy conservation and environmental protection.

Gan said professionals have helped in the zone's development and six projects involved in the policies will make it possible for more brilliant people to realize their dreams in the Chengdu high-tech zone.

International competition for professionals has become more fierce, insiders said, adding that the immigration system of the United States welcomes brilliant people, with half of the startups' chiefs in the Silicon Valley being foreigners.

Singapore has a national headhunter called Contact Singapore acting as a go-between for local employers and global professionals, according to the website of Singaporean newspaper Lianhe Zaobao.

The Chengdu high-tech zone hopes the policies can help it to overcome challenges brought by professional employment competition.

According to the policies, professionals who have worked on innovation and entrepreneurship in the zone for more than five years, and



Staff members of Tap4fun, a maker group in the Chengdu High-Tech Industrial Development Zone, work on a mobile game. PHOTOS PROVIDED TO CHINA DAILY

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Gan Lijun, chief at the zone's personnel, labor and social security bureau

who bring to the zone significant economic and social benefits are eligible to get a reward of up to 2 million yuan.

The zone also plans to provide excellent people with more convenient services in health care, housing, residency and startup support. It will offer those who are involved in high-tech professional projects a free apartment for three years.

Local education authorities will build schools in the zone to provide children of the professionals an excellent education.

The new policies made it clear that the zone should attract noted human resource companies and would provide a decoration subsidy of up to 3 million yuan to such companies.

Third-party organizations,



A view of the B section of the Tianfu Software Park in the Chengdu high-tech zone.



Hengfeng Animation Studio, a company in the Chengdu high-tech zone.

including human resource agencies and professional societies that assist the zone in attracting high-level professionals and their teams, are eligible for a reward of up to 2 million yuan.

Training projects that companies launch with the help of human resource organizations are eligible for a subsidy of up to 300,000 yuan.

The policies also help startups to expand national and international marketing in ways such as subsidizing exhibition participation fees. It is possible for companies attending international, national and regional expositions and trade fairs to get a subsidy of up to 1 million yuan.

The Chengdu high-tech zone is home to some 256,000 professionals. Among these, 219 are involved in a "one-thousand professionals" program organized by Sichuan province, where the zone is seated, for attracting and supporting brilliant people, accounting for 37 percent of the total in the province.

The zone has earmarked 310 million yuan in special funds for professionals this year. Within that amount, 200 million yuan are to be used to reward special high-level professionals and 45.5 million yuan will be offered to startup projects.

Brilliant people have brought their advanced technologies and achievements to

start companies in the zone. High-tech enterprises established in the zone include Alltech Medical Systems, which provides medical imaging products and solutions, and HitGen Ltd, a life science company.

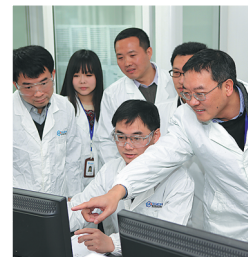
The scientific and technological fruits of professionals in the zone, including an advanced 3-D blood vessel bioprinter, have made important contributions to the development of leading sectors in the zone, local media reported.

Despite the rising number of professionals in the zone, there are some problems such as insufficient cooperation among professionals, officials at the zone said.

To help to solve the problems, the Chengdu High-tech Talent Development Promotion Association was set up in September. The association plans to organize activities such as industrial discussion meetings to integrate resources and help companies in the zone to cooperate.

Choosing a place to innovate and start companies is a major life choice for an individual. For a country, it is about core resource competition that decides the fate of its innovative development, Gan said.

She added that the zone will improve services offered to its high-level professional residents through talent development organizations and make them feel at home.



Li Jin (right), founder and chairman of HitGen, has come back from the UK and is one of the overseas talents the Chengdu high-tech zone has recruited. PHOTOS PROVIDED TO CHINA DAILY

Flexibility central to attracting intl talents

By ZHUAN TI

Chengdu High-Tech Industrial Development Zone in Sichuan province is introducing overseas talents in a more flexible way, through the construction of an overseas personnel innovation and startup center.

It was the fourth high-tech zone to gain approval from the China Association for Science and Technology to build such a center.

Wang Lei, deputy director of the human resources department of the zone's personnel, labor and social security bureau, said the high-tech zone has set up two of these stations in Frankfurt, Germany, and Copenhagen, Denmark, together with the Chengdu Association for Science and Technology.

"The overseas talents will not have to stay in the Chengdu high-tech zone. They can just do research overseas and achieve their scientific research at the high-tech zone's overseas centers," he said.

The Chengdu high-tech zone will spend 200 million yuan (\$29.5 million) to establish a related fund, which will offer financial support to overseas talents who complete their scientific research achievements in the zone.

A single program could receive as much as 20 million yuan in support.

The Chengdu high-tech zone will also give subsidies to those companies and universities that jointly establish and operate offshore stations. Each company could receive as much as 500,000 yuan in subsidies a year, while each university could receive as much as one million yuan a year.

In the first half of this year, the high-tech zone introduced three frontier technology cooperation projects, respectively led by Nobel laureates Jack W. Szostak, K. Barry Sharpless and John B. Gurdon. It has also established three industrial technology research institutes for large nucleic acids, biological medicine and 3-D bio-printing.

"Talent resource is the primary resource. To serve the talents is to serve development," said Gan Lijun, director of the high-tech zone's personnel, labor and social security bureau.

She said the high-tech zone aims to build itself into an international innovation and entrepreneurship center. "We will try our best to attract more global talents by creating an international service system and environment for innovation and pioneering work."



The Chengdu high-tech zone aims to build itself into an international innovation and entrepreneurship center.

Recruitment travels to Silicon Valley to extend reach

By ZHUAN TI
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The Chengdu High-Tech Industrial Development Zone, one of China's top high-tech zones in Southwest China's Sichuan province, is attracting more high-end talents from overseas for its future development.

Last month, the zone held a talent recruitment activity in California's Silicon Valley, in the United States. Five IT companies in the high-tech zone attracted 200 interviewees from North America to the event.

Tang Mengchen, who was born in Sichuan, finished her undergraduate study in the US and now works in San Francisco. She came to the event with several friends from Chengdu.

"We all care about the development of our hometown, and we have been thinking about going back home to make our contri-

“... the activity has attracted so many top personnel, which demonstrates its charm and strength.”

Lin Shengheng, founder of the Northern California Chinese Coalition

8k people

are recruited to companies of the Chengdu High-Tech Industrial Development Zone each year



Participants exchange business cards at a talent recruitment activity organized by the Chengdu high-tech zone in California's Silicon Valley. PROVIDED TO CHINA DAILY

butions," Tang said. "The Chengdu high-tech zone provides us with an excellent platform as it gathers so many first-class companies."

About 20 students at the University of California,

Berkeley, also went to the activity.

Li Yin, a representative of a Chinese student association at the university, said China is full of opportunities and is appealing to the stu-

dents at his university.

"This activity offers us detailed information about the employment environment in China and especially in the Chengdu high-tech zone, giving us more confidence (to work in China)," he said.

Lin Shengheng, founder of the Northern California Chinese Coalition, said he was impressed by the talent recruitment activity.

"Although it is the first time the Chengdu high-tech zone has come to the United States for talent recruitment, the activity has attracted so many top personnel, which demonstrates its charm and strength," he said.

The high-tech zone also strengthened the development of its workstation in the US through the recruitment event. It will work as a gateway for the zone to enhance communication and exchanges with the world's leading high-tech industries and

top-level talents, and to help bring in more projects and talents from the US, according to the event organizers.

The recruitment activity held in Silicon Valley is the beginning of a series of overseas recruitment activities under the Chengdu Tianfu Talent Action project from the Chengdu High-Tech Industrial Development Zone. The next recruitment event will be held in Seoul.

Chengdu Tianfu Talent Action is an annual event held by the management committee of the high-tech zone since 2007. It has been held in cities including Chengdu, Beijing, Shanghai, Guangzhou, Shenzhen and Dalian over the past nine years.

More than 100 social recruitment and campus recruitment fairs are held each year, attracting 100,000 people annually from around the country and recruiting more than 8,000 of them for companies in the zone.