

OVERVIEW OF THE PROGRAM FOR ATTRACTING AND RECRUITING TALENTED YOUNG LECTURERS, EXPERTS, AND LEADING SCIENTISTS FOR THE PERIOD 2025–2030 (HUST-TALENT)

I. Standards and Benefits for Each Recruitment Category

1. Lecturer Position

a. **General Requirements:** Candidates must meet **one of the following** conditions:

- **PhD, age ≤ 35 years old** (any nationality), graduated with a doctorate from a university ranked in the **Top 200 globally** according to reputable ranking systems.
- **PhD, age ≤ 40 years old** (any nationality) with research capacity meeting **one of the following criteria**:
 - Author of at least **01 publication** in *Nature* or *Science*.
 - Main author of **at least 05 WoS/Scopus publications**, including ≥ 02 **Q1 journals or Conference Rank A*** (for Foreign Language Faculty and School of Economics: minimum **03 WoS/Scopus**, including ≥ 01 **Q1 or A***), within the last **3 years**.
 - Overall **H-index ≥ 10** or a **total citation count ≥ 300** .
 - Has **at least 01 granted invention patent** or **01 registered utility solution**, with proven experience in leading scientific/technological services or technology/knowledge transfer.

Specific requirements will be detailed for each position.

b. **Employment Type:** Working contract or labor contract as a full-time faculty member.

c. **Benefits:**

- **Income**

- Preferential monthly salary paid by the University for the first 03 years: **40,000,000 – 150,000,000 VND** (*depending on position, working capacity, field, KPI commitments, and performance*).
- Holiday and festive bonuses in accordance with the University's regulations.
- Additional income from research projects or assignments conducted at the University.
- Financial incentives under national support policies (if applicable).

- **Teaching & Research**

- Deliver lectures and supervise master's and doctoral students.
- Eligible to attend **training courses, professional development programs, and academic conferences both domestically and internationally**.
- During the first two years: Granted research funding of **200 to 500 million VND per year**, depending on the registered research outputs.
- Supported in registering and participating in international or national key research programs and projects, with administrative assistance provided for disbursement and financial settlement procedures.
- Provided with **career path guidance, commitments, and development support** according to the registered roadmap.

- **Work Conditions & Other Benefits**

- A dedicated workspace and administrative support staff.

- Social and health insurance in accordance with national regulations, along with a HUSTCare health package valued at 100 million VND or more per year.
- Supported with travel, accommodation, legal, visa, and immigration procedures if being a foreign national.
- Family support package (health insurance, assistance for children's school transition, initial accommodation, etc.) for foreign staff or overseas Vietnamese returning to work at the University.
- Other incentives according to national policies (if applicable).

d. Responsibilities

- Meet publication and teaching commitments according to registered Career Path.
- Complete assigned teaching and research duties, achieving at least "well-completed" performance.
- Implement assigned research projects on schedule (if applicable).

2. Head of Research Laboratory / Head of Research Group

a. General Requirements: Candidates must meet **one of the following**:

- **Group 1: Professors/Associate Professors (any nationality)** and meet one of the following:
 - At least **05 years** of teaching/research experience at reputable institutions.
 - Publications in reputable journals or patents within the past **05 years**.
- **Group 2: Technology Experts (any nationality)** working in tech enterprises, R&D units, start-ups, or spin-off companies and meet one of the following:
 - At least **07 years** of experience.
 - Possess know-how to develop practical products from core technologies; or experience leading R&D projects with commercialized outputs; or patents; or experience managing innovation/start-up/spin-off enterprises.

Specific requirements will be detailed for each position.

b. Employment Type: Working contract or labor contract as full-time Head of Laboratory/Research Group.

c. Benefits

- Income
 - Preferential monthly salary paid by the University for the first 03 years: **60,000,000 – 200,000,000 VND** (*depending on position, working capacity, field, KPI commitments, and performance*).
 - Holiday and festive bonuses in accordance with the University's regulations.
 - Additional income from research projects or assignments conducted at the University.
 - Financial incentives under national support policies (if applicable).
- Teaching & Research
 - Support to establish a strong research group.
 - Participation in teaching and supervising graduate and PhD students.
 - Eligible to attend training courses, professional development programs, and academic conferences both domestically and internationally.
 - Supported in registering and participating in international or national key research programs and projects, with administrative assistance provided for disbursement and financial settlement procedures.

- Provided with career path guidance, commitments, and development support according to the registered roadmap.
- Work Conditions & Other Benefits
 - A dedicated workspace and administrative support staff.
 - Social and health insurance in accordance with national regulations, along with a HUSTCare health package valued at 300 million VND or more per year.
 - Supported with travel, accommodation, legal, visa, and immigration procedures if being a foreign national.
 - Family support package (health insurance, assistance for children's school transition, initial accommodation, etc.) for foreign staff or overseas Vietnamese returning to work at the University.
 - Other incentives according to national policies (if applicable).

d. Responsibilities

- Meet publication and teaching commitments under Career Path.
- Develop and strengthen the registered research group.
- Implement assigned research projects on schedule.

3. Expert / Scientist Position

a. General Requirements: Experts, scientists, managers, or leaders (any nationality) and meet one of the following criteria:

- Main author of **≥ 03 patents/utility solutions**.
- **Has ≥ 10 WoS/Scopus publications**, or has successfully supervised **≥ 02 PhD candidates**.
- Professor/Associate Professor with **≥ 7 years** of teaching/research at reputable international universities.
- Research capacity demonstrated by an **H-index ≥ 10** or a **total citation count ≥ 500**;
- Experts or senior managers with **≥ 5 years** in important management positions (equivalent to department/center heads or leaders of subsidiary companies) in corporations, organizations, or international major projects.
- Experts in enterprises with at least **01 project/initiative/intellectual property** successfully transferred or applied with proven impact.
- Senior government officials at the Department/Directorate level or higher in Ministries/Agencies.

Specific requirements will be detailed for each position.

b. Employment Type: Visiting lecturer contract or service contract as expert/senior consultant.

c. Responsibilities: Fulfill tasks as specified in the contract.

d. Benefits:

- Remuneration is based on the content of collaboration, competitive with the international labor market, with no upper limit.
- Partial or full support for travel and accommodation expenses as agreed; assistance with legal procedures, visa, and immigration for foreign experts.
- Eligible for additional benefits under the Government policies (if applicable).