

# **2020 Ningbo high level talents and high-end entrepreneurship and innovation team**

## **Announcement on the introduction of "3315 Plan"**

In order to accelerate the introduction and gathering of high-level entrepreneurship and innovation talents and teams at home and abroad, and vigorously cultivate and develop strategic emerging industries, in accordance with the opinions on accelerating the opening up of talent industry and gathering talents ([2018] No. 42) and the opinions on deepening the implementation of the "3315 plan" for the introduction of high-level talents and high-end entrepreneurship and innovation teams overseas ([2016] No. 48). The following is the announcement on the introduction of high-level talents and high-end entrepreneurship and innovation teams at home and abroad in 2020:

### **A: Introduction objects and key points**

Focusing on the needs of Ningbo's economic and social development, selecting the best support at home and abroad is in line with the direction of Ningbo's industrial development, which can promote the industrial level and lead the industrial development in Ningbo, high-level entrepreneurial and innovative talents and teams may be interested in coming to Ningbo. Focus on introducing talents or team on "246" modern industry projects, mainly including: two trillion level industries such as green petrochemical and automobile; four 500 billion level industries such as high-end equipment, new materials, electronic information, software and emerging services; six hundred billion level industries such as key basic parts (components), intelligent home appliances, fashion textile and clothing, biomedicine, cultural supplies, energy conservation and environmental protection sectors.

### **B: Declaration type and conditions**

The application and review of the "3315 plan" in 2020 can be divided into four types: Innovation team, Entrepreneurial team, Innovative talents (including overseas talents and seagull talents) and Entrepreneurial talents. Under the same conditions, priority will be given to supporting the innovative talents (teams) that meet the application conditions of the national and provincial overseas key talents plans, or obtain the county (city) level policy support under

the jurisdiction of Ningbo, or have settled in Ningbo:

1) Innovation team

1. The Innovation team shall include one leader and at least four members (excluding consultants), who worked or have not worked in Ningbo since January 1, 2018. The age of the leader shall not be more than 55 years old (born after January 1, 1965, the same below), and the age of the members shall not be more than 45 years old (born after January 1, 1975). The age of the leader and members with more than 3 years of relevant overseas study and work experience may be appropriately relaxed.

2. The leader of the Innovation team shall obtain a master's degree or above. Before that, he shall hold the position equivalent to associate professor or above in domestic and foreign well-known universities and scientific research institutes, or hold the middle and senior positions in domestic and foreign well-known enterprises and institutions for more than 3 years. The members shall obtain a master's degree or above. After the introduction of leaders and members, they shall work full-time in Ningbo for at least 9 months and 5 consecutive years. After being selected, if not in place as required, it will be deemed as automatic abandonment.

3. The core technology mastered by the innovation team should reach the international first-class and domestic leading level, or it belongs to filling the technological gap in the domestic research field, which can greatly promote the technological innovation in the relevant industry field.

4. The Innovation team relies on the good operation of the unit, complete supporting measures, and can provide the team with necessary scientific research funds and equipment, as well as various elements required for the industrialization of the project.

2) Entrepreneurial team

1. The Entrepreneurial team shall include one leader and at least four members (excluding the consultant), generally starting or not starting in Ningbo after January 1, 2018. The age of the leader shall not be more than 60 years old (born after January 1, 1960, the same below), and the age of the members shall not be more than 50 years old (born after January 1, 1970). The age of the leader and members who have more than 3 years of relevant overseas study and work experience can be appropriately relaxed.

2. Generally, the leader of the Entrepreneurial team should obtain a master's degree or above. Before that, he should hold the position equivalent to associate professor or above in well-known universities and scientific research institutes at home and abroad, or hold the

middle and senior positions in multinational companies and well-known enterprises for more than 3 years. Generally, members should have a master's degree or above, or have more than 3 years of relevant working experience.

3. The core technology mastered by the Entrepreneurial team should have independent intellectual property rights, reach the international first-class and domestic leading level, or belong to filling the technological gap in the domestic research field, have a better market prospect and be able to realize industrialization.

4. The actual registered capital of the enterprise established by the entrepreneurial team shall not be less than 2 million yuan in currency; the leader (natural person) shall be the legal representative of the enterprise and the largest shareholder; the shareholding ratio of the leader and members (natural person) shall be more than 50% (excluding).

### 3) Innovative talents

(including overseas talents and seagull talents)

1. Generally, innovative talents should obtain doctor's degree in overseas universities. Before that, they should hold middle and senior professional and technical positions in well-known universities and scientific research institutes, or hold middle and senior positions in well-known enterprises and institutions outside China for more than 2 years, generally no more than 55 years old. Among them, for the young talents who are no more than 40 years old (born after January 1, 1980) and have worked abroad for more than 3 years, the overseas job titles can be appropriately relaxed.

2. The core technology mastered by innovative talents should reach the first-class level in China, or it can fill the technological gap in Ningbo research field and promote technological innovation in related industries.

3. The units relying on innovative talents are in good operation condition, with sound technical innovation system, complete supporting measures and strong innovation ability. Based on the enterprise, the enterprise should have good business performance and be able to provide necessary research funds and research and development equipment for innovative talents.

4. Innovative talents shall work (service) in China after January 1, 2019, and work in the supporting unit before March 15, 2020; or they shall sign an intention work contract with the supporting unit and work in Ningbo within half a year, with full-time working time of no less than 9 months and continuous working time of no less than 5 years. After being selected, if not in place as required, it will be deemed as automatic abandonment. The main founders, the first

largest shareholder or the largest natural person shareholder of an enterprise shall not apply for innovative talents.

5. The application conditions for overseas talents are basically the same as those for innovative talents, with the age of no more than 65 years. After the introduction, they have worked in Ningbo for more than 3 consecutive years and no less than 6 months each year.

6. The application conditions of seagull talents are basically the same as that of innovative talents. After introduction, seagull talents must work continuously in Ningbo for more than 3 years, no less than 2 months a year, or full-time in overseas branches of Ningbo enterprises for more than 3 years.

#### 4) Entrepreneurial talents

1. Generally, entrepreneurial talents should obtain master's degree or above in overseas universities. Before that, they should hold middle and senior professional and technical positions in well-known universities and scientific research institutes, or hold middle and senior positions in well-known enterprises and institutions outside the country, with the age no more than 60 years old.

2. The core technology mastered by entrepreneurial talents should have independent intellectual property rights, reach the first-class level in China, or fill the technological gap in Ningbo research field, have good market prospects and be able to realize industrialization.

3. The entrepreneur (natural person) is the main founder and the largest shareholder of the enterprise. The monetary capital contribution of the registered capital actually in place is not less than 1 million yuan, and the monetary capital contribution of the entrepreneur is not less than 1 million yuan.

4. Entrepreneurial talents shall work (service) in Ningbo after January 1, 2015, and establish enterprises in Ningbo and complete relevant formalities such as industrial and commercial registration before March 15, 2020. An enterprise can only apply for one entrepreneurial talent.

Among the above application conditions, one of the four conditions, namely, age, education background, position, and professional title, should be broken for the talents who are particularly excellent or in short need. The winners of international awards, such as Nobel Prize, Turing prize, and fields prize, are equivalent to the candidates of academicians of the Chinese Academy of Sciences in the United States, Britain, Canada, Australia and other countries. The presidents and vice presidents of world-famous universities are top and excellent. The entrepreneurial and innovation team led by talents can break the rules in terms of age, education background, position, title and settlement time of leaders and members.

## **C、 Policy support**

1. Project support. For the Entrepreneurship and Innovation team selected in the "3315 plan", will be given respectively according to the three levels of A, B and C, 20 million yuan, 10 million yuan and 5 million yuan of entrepreneurship and innovation support. The high-end entrepreneurship and innovation team led by the world's top talents can be discussed one by one, and the amount of funding is not capped. For overseas high-level talents selected in the "3315 plan", a one-time subsidy of 1 million yuan will be given to long-term innovation (including overseas talents) and entrepreneurship talents projects, and a one-time subsidy of 500.000 yuan will be given to seagull talents projects.

2. Reward supporting support. The leaders and members of the selected team who have been selected into the national and provincial overseas key talent plan through our city's independent declaration will be given a reward of up to 6 million yuan; the leaders and members who have been selected into the provincial leading innovation and entrepreneurship team will be given a subsidy of 5 million yuan.

3. Reward for upgrading talent level. The selected team leaders and members will be upgraded to the top talents in Ningbo talent classification catalogue through independent training, with a maximum reward of 8 million yuan for talents and a one-time reward of 5 million yuan for training units; those who apply for independent training and become excellent talents (excluding those who are selected into national key talents overseas plan) will be given a one-time reward of 500.000 yuan for talents; those who become leading talents (excluding those who are selected into overseas key talents plan of Zhejiang Province), a one-time reward of 100.000 yuan will be given to talents.

4. Enterprise Development Award. Since the establishment of the selected project enterprise, according to the revenue and other indicators, if the enterprise develops rapidly and contributes a lot to the economic and social development of Ningbo within 5 years, it will be given a maximum of 5 million yuan as financial aid after being identified.

5. Financing support. According to the development of the selected project enterprises, it is recommended to funds listed in Ningbo equity trading center, like Haibang fund, Caifu fund, Angel fund, Venture capital guidance fund, etc. for follow-up investment. The relevant commercial banks can grant a credit line of up to 20 million yuan, and enjoy the market-oriented entrepreneurial services provided by relevant institutions.

6. House purchase subsidy. The selected talents and team leaders who purchase houses in Ningbo will be given a one-time purchase subsidy of 300,000 yuan. For those who have already enjoyed the policies of city and county level and employer's family subsidy, house purchase subsidy or physical housing distribution, the house purchase subsidy shall be paid according to the principle of high, difference compensation and non repetition.

If the talents and teams selected in the 3315 plan meet the relevant conditions, they can also enjoy the relevant policies stipulated in the opinions on accelerating the opening up of talent industry and gathering talents ([2018] No. 42) and the opinions on deepening the implementation of the 3315 plan for the introduction of overseas high-level talents and high-end entrepreneurship and innovation teams ([2016] No. 48), as well as the settlement Supporting support policies. Relevant subsidy funds shall be distributed in accordance with the principle of "high side, difference compensation and non repetition".

**Ningbo Municipal Committee Office  
of Talent Work Leading Group**