金砖国家新工业革命伙伴关系创新中心

外籍人士招聘细则

（2025年9月）

金砖国家新工业革命伙伴关系创新中心（以下简称“金砖创新中心”）根据《厦门经济特区金砖国家新工业革命伙伴关系创新中心条例》设立，是实行企业化管理但不以营利为目的、履行相应公共管理和服务职责的具有独立法人地位的法定机构，负责推进金砖国家新工业革命伙伴关系创新基地建设和发展。

根据中心发展需要，拟采用市场化用人机制和薪酬体系管理，招聘外籍副主任1名及专员2名，助力提升金砖创新基地资源链接能力和开放合作水平，促进金砖创新基地国际化发展。欢迎优秀人才加入。

一、招聘原则

一是坚持公开、公平、公正原则；

二是坚持竞争上岗、择优聘用原则；

三是坚持人岗适配、双向选择的原则。

二、招聘条件

**（一）基本条件**

1.具有外国国籍；

2.遵守中华人民共和国宪法和法律法规；

3.秉持以维护世界和平、促进共同发展为宗旨推动构建人类命运共同体的理念；

4.尊重中国人民自主选择的发展道路、制度安排以及民族感情、文化习俗;

5.具有强烈的集体荣誉感、主人翁意识和团队协作能力，并具有良好的职业操守和个人品行，诚实守信，廉洁从业；

6.具有良好的专业能力和沟通协调能力，且具有正常履行职责的身体条件和心理素质，抗压能力强；

7.具有岗位所需的专业知识，取得报考岗位所需的学历、学位证书。

**（二）有下列情形之一的，不得聘用：**

1.有国（境）内外犯罪记录的；

2.列为失信被执行人或者被采取其他类似措施的；

3.违反职业道德的；

4.涉嫌违法正在接受有关机关调查尚未作出结论的；

5.其他不适合聘任的情形。

**（三）学历学位有关要求**

应聘者用于报名的学位（学历）证书在国外获得的，应经我驻外使、领馆或由申请人获得学位（学历）所在国驻华使、领馆或我国学历认证机构认证。最高学位（学历）证书在港澳特别行政区和台湾地区获得的，应经我国学历认证机构认证或经所在地区公证机构公证。最高学位（学历）证书在中国境内获得的，仅需提供学历（学位）证书原件。应聘者其他条件需符合我国外国人来华工作许可相关规定。

三、招聘职责及任职要求

**（一）副主任（1名）**

1.岗位职责

（1）参与制定、规划金砖创新基地中长期发展战略；

（2）牵头构建并维护金砖创新基地国际合作网络，拓展并维护金砖创新基地与金砖成员国、伙伴国及其他新兴市场与发展中国家的政府部门、大型企业、高校智库、官方协会等及国际组织等合作渠道；

（3）牵头策划并组织由金砖创新基地主办的各类国际商贸对接、政策研讨及文化交流活动，邀请金砖成员国、伙伴国及其他新兴市场与发展中国家的政府部门、高校智库、官方协会等及国际组织等参与；

（4）代表金砖创新基地出席国际性磋商、论坛、研讨会等各类高层级会议，向各界宣传推介金砖创新基地；

（5）协助中心主任及分管日常工作的副主任推进并完成金砖创新基地交办的其它工作任务。

2.任职要求

（1）具有金砖成员国国籍（除中国以外，见附件1）；

（2）专业不限，全日制硕士及以上学历；

（3）在金砖成员国、伙伴国及其他新兴市场和发展中国家政府部门机构、官方国际组织、世界500强企业或国际知名企业、知名高校等机构有15年工作经验及5年以上的担任中层及以上管理者的经验;

（4）熟悉了解金砖等多边合作机制；具有出色的跨文化沟通与谈判能力，有良好的语言表达能力和逻辑思维能力；具备优秀的领导能力和团队管理能力；

（5）具有良好的中英文口头和书面表达能力，中英文均可作为工作语言；

（6）应聘者年龄应在50周岁以下；

（7）履历特别优秀者可适当放宽以上条件。

**（二）国际合作岗专员（2名）**

1.岗位职责

（1）推动建立及拓展金砖创新基地与金砖成员国、伙伴国及其他新兴市场与发展中国家的政府部门、国际组织、专业智库、研究机构等交流合作机制，对接引入产业、技术、人才、金融等国际资源，助力金砖创新基地国际化建设；

（2）负责与金砖国家标准化机构、科研机构、高等院校等开展政策研究合作；协助建立健全和持续更新面向金砖成员国、伙伴国及其他新兴市场与发展中国家的合作项目库；

（3）组织开展金砖国家智库研讨、标准互认、项目对接、人才培训等相关的国际交流合作工作；

（4）参与国际多边和双边机制性会议、活动、磋商以及宣传推介等工作；

（5）完成金砖创新基地交办的其它工作任务。

2.任职要求

（1）专业不限，全日制硕士以上学历；

（2）通晓国际谈判规则及多边磋商机制，有良好的语言表达能力和逻辑思维能力；具有国际视野和跨文化交际能力；

（3）具有良好的中英文口头和书面表达能力，中英文均可作为工作语言；

（4）应聘者年龄在35周岁以下，取得博士以上学位或履历特别优秀者可放宽至40周岁以下；

（5）履历特别优秀者可适当放宽以上条件。

四、招聘程序

招聘工作按照申请报名、资格审查、履历业绩分析、综合测评、研究确定任用建议人选、体检、录用等流程进行。

**（一）报名**

1.报名时间：简章发布之日起长期有效，招满即止。

2.报名方式：应聘者请将填写好的《金砖创新中心招聘外籍人士报名表》、《金砖创新中心外籍人士应聘诚信承诺书》、相关应聘材料电子版以邮件形式发送至邮箱office@bricspic.org。专家推荐的，应提交推荐函。

应聘者需提供的应聘材料清单包括：

必要材料：本人护照信息页、学历学位证书（及机构认证资料）、工作经历证明材料及翻译件，以及应聘报名表（附件2）、诚信承诺书（附件3，需打印签字并扫描）；

非必要材料：主要科研学术成果、专业技术资格证、职（执）业资格证、任职文件、奖惩文件等。

3.报名咨询电话：0592-5888165。

**（二）资格审核和简历筛选**

根据报名资格条件和应聘材料，对应聘者进行资格审查和简历筛选，按照一定比例择优确定进入面试人员名单，将通过邮件通知。

资格审查贯穿招聘工作全过程。应聘者应对填报的信息和提供的材料负责，如发现填报虚假信息或提供虚假材料，即取消应聘资格，今后亦不再列为金砖创新中心聘任人选。

**（三）面试**

面试重点考查应聘者专业水平、专业能力、综合素质等。面试的具体时间、地点将通过邮件另行通知。

**（四）面谈**

根据面试情况，确定参加面谈人选。双方就应聘职位的薪酬待遇、入职意愿及其它双方关心的问题进行深入沟通交流。

面谈的具体时间、地点将通过邮件另行通知。

**（五）体检**

体检原则上应在中国国内三级甲等或境外同等级医院进行，体检项目依据就业体检的相关要求。体检不合格者或不按规定参加体检者，取消聘任资格。体检费用自理。

**（六）资质评价和背景调查**

根据面试及面谈情况，研究确定建议人选，并对建议人选组织实施考察或委托相关单位、机构进行背景调查。

**（七）确定聘任人选**

根据体检和背景调查情况研究确定拟聘任人员，于金砖创新基地官网公示5个工作日。经公示无异议的，办理入职和聘任手续。

五、管理方式和薪酬待遇

(一)管理方式：聘任人员与金砖创新中心签订劳动合同，实行市场化合同期管理，合同期原则上为1-1.5年(试用期2个月)。试用期满考核合格的，正式聘任；试用期满考核不合格的，依法解聘。

(二)薪酬待遇：金砖创新中心将提供具有市场竞争力的薪酬，具体薪酬标准可面议。因个人原因主动辞职或协议期未满主动离职的，薪酬待遇按协议约定执行。

符合厦门市引进人才条件的，经相关部门认定后按照相关政策享受相应待遇。

六、其它事项

（一）应聘者须认真阅读本细则并对照岗位信息，确认符合细则规定及拟报岗位资格条件后方可报名，并须对本人的报名资格及所提供材料的真实性负责。凡不符合规定条件和岗位要求的，一经核实，立即取消报名或聘用资格。

（二）工作地点在厦门，签订合同后可以协助办理外国人来华工作许可相关事宜。

（三）本细则仅适用于本次外籍人士招聘工作，未尽事宜由金砖创新中心负责解释，必要时另行补充通知。

附件：1.金砖成员国列表

2.金砖创新中心招聘外籍人士报名表

3.金砖创新中心外籍人士应聘人员诚信承诺书

附件1

金砖成员国

1.巴西

2.中国

3.埃及

4.埃塞俄比亚

5.印度

6.印度尼西亚

7.伊朗

8.俄罗斯

9.南非

10.阿联酋

11.沙特阿拉伯

附件2

金砖创新中心外籍人士招聘报名表

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 姓名 |  | 性别 |  | 国籍 |  | 近期1寸免冠照 |
| 出生日期 |  | 健康状况 |  | 婚姻情况 |  |
| 护照号码 |  | 联系电话及电子邮箱 |  |
| 专业特长 |  | 语言水平 |  |
| 学习经历（自大学起） | 学校 | 时间 | 专业 | 是否为全日制 | 取得学位 |
|  |  |  |  |  |
|  |  |  |  |  |
|  |  |  |  |  |
| 工作经历 |  |

（注：除姓名、护照号码及联系方式外，表格其他部分请以**中文及英语**填写。）

附件3

金砖创新中心外籍人士应聘人员诚信承诺书

我已仔细阅读《金砖创新中心外籍人士招聘细则》，理解其内容，符合应聘条件。我郑重承诺：本人所提供的个人信息、证明资料、证件、报名表所填写内容等均真实、准确、有效，并自觉遵守选聘工作的各项规定，诚实守信，严守纪律，认真履行应聘人员义务。对因提供有关信息、证明材料、证件不实，不符合政策规定，或违反有关纪律规定所造成的后果，本人自愿承担一切责任。

承诺人员签名：

 年 月 日

（以下为译文）

**BPIC Foreign Professionals Recruitment Details**

*(September 2025)*

The BRICS Partnership on New Industrial Revolution Innovation Center (BPIC) was established under the *Regulations of the Xiamen Special Economic Zone on the BRICS Partnership on New Industrial Revolution Innovation Center*. As a non-profit statutory institution with independent legal-person status, the BPIC operates under a corporate-style management model while fulfilling public management and service functions. Its mission is to advance the BRICS Partnership on New Industrial Revolution (PartNIR) and foster innovation-driven development.

To strengthen the BPIC’s capabilities, we are recruiting: one foreign Deputy Director General and two foreign Specialists. These positions will operate under a market-oriented employment and remuneration system, enhancing the BPIC’s resource integration and international cooperation efforts. We welcome outstanding global professionals to join our dynamic team.

**I. Recruitment Principles**

1. Openness, fairness, and impartiality;
2. Competitive selection and merit-based hiring;
3. Mutual compatibility between candidates and positions.

**II. Recruitment Requirements**

**(I) Basic Qualifications**

Candidates must:

1. Hold foreign citizenship.
2. Abide by the Constitution and laws of the People’s Republic of China.
3. Uphold the principles of maintaining world peace and promoting common development to advance the building of a community with a shared future for humanity.
4. Respect the development path and institutional arrangements independently chosen by the Chinese people, as well as Chinese national sentiments and cultural customs.
5. Demonstrate a strong sense of collective responsibility and teamwork; exhibit high professional ethics, personal integrity, honesty, trustworthiness, and maintain impeccable professional conduct.
6. Possess outstanding professional competence and strong communication and coordination abilities; be physically and mentally fit to perform required duties and able to work effectively under pressure.
7. Possess relevant professional expertise and hold the required academic qualifications and degree certificates for the position.

**(II) Disqualifying Circumstances**

Candidates will not be considered under any of the following circumstances:

1. Having a criminal record in China or abroad.
2. Being listed as a dishonest debtor or subject to similar measures.
3. Violating professional ethics.
4. Being under investigation for suspected illegal activities without a final conclusion.
5. Being otherwise deemed unsuitable for employment.

**(III) Academic and Degree Requirements**

If the candidate’s academic (degree) certificate was obtained abroad, it must be authenticated by a Chinese embassy or consulate overseas, by the Chinese embassy or consulate in the country where the certificate was issued, or by a Chinese academic certification authority. If the highest academic (degree) certificate was obtained in the Hong Kong SAR, Macao SAR or Taiwan region, it must be certified by a Chinese academic certification authority or notarized by a notary office in the respective region. If the highest academic (degree) certificate was obtained within the Chinese Mainland, only the original academic (degree) certificate is required. Candidates must also comply with all other relevant Chinese regulations regarding work permits for foreign nationals.

**III. Job Responsibilities and Qualifications**

**(I) Deputy Director General (One Position)**

1. Job Responsibilities

1. Participate in formulating and planning the medium- and long-term development strategies of the BPIC.
2. Take the lead in establishing and maintaining the BPIC’s international cooperation network, and expand as well as manage cooperation channels between the BPIC and government departments, major enterprises, universities, think tanks, official associations of BRICS members and partners, other emerging markets and developing countries, as well as international organizations.
3. Lead the planning and organization of international business matchmaking events, policy seminars, and cultural exchange activities hosted by the BPIC, inviting participation from government departments, universities, think tanks, official associations of BRICS members and partners, other emerging markets and developing countries, as well as international organizations.
4. Represent the BPIC at international consultations, forums, seminars, and other high-level meetings, promoting the BPIC across all sectors of society.
5. Assist the Director General and the Executive Deputy Director General in advancing and completing other tasks assigned by the BPIC.

2. Qualifications for the Position

1. Citizenship of a BRICS member country (excluding China; see Annex 1).
2. A Master’s degree or higher, earned through a full-time program at an accredited university; no specific major required.
3. At least 15 years of professional experience in government agencies, official international organizations, Fortune Global 500 companies, internationally renowned corporations, or prestigious universities within BRICS members and partners, or other emerging markets and developing countries, including a minimum of 5 years in mid-level or senior management positions;
4. Familiarity with BRICS and related multilateral cooperation mechanisms; excellence in cross-cultural communication and negotiation; strong verbal communication and logical reasoning abilities; and outstanding leadership and team management skills.
5. Proficiency in spoken and written Chinese and English, capable of effectively using both languages as working languages.
6. Candidates should be under 50 years of age.
7. The above requirements may be relaxed for candidates with exceptional credentials.

**(II) International Cooperation Specialist (2 Positions)**

1. Job Responsibilities

1. Promote the establishment and expansion of cooperation and exchange mechanisms between the BPIC and government departments, international organizations, professional think tanks, research institutions, and other relevant entities from BRICS members and partners, and other emerging markets and developing countries; and facilitate the introduction and integration of international resources, including industrial, technological, talent, and financial resources, to support the international development of the BPIC.
2. Responsible for conducting policy research in collaboration with standardization bodies, research institutes, and universities across BRICS countries; and assist in establishing, maintaining, and continuously updating a project database for cooperation with BRICS members and partners, and other emerging markets and developing countries.
3. Organize and carry out international exchange and cooperation activities, including BRICS think tank seminars, mutual recognition of standards, project matchmaking, and human resource training.
4. Participate in international multilateral and bilateral meetings, events, consultations, and promotional activities.
5. Complete other tasks assigned by the BPIC.

2. Qualifications for the Position

1. A Master’s degree or higher, earned through a full-time program at an accredited university; no specific major required.
2. Familiarity with international negotiation rules and multilateral consultation mechanisms; strong verbal communication and logical thinking skills; and global perspective and excellent cross-cultural communication abilities.
3. Proficiency in spoken and written Chinese and English, capable of effectively using both languages as working languages.
4. Candidates should generally be under 35 years of age. However, an extension to age 40 may be considered for candidates who hold a doctoral degree or exceptional qualifications.
5. The above requirements may be relaxed for candidates with exceptional credentials.

**IV. Recruitment Procedures**

The recruitment process will include the following stages: submission of applications, review of qualifications, evaluation of experience and achievements, comprehensive assessment, shortlisting of candidates, medical examination, and final appointment.

1. **Application Procedures**

1. Application Period

Applications will be accepted on an ongoing basis from the date of this Notice until all positions are filled.

2. Application Procedure

Applicants are required to complete the “Employment Application Form for BPIC Foreign Professionals” and the “Integrity Commitment Declaration for BPIC Foreign Applicants,” and submit these along with the necessary supporting documents via email to office@bricspic.org. Candidates recommended by experts are requested to provide a recommendation letter.

Required application documents:

* Passport bio-data page
* Academic degree certificates (and authentication documents, if applicable)
* Proof of work experience and corresponding translations
* Completed Employment Application Form (Annex 2)
* Signed Integrity Commitment Declaration (Annex 3; must be printed, signed, and scanned)

Optional documents:

* Key academic or research achievements
* Professional or technical qualification certificates
* Professional (practice) qualification certificates
* Appointment documents
* Award or disciplinary records, etc.

3. Contact Information

For application inquiries, please call: 0592-5888165.

**(II) Qualification Review and CV Screening**

Applicants will undergo a qualification review and CV screening based on the eligibility requirements and submitted materials. The most qualified candidates, selected according to a set ratio, will be shortlisted for interviews and notified by email.

Qualification reviews will be conducted throughout the recruitment process. Applicants are responsible for ensuring the accuracy of all information and materials submitted. Providing false information or documents will result in permanent disqualification from consideration for employment at the BPIC.

**(III) Interview**

Interviews will primarily assess candidates’ professional knowledge, capabilities, and overall qualities. Shortlisted candidates will be notified of the interview date, time, and location via email.

**(IV) In-Person Discussion**

Following the interview, shortlisted candidates will be invited to attend in-person discussions. During these discussions, both parties will thoroughly address compensation and benefits, the candidate’s willingness to accept the position, and other relevant matters of mutual interest.

Further details regarding the date, time, and location of the in-person discussions will be communicated via email.

**(V) Medical Examination**

Shortlisted candidates are generally required to undergo a medical examination at a Grade III-A hospital in China or an equivalent medical institution overseas. The examination must comply with relevant employment health check requirements. Candidates who either fail the medical examination or do not complete it as specified will be disqualified. All expenses related to the medical examination shall be borne by the candidates themselves.

**(VI) Credential Evaluation and Background Check**

Based on the results of the interview and in-person discussions, proposed candidates will be selected. Credential verification and background checks will then be conducted, either internally or through third-party agencies.

**(VII) Final Selection**

Final candidates will be selected based on the results of medical examinations and background checks. The list of selected candidates will be publicly posted on the official BPIC website for five working days. If no objections are raised during this period, the successful candidates will proceed with onboarding and formal appointment.

**V. Employment Management and Compensation**

(I) Employment Management

Successful candidates will enter into a fixed-term service contract with the BPIC for a period of 12 to 18 months under a market-oriented employment framework, which includes a two-month probationary period. Candidates who successfully pass the probationary evaluation will be formally appointed. Those who do not pass the evaluation will have their employment contract terminated in accordance with applicable laws and regulations.

(II) Compensation and Benefits

The BPIC offers a competitive, market-based compensation package, with specific salary details to be negotiated individually. Should an employee voluntarily resign or terminate employment before the contract expires, compensation matters will be resolved as stipulated in the employment agreement.

Qualified candidates who meet Xiamen City’s talent introduction criteria may be eligible for additional benefits, subject to approval by the relevant authorities and in compliance with local policies.

**VI. Additional Information**

* 1. Applicants must carefully review this Notice and ensure that they meet all stated qualifications before applying. They are solely responsible for verifying their eligibility for application and the authenticity of submitted materials. Any candidate failing to meet requirements will be disqualified upon verification.
	2. The positions are based in Xiamen. Upon execution of the employment contract, assistance will be provided with procedures related to obtaining a work permit for foreign nationals in China.
	3. This Notice applies exclusively to the ongoing recruitment of foreign professionals. The BPIC reserves the right to interpret any matters not addressed herein and to issue supplementary notices if necessary.

**Annexes:**

1. List of BRICS Member Countries

2. Employment Application Form for BPIC Foreign Professionals

3. Integrity Commitment Declaration for BPIC Foreign Applicants

**Annex 1**

**BRICS Member Countries**

1. Brazil
2. China
3. Egypt
4. Ethiopia
5. India
6. Indonesia
7. Iran
8. Russia
9. Saudi Arabia
10. South Africa
11. United Arab Emirates (UAE)

**Annex 2**

**Employment Application Form for BPIC Foreign Professionals**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Name |  | Gender |  | Nationality |  | Recent 1-inch Photo without Headwear |
| Date of Birth |  | Health Status |  | Marital Status |  |
| Passport Number |  | Contact Number & Email |  |
| Area of Expertise |  | Language Proficiency |  |
| Educational Background (from university onwards) | Institution | Period | Major | Full-time or Part-time | Degree Obtained |
|  |  |  |  |  |
|  |  |  |  |  |
|  |  |  |  |  |
| Work Experience |  |

(Note: Except for Name, Passport Number, and Contact Information, all other sections must be completed in both Chinese and English.)

**Annex 3**

**Integrity Commitment Declaration for BPIC Foreign Applicants**

Having thoroughly reviewed the BPIC Foreign Professionals Recruitment Notice, I fully comprehend its provisions and hereby confirm my eligibility for application. I solemnly declare that all submitted personal information, supporting documents, certificates, and related materials are authentic, accurate and valid. I undertake to comply strictly with all recruitment procedures and regulations, maintain integrity and professionalism throughout the process, and fulfill all obligations as an applicant in good faith. Should any information prove false or misleading, or should I fail to meet established requirements or violate applicable rules, I accept full legal and administrative responsibility for all resulting consequences.

Applicant’s Signature:

Date: