

Academia Sinica Guidelines for Recruiting Pioneering Researchers

Promulgated by Human Affairs Letter No. 1141902228 on August 1, 2025

1. Academia Sinica has established these guidelines to recruit pioneering talent aligned with national, societal, and institutional development priorities. The goal is to advance its academic research mission by providing internationally competitive remuneration and research resources.
2. Pioneering Researchers recruited under these guidelines shall be full-time and contract research fellows.
3. A cross-disciplinary Special Review Committee shall be established to evaluate applications for Pioneering Researchers.
The committee shall consist of 9 to 15 members (including the convener), appointed by the President of Academia Sinica from among the directors of the Central Office of Administration, research institutes or centers, and experts in relevant fields. The President shall serve as the convener.
4. The appointment term for a Pioneering Researcher is 5 years. Upon completion, the term may be renewed once for another 5 years, subject to approval by the Special Review Committee.
5. Applicants for the position of Pioneering Researcher must submit:
 - (1) A job application or self-introduction document.
 - (2) A narrative curriculum vitae, including research achievements.
 - (3) A future research plan (including expected goals, team structure, and budget allocation).
 - (4) A list of at least three recommended external reviewers.
6. Upon receiving an application, the Central Office of Administration or the research institute or center shall promptly forward it to the Special Review Committee for preliminary review.
Applicants passing the preliminary review shall undergo written evaluations by at least three external reviewers. The institute or center shall propose a list of reviewers, to be finalized by the Special Review Committee.
During the written evaluations, the application materials shall also be made available to research fellows at the Assistant Research Fellow level or above. The applicant shall be invited for an academic exchange at the hosting unit. Upon completion of the written evaluations, the application materials and review opinions shall be submitted to the Special Review Committee.

Research staff at the Assistant Research Fellow level or above may submit signed opinions to the committee. All such opinions will remain confidential.

7. Key review criteria for Pioneering Researcher applications include:
 - (1) Alignment with the key development goals of the nation, society, and the Academia Sinica.
 - (2) Innovativeness and originality of the research topics.
 - (3) International competitiveness of the research.
 - (4) The applicant's potential for future academic advancement.
8. The remuneration for Pioneering Researchers shall be determined by the President based on academic achievements and international competitiveness, within the salary range specified in the "Pioneering Researcher Remuneration Standards Table" (see appendix). The full amount will be funded by the Academy.

Startup funding (including annual research expenses during the appointment) shall be jointly funded by the Academy (70%) and the research institute or center (30%), following internal consultation and approval.
9. Pioneering Researchers, as determined by the institutes or centers, may attend institute or center affairs meetings. They may also participate in matters other than personnel cases, such as internal committees and administrative or academic support tasks. With the approval of the Academy, they may also take part in relevant committees in Academia Sinica or academic and administrative affairs.
10. Pioneering Researchers may apply for Academia Sinica's internal research grants and programs on par with regular research personnel.
11. Regulations governing concurrent employment and teaching by Pioneering Researchers shall follow the same rules that apply to Academia Sinica's research fellows and research specialists.
12. Pioneering Researchers who must suspend research due to special circumstances must submit a written application through administrative channels for approval by the director of the affiliated institute or center. Except for official assignments, suspension is limited to 21 days per year.
13. Pioneering Researchers are required to enroll in Labor Insurance, Labor Occupational Accident Insurance, Employment Insurance, and National Health Insurance. The employee's share of the insurance premiums shall be deducted monthly from their salary, while the Academy's contribution shall

be covered by relevant funding sources. For those not eligible to enroll in Labor Insurance or National Health Insurance, Academia Sinica may assist in securing “Comprehensive Insurance for International Technical Cooperation Personnel” (Items 1–5). The insured shall pay 35% of the premium, with Academia Sinica subsidizing 65%. If the researcher chooses not to participate in this insurance, they must provide a signed written statement of refusal to Academia Sinica.

14. Pioneering Researchers shall contribute to retirement funds at the maximum rate allowed under Paragraph 2 of Article 7 and Paragraph 2 of Article 14 of the Labor Pension Act, and shall handle contributions and withdrawals through individual pension accounts per the Act’s provisions. Those not eligible for labor pension participation shall be covered under the regulations for severance savings for contract employees in government institutions.
15. Pioneering Researchers must adhere to Academia Sinica Code of Ethics for Researchers Fellows and Research Specialists.
16. A Pioneering Researcher's contract will be terminated under any of the following circumstances:
 - (1) Conviction for treason or rebellion after the end of the Period of National Mobilization.
 - (2) Conviction for corruption while serving in a public duty.
 - (3) Verified serious violations of the Gender Equity Education Act, Act of Gender Equality in Employment, or Sexual Harassment Prevention Act.
 - (4) Incompetence, substantiated by concrete evidence.
 - (5) Serious breach of contract.

Termination under items (1) and (2) may proceed without committee review. Termination under items (3), (4), and (5) requires approval by the Special Review Committee.

17. Unless otherwise agreed, all research results produced by Pioneering Researchers during their appointment shall belong to Academia Sinica. Related copyrights, intellectual property rights, and derived income shall be managed in accordance with Academia Sinica’s “Regulations on the Ownership and Use of Scientific Research Results.”

Pioneering Researchers may also participate in externally funded research projects per the Academy’s relevant guidelines.
18. For matters not covered in these guidelines, unless prohibited by law or

incompatible by nature, relevant regulations of Academia Sinica shall apply.

(If the English and Chinese versions conflict, the Chinese version prevails.)