

# 國家理論科學研究中心物理組 博士後研究學者聘僱作業要點

110年4月28日執行委員會通過  
110年8月4日執行委員會修訂  
111年4月22日執行委員會修訂  
113年4月23日執行委員會修訂

- 一、國家理論科學研究中心物理組（以下簡稱本中心）為提升本中心學術研究量能、培育年輕一代理論物理學者，特訂定本要點，延攬優秀博士後研究學者。
- 二、前述博士後研究學者分以下列二種人員：
  - (一)博士後研究助理(postdoctoral research associate)。
  - (二)助理研究員(assistant research professor)：相當於大學專案研究助理教授。為吸引傑出年輕理論物理學者來本中心工作，本中心得遴選資深(具四年以上工作經歷)、表現傑出之博士後研究學者，禮聘為助理研究員。
- 三、聘期、薪資與考核
  - (一)博士後研究學者初聘以二年為原則。
  - (二)為吸引傑出年輕理論物理學者，本中心博士後研究學者畢業第一年起薪為新臺幣 69,500 元/月。工作表現良好者，本中心每年給予晉薪，每年晉薪幅度以每個月 2,000 元為上限。
  - (三)博士後研究學者於每一年任期結束前一個月，需繳交一份自評報告與下一年度工作計劃，由該主題研究群(TG)核心小組審查後，提至學術委員會報備。若有特殊狀況，經學術委員會討論通過，得提前解聘或不續聘之。
  - (四)博士後研究學者如要辦理離職，應於一個月前書面提出給 TG 召集人、聯絡棧主持人與中心主任；博士後研究學者離職前一個禮拜內需繳交成果報告給 TG 召集人、聯絡棧主持人與中心主任。
- 四、招聘程序
  - (一)本中心每年(至少於 AJO)公開廣告招募各領域之博士後研究學者。
  - (二)申請者資格：參考國科會補助專題研究計畫作業要點及勞動部相關法令規定訂定。已經獲得博士學位證書且近三年內有發表相關學術著作者。尚未獲得博士學位證書者，各 TG 審查時，申請人應已通過口試或已安排口試時間。
  - (三)博士後研究學者之名額和遴選，由各 TG 之核心成員就該 TG 的預算經費、申請之資料中評選決定，並建議其級別、任期、薪資與其他福利。
  - (四)各 TG 所提名之博士後研究學者送交中心學術委員會審議通過後，由中心主任正式寄發聘書，詳列級別、任期、薪資與其他福利。
- 五、本要點未盡事宜，依國科會補助專題研究計畫作業要點及其他相關法令規定辦理。
- 六、本辦法經執行委員會通過後實施，修改亦同。

# NCTS Physics Postdoctoral Researcher Hiring Guidelines

(This is just an English translation of the above Document in Chinese)

Approved by the Executive Committee on April 28, 2021

Amended by the Executive Committee on August 4, 2021

Amended by the Executive Committee on April 22, 2022

Amended by the Executive Committee on April 23, 2024

1. To enhance its academic research capacity and nurture the young generation of theoretical physicists, the National Center for Theoretical Sciences, Physics Division (NCTS) has formulated the following Guidelines for recruiting outstanding postdoctoral researchers.

2. The aforementioned postdoctoral researchers are divided into the following two categories:

(1) Postdoctoral Research Associate.

(2) Assistant Research Professor: Equivalent to a university project research assistant professor. To attract outstanding young theoretical physicists, the NCTS may recruit senior (with more than four years of work experience) and outstanding postdoctoral researchers as Assistant Research Professors.

3. Employment Period, Salary and Assessment

(1) The initial employment period for postdoctoral researchers is two years in principle.

(2) In order to attract outstanding young theoretical physicists, the starting salary for postdoctoral researchers is TWD \$69,500 per month in the first year after graduation. For those who perform well at work, the NCTS will give an annual salary increase, up to a maximum of TWD \$2,000 per month.

(3) Postdoctoral researchers are required to submit a self-evaluation report and work plan for the next year one month before the end of each year's term, which will be reviewed by the core members of the Thematic Group (TG) and submitted to the Program Committee for reference. If there are special circumstances, they may be dismissed early or not re-appointed upon discussion and approval by the Program Committee.

(4) If a postdoctoral researcher wishes to resign, he/she should submit a written notice to the TG Coordinator, the Hub's PI and the Director one month in advance; the postdoctoral researcher should submit a work report to the TG Coordinator, the Hub's PI and the Director within one week before the last working day.

4. Recruitment procedures

(1) The NCTS publicly advertises the postdoctoral researcher positions in various fields every year (at least on the AJO).

(2) Applicant's qualifications:

Formulated in accordance with National Science and Technology Council's Guidelines on Subsidies to Research Project and relevant laws and regulations of the Ministry of Labor.

Persons who have obtained a doctoral degree certificate and published relevant academic works in the past three years. If not yet obtaining a doctoral degree certificate, the applicant should have passed the oral examination or have arranged an oral examination time during the review by each TG.

(3) The number and selection of postdoctoral researchers, as well as proposals for their category, employment period, salary, and other benefits, are determined by the core members of each TG based on the TG's budget and application materials.

(4) Once the postdoctoral researchers nominated by each TG are reviewed and approved by the Program Committee, the Director will formally send a letter of appointment detailing the category, employment period, salary, and other benefits.

5. Matters not covered in Guidelines shall be processed in accordance with National Science and Technology Council's Guidelines on Subsidies to Research Project and other relevant laws and regulations.

6. The Guidelines shall be implemented after being approved by the Executive Committee, as well as the amendments.