

# The Innovative Logic of the Communist Party's View on Scientific and Technological Talents in the New Era

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## ABSTRACT

This article thoroughly examines the innovative logic of the Communist Party's view on scientific and technological talents in the new era, providing a comprehensive analysis of core aspects such as talent cultivation, attraction, selection, management, and motivation. Under the new era's backdrop, the Party's understanding of scientific and technological talent work has become increasingly profound, proposing a series of innovative principles and strategies. These principles not only reflect a comprehensive and systematic consideration of scientific and technological talent work, but also provide solid theoretical foundations and practical guidance for technological innovation and talent development. Specifically, in the cultivation of scientific and technological talents, emphasis is placed on practice and innovation as the core, focusing on comprehensive quality cultivation, aiming to create a high-quality talent team that can adapt to the technological development needs of the new era. In attracting scientific and technological talents, an open and inclusive approach is adopted, actively introducing outstanding talents from both domestic and foreign sources, building a diversified talent attraction mechanism. When selecting scientific and technological talents, evaluation criteria are based on ability and contribution, ensuring fairness and scientific rigor in the selection process. In terms of management and motivation, emphasis is placed on personalized management and effective incentives to stimulate the innovative vitality of scientific and technological talents. By implementing these principles, it will effectively promote the gathering and growth of scientific and technological talents, providing strong talent support for China's scientific and technological cause and economic and social development, further driving technological innovation and social progress in the new era.

## KEYWORDS

New Era; Scientific and Technological Talents; Outlook on Scientific and Technological Talents.

## 1. INTRODUCTION

Entering the new era, China's development has reached a higher historical starting point. Although China has a relatively complete system of scientific and technological talents, it has also ushered in a new round of technological and industrial revolutions worldwide, marking a historical intersection for China's transformation of its development mode. Technological advancement is the core competitiveness in national development. The Party Central Committee with Comrade Xi Jinping as its core attaches great importance to the cultivation of scientific and technological talents, vigorously promoting the implementation of the strategy of strengthening the country through science and technology from the strategic perspective of the great rejuvenation of the Chinese nation, thus focusing mainly on the main thread of "innovation".

## **2. PRINCIPLES FOR CULTIVATING SCIENTIFIC AND TECHNOLOGICAL TALENTS**

The quantity and quality of scientific and technological talents directly concern the strength of technological innovation capabilities. Based on the Party's previous work on scientific and technological talents, although the scale of China's scientific and technological talent pool has reached the world's largest, there is still a lack of leading figures and top talents in various industries. Therefore, the Party Central Committee with Comrade Xi Jinping as its core, inheriting the talent cultivation principle of "having both ability and integrity" and adhering to the growth patterns of scientific and technological talents, has put forward new requirements for "all-round" cultivation of scientific and technological talents.

Firstly, identifying talents with insight. Discovering young scientific and technological talents as early as possible, leveraging the leadership and capabilities of academicians in various industries as mentors for young talents, making it more possible for more young talents to become top talents in innovative industries. Leaders in various industries should assume an additional role and responsibility as guides, actively teaching and mentoring, with insight and precision in identifying talents, sparing no effort in discovering, cultivating, and recommending outstanding scientific and technological talents, injecting momentum into the growth of the country's core competitiveness.

Secondly, nurturing talents with precision. Upholding education as the foundation, cultivating interdisciplinary compound talents, ensuring that education occupies an absolute fundamental position in the technological force that can fight hard, fight big, and win in the new era. Emphasizing that "a person without morality cannot go far," improving the quality of talent cultivation, fostering the establishment of correct socialist core values, placing equal importance on the cultivation of quality and basic knowledge in talent cultivation, both indispensable.

Thirdly, nurturing talents scientifically. Respecting the natural laws of young scientific and technological talents and conforming to their growth patterns. Emphasizing the necessity to "follow the laws of nature and cultivate their innate abilities, avoiding being over-eager for quick success and promoting growth prematurely." Each young scientific and technological talent has their unique personality and development potential. Only by respecting their individuality and providing a suitable cultivation environment and conditions can creativity and innovative spirit be sparked, injecting vitality into the cultivation of scientific and technological talents.

## **3. PRINCIPLES FOR ATTRACTING SCIENTIFIC AND TECHNOLOGICAL TALENTS**

"The magnanimity to accommodate talents" and "the wise approach to gather talents" are the primary attitudes for talent attraction. Being more proactive, open, and effective has become the basic principle for attracting scientific and technological talents in the new era, with "gathering talents from all over the world and utilizing them" as the ultimate goal of talent introduction. In today's global context, talent gathering should encompass both domestic and international components.

For domestic scientific and technological talents, focus should be placed on attracting young talents and supporting them to take on leadership roles and play a pivotal role, as they are the driving force for national technological development. Comrade Xi believes that "the future always belongs to the young. Having a large number of innovative young talents is where the vitality of national innovation lies and where the hope of technological development resides." Therefore, for young scientific and technological talents, the Party Central Committee advocates tolerance and empowerment, providing opportunities for challenge and development to every young talent. For foreign scientific and technological talents, Comrade Xi profoundly recognizes that in the current international competition, only by attracting more outstanding talents can one gain a competitive edge in international

technological competition. Therefore, he advocates a more proactive and open talent introduction policy, enabling outstanding scientific and technological talents worldwide to come, stay, be utilized effectively, and circulate freely, not only achieving the purpose of cooperation and exchange with foreign talents but ultimately addressing the issue of uneven geographical distribution of scientific and technological talents.

#### **4. PRINCIPLES FOR SELECTING AND UTILIZING SCIENTIFIC AND TECHNOLOGICAL TALENTS**

In discussing the effective utilization of scientific and technological talents, possessing the "boldness in utilizing talents" is considered a crucial fundamental requirement. This boldness is not only reflected in the precise grasp of talent capabilities, but also in the courage to break through traditional frameworks and dare to try new approaches in talent utilization. In the dialectical unity of "breaking" and "establishing," flexible utilization of talent resources serves as the fundamental method for maximizing the value of scientific and technological talents.

General Secretary Xi Jinping has explicitly stated, "In selecting talents, we should not be overly critical, nor rely excessively on seniority or status, nor use a single standard to measure everyone." This significant discourse profoundly reveals the complexity and diversity in the selection of scientific and technological talents, and provides us with invaluable guiding principles.

Based on this principle, General Secretary Xi Jinping has emphasized the necessity of reforming and innovating talent utilization mechanisms in numerous meetings on scientific and technological talent work. He particularly pointed out that "leadership responsibility" plays a pivotal role in promoting talent utilization reforms. This not only requires leaders to possess a high sense of responsibility and mission, but also to have the courage to take on responsibilities and innovate, creating a more lenient and free environment for the development of scientific and technological talents. Centered around national scientific and technological tasks, we should uphold the principle of the Party's oversight of talent and fully exert the Party's leading and safeguarding role. In the process of selecting, cultivating, and utilizing scientific and technological talents, we should respect the individuality and strengths of talents, striving to achieve the fullest utilization of their abilities and talents, ensuring that their contributions are realized. By continuously optimizing talent utilization mechanisms, we can maximize the potential of scientific and technological talents, providing strong intellectual support for China's technological innovation and economic and social development.

#### **5. MANAGEMENT AND INCENTIVES FOR SCIENTIFIC AND TECHNOLOGICAL TALENTS**

The ultimate goal of deepening the evaluation and incentive system for scientific and technological talents is to achieve "both fame and fortune." In terms of the evaluation and assessment of scientific and technological talents, Xi Jinping emphasized the need to break through some institutional and mechanism obstacles in talent utilization, enabling those who aspire to achieve great things in science and technology to make significant contributions. He stressed the importance of adhering to the principle of "breaking the four conventions and establishing new standards." "Breaking" refers to breaking the existing rules and constraints, ensuring that evaluations are tailored to actual performance and that evaluations are appropriately applied to ensure scientific utilization of evaluation results. "Establishing" refers to setting up new evaluation standards for scientific and technological talents, still adhering to the principle of "virtue first," which is a practical implementation of the concept of "having both ability and virtue, with virtue being the priority." Xi Jinping emphasized the guidance of national missions, improving evaluation standards by category, increasing the focus on the evaluation of scientific and technological talents, accelerating the establishment of a scientific and technological talent evaluation system oriented by innovative value,

ability, and contribution, fully stimulating the vitality of scientific and technological innovation, promoting the conversion rate of scientific research achievements, and achieving the fundamental goal of producing high-quality innovative achievements.

Regarding the management system for scientific and technological talents, Xi Jinping believes that reform in scientific and technological management should not only involve "addition" but also be adept at "subtraction." In fact, "subtraction" in scientific and technological management systems does not contradict "addition," and both follow the law of dialectical unity to a certain extent. "Subtraction" refers to eliminating unnecessary rules and constraints, which is similar to "breaking" in the reform of the evaluation system. The purpose is to enable researchers to work without constraints, expand the autonomy of researchers and research institutions, act in accordance with scientific research laws, free them from rules and constraints, create a relaxed, caring, flexible, and open research atmosphere and environment, optimize the management process of researchers, and greatly unbind scientific research bottlenecks, allowing outstanding scientific and technological talents to compete to generate inspiration and ensuring a continuous source of vitality for scientific and technological innovation.

In terms of the incentive system for scientific and technological talents, it primarily relies on government support. In 2016 and 2017, the State Council issued the "Opinions on Deepening the Reform of the Professional Title System" and the "Plan for Deepening the Reform of the Science and Technology Award System," indicating that the Party Central Committee has always adhered to a talent incentive system centered on quality, performance, and contribution. At the same time, the policies for the transformation of scientific research achievements and equity incentives for scientific and technological talents have also been revised, greatly enhancing the enthusiasm and self-confidence of scientific and technological personnel.

## **6. THEORETICAL CHARACTERISTICS OF THE COMMUNIST PARTY OF CHINA'S CENTENNIAL PERSPECTIVE ON SCIENTIFIC AND TECHNOLOGICAL TALENTS**

### **6.1. Unity of Inheritance and Innovation**

The Chinese Communist Party's (CCP) perspective on scientific and technological talents is a product of its times, embodying both the continuity of tradition and the innovation that keeps pace with the times. The inheritance of the Party's perspective on scientific and technological talents manifests in the cherishing and continuation of successful experiences. For instance, Deng Xiaoping inherited Mao Zedong's talent cultivation standard of "being both politically sound and professionally qualified," while Jiang Zemin carried forward Deng's notion of "education as the foundation." Generation after generation of Communists have absorbed the excellent experiences of their predecessors and devoted themselves to the great rejuvenation of the Chinese nation.

Innovation is reflected in exploring and responding to new changes of the times. In each period, adhering to the characteristics of the times, Communists put forward timely views on scientific and technological talents based on their missions and responsibilities, thus making each period's perspective innovative. From Mao Zedong's call for "advancing towards science," Deng Xiaoping's proclamation that "science and technology are primary productive forces," Jiang Zemin's implementation of the "strategy of rejuvenating the country through science and education," and Hu Jintao's advocacy of "strengthening the country through talents and focusing on effectiveness," to Xi Jinping's commitment to the theoretical transformation towards "becoming a world power in science and technology" in the new era, the Party's perspective on scientific and technological talents has achieved a leap from revolutionization to intellectualization. The inheritance and innovation of the Party's perspective on scientific and technological talents are interdependent and mutually reinforcing. By inheriting the excellent experiences of previous historical periods, a solid foundation is provided for the innovation of the perspective on scientific and technological talents. Meanwhile, innovation

injects new vitality and contemporary relevance into the perspective, fueling the inheritance and development of traditional experiences. The CCP's perspective on scientific and technological talents is a valuable resource in the ideological treasury of talent development in the new era of socialism with Chinese characteristics, conducive to promoting the formation of a competitive edge in scientific and technological talents and further advancing towards becoming a world power in science and technology.

## **6.2. Unity of Practicality and Scientificity**

The Chinese Communist Party's (CCP) perspective on scientific and technological talents is a crystallization nurtured through a century of vicissitudes and momentous practices. This notion is deeply rooted in the fertile soil of the Marxist scientific talent view, continuously germinating and growing during the Party's century-long struggle, embodying the perfect combination of practicality and scientificity. Since the Party's establishment, the Chinese Communists have clearly recognized the crucial role of scientific and technological talents in national development. They have continuously put forward judgments on scientific and technological talents that are in line with the needs of the times, integrating with the practices of China's revolution, construction, and reform. These judgments are not only deeply rooted in practice but also serve to promote the continuous development of the Party and the country.

Practicality serves as the foundation of the perspective on scientific and technological talents. Over the past century, generations of Party leaders have continuously explored and summarized in practice, forming a rich theoretical foundation for scientific and technological talents. These theories, tested through practice, have transformed into a powerful driving force for national development. For instance, in the early stages of the founding of New China, the Party put forward the judgment that "science and technology are primary productive forces," which was fully verified in practice and laid a solid foundation for China's modernization construction.

Scientificity is an essential support for the perspective on scientific and technological talents. Since its establishment, the CCP has attached great importance to the issue of scientific and technological talents, pooling wisdom from the masses and forming a diverse, comprehensive, and logically rigorous perspective on scientific and technological talents. This perspective covers various aspects such as the cultivation, introduction, selection, and management of scientific and technological talents, providing scientific guidance for the development of China's scientific and technological cause.

Under new historical conditions, the CCP will continue to uphold and practice a scientific perspective on scientific and technological talents, contributing wisdom and strength to promoting national scientific and technological progress and achieving the Chinese Dream of national rejuvenation.

## **7. SUMMARY**

Currently, China's scientific and technological development has reached a new level, achieving a historic leap forward. However, there are still some issues in the structure of scientific and technological talents that constrain technological innovation and development. Facing the ever-changing new situation, emerging new characteristics, and increasingly urgent new requirements, the Communist Party of China (CPC), building on the basic experience of past work in scientific and technological talents, must further summarize and refine the Party's significant achievements and historical experience over the past century, continuously innovate and develop its perspective on scientific and technological talents. This not only helps optimize the structure of scientific and technological talents and stimulate their innovative vitality, but is also crucial for China to move towards becoming a world power in science and technology, achieve high-level technological self-reliance and self-strengthening, provide solid technological support for realizing the Chinese Dream of the great rejuvenation of the Chinese nation, and inject continuous momentum for the country's

long-term development, prosperity, and strength. With the CPC Central Committee's in-depth promotion of the talent-powered nation strategy in the new era and the comprehensive implementation of the spirit of the Central Talent Work Conference, China has gradually established a scientific, standardized, open, inclusive, and efficient governance system for the development of scientific and technological talents. This system aims to promote the modernization of the governance system and capabilities for scientific and technological talents, ensuring that the Party's perspective on scientific and technological talents is fully implemented and developed in practical work. It is providing technological support for building a world power in science and technology and realizing the great rejuvenation of the Chinese nation.

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