

Bole Award

伯乐奖

What is the Bole Award?

The Bole Award is to encourage international staff of GreatChina to introduce external talents and to optimize the structure of talent resources of GreatChina.

什么是伯乐奖？

伯乐奖旨在鼓励美中外籍员工推荐外部优秀人才及优化美中人力资源结构。

The Story of Bole:

[Taken from Wikipedia] Bole or Bo Le was also known as Sun Yang. He was at the service of the Duke Mu of Qin and was renowned as a famous judge of horses due to his extraordinary understanding of the creatures. Bole was also the legendary inventor of equine physiognomy, or the assessment of a horse's qualities from its physical appearance. By studying its body, bone structure, and the shape and size of other body parts, Bole was able to assess the horse's hidden capacities with an extreme level of accuracy that lesser judges of horses would have overlooked. In Chinese, the word Bole has come to figuratively refer to a good judge of talent--especially hidden or difficult to find talent.

Recommendation Process and Specification of Bole Award

I. Recommender

Both full-time and part-time employees at GreatChina

II. Referrals

External international applicants

III. Way of Recommendation

1. Email Title: _____ (Name) recommends

(Name) to _____(Position)

Example: Jenny recommends Roy to International
Education Center-Economics Teacher Position

Message Body: cv/resume of (Applicant Name)

Email to: hr@truechina.org

IV. Rules of Issuing Bole Award

1. The bonus will be issued to recommenders in the first month of new colleague starting his/her work with GreatChina (bonus is different in accordance with different positions).

2. Directors' and managers' referrals to his/her own department shall belong to the management responsibilities and will not be applicable to this award, except to departments.

3. The recommendation process shall be updated by

recommenders and the HR department through E-mails. Oral recommendations are invalid and not applicable

4. If the same applicants emailed his/her resume to the HR department first and had scheduled the interview, the award will not be valid.

V. Award Tiers

Full-Time Positions	Bonus(RMB)
Oral English Teacher	1000
Full-Time Oregon Staff	1300
Subject Teacher (Economics, Calculus, Business, Physics, Music etc)	1500
Manager/Team Leader	3000
Spark Program Academic Advisor	3000
Academic Advisor(GSP)	6000

VI. Bole Award Issuance

1. If the new member starts his/her work before the 15th day

each month, the bonus will be issued to the recommender on the next pay day. If the new member starts after the 15th day each month, the bonus will be issued on the pay day after one month.

2. Pay day: The bonus is to be paid on the 8th day of each month by bank transfer. If the 8th falls on a weekend, holiday, or day off for the staff in charge of distributing payment, the salary will be paid on the next business day before 24:00.

VII. Execution Time

September 1, 2017

VIII. Execution Department

Spark Program (SP), International Education Center (IEC)