

Research on the Construction of Talent Team of Think Tank in Y Field

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Abstract: In the context of globalization and a knowledge-based economy, the think tank, as a key institution for policy research and decision support, has become increasingly important. As the intelligence engine of economic development in X region, the think tank in Y field is directly related to the scientific and democratic process of regional decision making. Through in-depth analysis of the current situation, challenges and existing problems of talent team construction of think tanks in the Y field, such as imperfect selection mechanism, inadequate role of experts, unreasonable talent structure, and imperfect training and incentive mechanism, this paper puts forward targeted construction paths and improvement suggestions. The suggestions include improving the selection and management mechanism, strengthening the role of experts, optimizing the structure of talents, improving the training and incentive mechanism, and emphasizing the importance of top-level design, capital investment, evaluation system construction, international exchanges, cultural atmosphere creation, deep integration with decision-making institutions and brand building. The aim is to build a high-quality and professional think tank talent team through these strategies and provide solid intellectual support and decision-making reference for the sustainable development of the Y field.

Keywords: Think tank in Y field; Talent team construction; Selection mechanism; Incentive mechanism; International communication

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1. Overview of the current situation

Since its inception, Y Field Think Tank has adhered to the principle of high starting points and high standards and is committed to building a communication platform that gathers the top wisdom of the industry. After unremitting efforts, the think tank has successfully hired 260 experts from all walks of life, among which 4 academicians of the Chinese Academy of Engineering have joined, which undoubtedly adds a heavy weight to the academic level and influence of the think tank. These 260 experts cover many sub-fields of the Y field and build a relatively complete and well-structured expert system, which provides solid talent support for the comprehensive development of the think tank ^[1].

To better manage and utilize this valuable expert resource, the think tank in the Y field has formulated a detailed management system, clarifying the responsibilities, rights, and obligations of the experts, and ensuring the orderly progress of the experts' work. At the same time, the think tank has also actively built an information platform to realize the centralized management and sharing of expert information. The establishment of this platform has not only improved work efficiency, but also promoted exchanges and cooperation among experts, laying a solid foundation for the standardized operation of think tanks ^[2].

During the operation of the think tank, experts give full play to their professional advantages and wisdom and actively participate in important work such as top-level design, regulation formulation, and project review. Their professional insights and unique insights have provided strong intellectual support for the development of the Y field. Whether in policy research, technical consultation, or project evaluation, the experts have played an irreplaceable role, effectively promoting the innovation and development of the Y field. It can be said that the establishment and development of think tanks in the field of Y cannot be separated from the hard work and selfless dedication of these experts ^[3].

2. Problems and challenges

In the development process, think tanks in the field of Y have made certain achievements and built a relatively complete expert system. However, there are still some problems to be solved in the selection and management mechanism, the role of experts, the structure of talents, and the training and incentive mechanism.

In terms of selection and management mechanisms, think tanks currently lack open and transparent selection standards and procedures. This makes the selection process of experts seem not fair and equitable enough to ensure that the experts selected really have the required professional knowledge and ability. At the same time, expert management is also not systematic and normative and has not established a set of perfect management systems and processes. As a result, the work roles and responsibilities of experts in think tanks are not clear enough, management efficiency is low, and it is difficult to give full play to the role of experts ^[4-5].

In terms of the role of experts, some experts do not know enough about the work of think tanks and the importance of participating in decision-making consultation. Therefore, they are not motivated to participate in decision-making consultation, and often just passively accept tasks, lacking initiative and innovation. In addition, the research results of some experts also lack innovation, and it is difficult to provide valuable decision-making suggestions for think tanks. This not only affects the quality of think tanks' decision-making but also reduces their influence and reputation in the industry ^[6].

In terms of talent structure, think tanks currently lack interdisciplinary and cross-field compound talents. With the rapid development of science and technology and continuous changes in the industry, experts in a single field have been unable to meet the needs of think tanks for diversified and comprehensive talents. At the same time, the proportion of young talents in think tanks is also low, which makes the talent team of think tanks lack vitality and innovative spirit. In the long run, this will seriously affect the sustainable development and competitiveness of think tanks ^[7].

In terms of training and incentive mechanisms, the training plan of the think tank is not systematic and perfect. The training plan lacks targeted training content and methods, so it is difficult to meet the needs of experts in different fields and at different levels. At the same time, the incentive mechanism is not perfect enough to fully stimulate the enthusiasm and creativity of talents. This makes experts less motivated to work in think tanks and difficult to devote themselves fully to the work of think tanks. To improve the overall strength and competitiveness of think tanks, it is necessary to strengthen

the training and incentive of experts, establish a sound selection and management mechanism, optimize the talent structure, and increase the participation and innovation of experts^[8-9]. Only in this way can we ensure that the think tank maintains its leading position in the industry and provides strong intellectual support for the development of the Y field.

3. The construction path

In the process of development, think tanks in the field of Y must constantly improve their own management mechanism, give full play to the role of experts, optimize the structure of talents, and establish a sound training and incentive mechanism to enhance the overall strength and competitiveness of think tanks.

In terms of selection and management, think tanks in the Y field should establish an open and transparent selection mechanism to ensure the fairness of the selection process. They can make sure that the selected experts truly have the required professional knowledge and ability by issuing selection announcements, clarifying selection criteria and procedures, and setting up independent review committees. At the same time, think tanks should strengthen cooperation with all walks of life, broaden the source channels of experts, and attract more outstanding talents to join. In addition, the expert management system should be improved, the responsibilities, rights, and obligations of experts should be clearly defined, and regular evaluation and assessment should be carried out to ensure the orderly and efficient performance of experts' work^[10].

In terms of giving play to the role of experts, think tanks need to enhance their understanding of the work of think tanks and let them deeply understand the importance and significance of participating in decision-making consultation. Experts' sense of responsibility and mission can be enhanced by organizing special training sessions and holding symposiums. At the same time, experts should be encouraged to conduct in-depth research at the grassroots level to understand the actual situation and provide more realistic suggestions for decision-making. Think tanks should also build exchange and cooperation platforms to promote the collision of ideas and cooperation among experts, stimulate innovative thinking, and improve the quality and level of decision-making consultation^[11].

In terms of optimizing the talent structure, think tanks should increase efforts to introduce interdisciplinary talents and focus on bringing in experts with interdisciplinary and cross-field knowledge and capabilities. At the same time, interdisciplinary training should be strengthened to improve the comprehensive quality and innovation ability of existing experts. In response to the low proportion of young talents, think tanks should formulate young talent training plans to provide more growth opportunities and development space, attract and retain outstanding talents, and lay a solid foundation for the sustainable development of think tanks^[12].

In terms of improving the training and incentive mechanism, think tanks should establish a systematic talent training system and provide targeted training content and methods according to different fields and levels of experts. At the same time, opportunities for further study at home and abroad should be provided to broaden experts' horizons and knowledge. In terms of incentive mechanisms, incentive measures such as salary, promotion, and honor should be improved to fully stimulate the enthusiasm and creativity of experts. In addition, think tanks should also actively enhance the social influence of talents, and showcase the academic achievements and contributions of experts by organizing academic exchanges and releasing research results, to improve their visibility and influence in the industry^[13].

4. Suggestions for improvement

4.1. Top-level design and planning

Top-level design and planning are the cornerstone of think tank development. To ensure the long-term and stable

development of think tanks, they must formulate a detailed talent development plan. This plan should clearly define the talent development goals of the think tank, including short-, medium- and long-term goal setting. Short-term goals may focus on quickly attracting a group of experts with professional backgrounds to join. The medium-term goal may be to cultivate a group of interdisciplinary and interdisciplinary talents; The long-term goal is to build a high-end think tank team with international vision and innovation ability^[14].

Based on clear goals, the think tanks also need to set specific tasks and implementation paths. Tasks may include formulating selection criteria, improving management systems, and building communication platforms. In the implementation path, the operation process and time node of each step should be planned in detail to ensure that all tasks can be carried out in an orderly manner. Through top-level design and planning, they can provide a clear direction and path for the development of think tanks and ensure the smooth progress of all work.

4.2. Capital investment and guarantee

Capital investment is an important guarantee for think tank operations. To ensure adequate funds for think tanks and their compliance and efficient use, they should set up special funds to support the daily operation, personnel training, international exchanges, and other activities of think tanks. At the same time, they should also actively explore diversified financing channels, such as government funding, corporate donations, and social fundraising, to broaden funding sources and reduce funding risks.

In terms of the use of funds, they must strictly abide by relevant laws and regulations to ensure the compliance of funds. At the same time, they should also establish a sound financial management system to monitor and audit the use of funds throughout the process to ensure the efficient use of funds. Through investment and guarantee of funds, they can provide a solid material foundation for the development of think tanks.

4.3. Evaluation system and assessment

A scientific and reasonable evaluation system and assessment mechanism is an important basis for think tank personnel management. They should set up a complete evaluation system to comprehensively evaluate the academic level, working ability, and innovative achievements of experts. At the same time, they should also formulate a clear evaluation mechanism, and link the evaluation results with the salary, promotion, and honor of the experts, to motivate the experts to actively participate in their work and improve their work performance.

In the process of establishing the evaluation system and evaluation mechanism, they should fully consider the characteristics and needs of think tanks to ensure the scientificity of the evaluation system and rationality of the evaluation mechanism. Through the evaluation system and assessment, they can stimulate the enthusiasm and creativity of experts and promote the continuous development of think tanks.

4.4. International exchanges and cooperation

International exchange and cooperation is an important way for think tanks to broaden their international horizons and attract international talents. They should actively participate in international think tank activities, establish cooperative relations with internationally renowned think tanks, and jointly carry out research projects and exchange activities. Through international exchanges and cooperation, they can learn about the academic developments and research results at the forefront of the world and broaden our international vision.

At the same time, they should also actively attract international talents to join our think tanks to inject new vitality into their development. Through international exchanges and cooperation, they can enhance the international influence

of think tanks and provide intellectual support with a more international perspective for the development of the Y field ^[15].

4.5. Cultural atmosphere and working environment

A good working atmosphere and attention to the physical and mental health of talents are the keys to enhancing team cohesion. They should foster an open, inclusive, and innovative working atmosphere, encourage exchanges and cooperation among experts, and stimulate innovative thinking. At the same time, they should also pay attention to the physical and mental health of talents, provide necessary health security and welfare benefits, and reduce their work pressure and living burden.

By creating a good cultural atmosphere and working environment, they can enhance the cohesion of the team and improve the job satisfaction and loyalty of experts. This will contribute to the stable development and long-term prosperity of think tanks. To sum up, top-level design and planning, capital investment and guarantee, evaluation system and assessment, international exchange and cooperation, and cultural atmosphere and working environment are the five indispensable aspects for the development of think tanks in the Y field. They will continue to strive to improve these aspects to provide strong support and guarantee for the development of think tanks.

5. Conclusions and prospects

Y field think tank talent team construction is the core of think tank development. By implementing the above strategies, think tanks in Field Y will be able to build a team of high-quality and professional talents to provide strong intellectual support for regional development. In the future, think tanks in the field of Y should continue to adhere to innovation leadership, promote cooperation, strengthen exchanges and cooperation with think tanks at home and abroad, pay close attention to policy dynamics and social needs, and constantly improve service quality and level, to become indispensable intellectual support and policy advisory institutions in regional development.

Disclosure statement

The author declares no conflict of interest.

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