

**Vacancies under the General Employment Policy (GEP)
and Admission Scheme for Mainland Talents and Professionals (ASMTP)
that qualify for exemption from Market Availability Test**

Guidance Note

General Criteria

1. Vacancies must be filled by candidates with at least degree qualification. There may be professional qualifications and/or other additional requirements for specific categories. Please refer to the relevant sections in this Guidance Note for details.
2. Vacancies should be at supervisory, managerial or professional levels which are filled by candidates with relevant experience. Vacancies filled by fresh graduates are generally not qualified.
3. The remuneration package of the vacancies should be broadly commensurate with the prevailing market level for the concerned jobs. Jobs with monthly salary¹ below HK\$30,000 are generally not qualified.
4. This Guidance Note sets out the typical job descriptions and duties of qualified vacancies in each category. If any vacancies fall outside these employment fields, the employers will be required to provide additional information to justify why they need to fill such vacancies in their business holdings for Director of Immigration to consider whether the relevant applications qualify for exemption from the Market Availability Test.

¹ Salary covering the whole remuneration package which may include other fringe benefits such as housing allowance.

Specific Criteria

	Qualified Vacancies
Industry Segment: Business Support	
1.	<p><u>Professionals in Environmental, Social and Governance (ESG) (other than Financial Professionals)</u></p> <p><u>Descriptions</u> Positions in companies across all industries, including but not limited to manufacturing, property development, public utility, hotel and other services, which are responsible for the following duties:</p> <ul style="list-style-type: none">(i) setting ESG policies and strategies, including a very important lens on diversity, equity, and inclusion (DE&I) /social topics; or(ii) responsible for ESG standard setting, performance verification/certification, project management and implementation, training, and risk management (e.g. green washing); or(iii) providing advice on mitigation of compliance risk on ESG issue identified in the operation.
Industry Segment: Creative industries, Arts and Culture, Performing Arts	
2.	<p><u>Arts Promoters</u></p> <p><u>Descriptions</u> Positions in arts administration or artist management companies which are responsible for the following duties:</p> <p><i>Forming Collaborations</i></p> <ul style="list-style-type: none">(i) negotiating pricing and contract terms with presenters, agents, managers, other artists, record labels and other industry professionals;(ii) networking with agents and managers to build relationships and share information on who may be a good fit for each other's artists for collaboration; <p><i>Image Building and Marketing</i></p> <ul style="list-style-type: none">(iii) overseeing the artist's public image in order to project the desired image to the audience;

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	<p>(iv) launching marketing campaigns that promote upcoming activities of the artists, and managing social media accounts to promote artists and events to their target audience;</p> <p><i>Event Management</i></p> <p>(v) negotiating pricing and contract terms with venues;</p> <p>(vi) coordinating with venue staff;</p> <p><i>General Administration</i></p> <p>(vii) managing the budget for each activity of the artists; and</p> <p>(viii) reviewing contracts for legal compliance and negotiate modifications where necessary.</p> <p><u>Vacancies to be filled must also require the following professional qualifications or requirements:</u></p> <p>positions requiring candidates –</p> <ul style="list-style-type: none"> ➤ a degree or post-graduate degree in the performing arts or business; ➤ over 5 years of relevant practical experience in the discipline of arts administration or artist management; ➤ demonstrated achievements in artist management, networking profile, marketing and event management skills; ➤ familiarity with the international scene of the performing arts; and ➤ proficient in Chinese or English, verbal and written.
3.	<p><u>Conservators for Movable Cultural Heritage</u></p> <p><u>Descriptions</u></p> <p>Positions in museums, libraries, archives or antique dealers which are responsible for the following duties:</p> <p><i>Conservation Treatments</i></p> <p>(i) examining collections and identifying treatment needs;</p> <p>(ii) formulating treatment proposals, conducting treatments and monitoring after treatments;</p> <p><i>Exhibitions and Loans</i></p> <p>(iii) conducting tests on use of materials, advising on climatic environment and handling of artefacts;</p> <p>(iv) implementing conservation requirements for exhibitions and monitoring</p>

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	<p style="text-align: center;">and maintenance of the requirements;</p> <p><i>Storage and Preservation</i></p> <p>(v) establishing and implementing conservation guidelines and standards of practice based on current ethics and principles to ensure a holistic approach to collection care;</p> <p>(vi) providing advice on collection display methods and maintenance of collections storage facilities;</p> <p><i>Research and Analysis</i></p> <p>(vii) enhancing collection knowledge and significance through conservation research; and</p> <p>(viii) conducting and publishing research on conservation issues related to preservation of collections, treatments and technical understanding etc.</p> <p><u>Vacancies to be filled must also require the following professional qualifications or requirements:</u></p> <p>positions requiring candidates –</p> <ul style="list-style-type: none"> ➤ a degree or post-graduate degree in Conservation from an internationally-recognised conservation training programme; ➤ 3-5 years of relevant practical experience in conservation of relevant conservation disciplines; ➤ demonstrated achievements in conservation treatments, preservation techniques, researches and analytical instrumentation skills; ➤ familiarity and experience in handling cultural materials and demonstrate relevance in making sound judgements in applying conservation principles and practices; and ➤ proficient in Chinese or English, verbal and written.
4.	<p><u>Creative Industries Professionals in Publishing</u></p> <p><u>Descriptions</u></p> <p>Positions in publishing companies which are responsible for the following duties:</p> <ul style="list-style-type: none"> ➤ being e-Publishing Web/UI Designer in new Mobile Application User Interface (UI)/ User Experience (UX) visual development in e-Publishing; ➤ being e-Publishing Analysis Programmer/ e-Publishing Programmer to

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	<p>develop e-Learning platforms or e-Learning tools that facilitate the teaching and learning in primary and/or secondary schools; or</p> <ul style="list-style-type: none"> ➤ being publishing manager to develop and implement publishing projects, marketing and promotion of publications (in particular e-Publications), and negotiate copyright trading. <p><u>Vacancies to be filled must also require the following professional qualifications or requirements:</u></p> <p>positions requiring candidates –</p> <ul style="list-style-type: none"> ➤ e-Publishing Web/UI Designer holds a Bachelor’s Degree or above in Web / Multimedia Design, Library Studies, Library Information Science, Data Analytics or relevant disciplines, with three (3) to five (5) years of solid working experience in e-Learning or digital publishing and across multiple platforms (mobile, web, desktop, etc), and familiar with e-Book or e-Textbook publishing processes. ➤ e-Publishing Analysis Programmer holds a Bachelor’s Degree or above in Computer Studies, Information Technology (IT), Library Studies, Library Information Science, Data Analytics or related disciplines, with at least eight (8) years of solid software development related experience, and worked in the publishing / e-Learning / digital publishing industry, with experience in the development of e-Learning platforms or e-Learning tools. ➤ e-Publishing Programmer holds a Bachelor’s Degree or above in Computer Studies, Information Technology (IT), Library Studies, Library Information Science, Data Analytics or related disciplines, with at least five (5) years of solid software development related experience, and worked in the publishing / e-Learning / digital publishing industry, with experience in the development of e-Learning platforms or e-Learning tools. ➤ Publishing Manager holds a Bachelor’s Degree or above (preferably majoring in Publishing, Mathematics, Science, Library Studies, Library Information Science or Data Analytics), with eight (8) years or above of editorial experience (preferably in e-Publishing), independent ability to explore and develop new publishing projects and capability to lead the team to complete publishing and other relevant projects, abundant experience in promotion of publications and international copyright trading, with sound understanding of publishing in other markets.
5.	<p><u>Digital Marketing and Branding Specialists</u></p> <p><u>Descriptions</u></p> <p>Positions in companies across all industries which are responsible for the</p>

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	<p>following duties:</p> <ul style="list-style-type: none"> (i) creating digital assets for multimedia and graphics projects, including websites, mobile apps, advertising, animation, emails, social media, video games, and interactive displays; (ii) creating and managing the company’s visual brand identity, developing marketing materials, such as logos, brochures, website designs, and advertising campaigns; (iii) co-ordinating with other departments within the company to ensure that all branding and marketing initiatives are aligned; or (iv) monitoring industry trends to stay up-to-date on the latest design techniques and styles.
6.	<p><u>Creative Industries Professionals in Film</u></p> <p><u>Descriptions</u></p> <p>Positions in film production companies which are responsible for the following duties:</p> <ul style="list-style-type: none"> (i) being film producers to plan and coordinate film production; (ii) being film directors to oversee a film’s entire artistic production; (iii) being screenplay writers to write screenplays for film production; (iv) being leading/supporting actors/actresses to take up the leading/secondary roles of performance in film production; (v) being cinematographers to make decisions on lighting and framing of scenes; (vi) being film editors to select shots and combine them into sequences to create a finished motion picture; (vii) being art directors to oversee artists and crafts people, and plan and execute the design of the sets, properties, set dressing and scenery; (viii) being costume designers to plan, design and produce of wardrobes for all actors on screen; (ix) being action choreographers to design action scenes; (x) being film score composers to write musical score for a film production; (xi) being original song composers to write, compose, create or conceive music of a song for films; (xii) being sound designers to collect, edit and create sound and ambient effects for a film; (xiii) being lyrics writers to write the lyrics of a song for a film; or

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	<p>(xiv) being visual effect supervisors to achieve creative aims of a film through the use of visual effects.</p> <p><u>Vacancies to be filled must also require the following professional qualifications or requirements:</u></p> <p>positions requiring candidates –</p> <ul style="list-style-type: none"> ➤ being winners of designated renowned international film festivals, for example the Tier I and Tier II events under the “Sponsorship for Local Films Nominated to Participate in Film Festivals Overseas” of the Film Development Fund. Examples of Tier I events are Academy Awards (Oscar) in USA, Festival de Cannes in France, Berlin International Film Festival in Germany, etc. Examples of Tier II events are Busan International Film Festival in South Korea, Udine Far East Film Festival in Italy, Toronto International Film Festival in Canada and China Golden Rooster and Hundred Flowers Film Festival in Mainland China, etc. Film producers of the “Best Film” awards in any of the film festivals on the Tier I and Tier II lists will be regarded as qualified candidates; or ➤ engaging key roles in any film achieving a box office of at least HK\$30 million in Hong Kong.
7.	<p><u>Performing Arts Professionals in Arts Technology</u></p> <p><u>Descriptions</u></p> <p>Positions in arts production companies which are responsible for the following duties:</p> <ul style="list-style-type: none"> • applying relevant technologies in artistic production such as extended reality (including virtual reality, augmented reality, mixed reality and substitutional reality); artificial intelligence (including machine learning, deep learning, natural language processing, data visualisation); sensors; holography; avatar and virtual presence; real-time motion capture and animation; and drones and robots. <p><u>Vacancies to be filled must also require the following professional qualifications or requirements:</u></p> <p>positions requiring candidates –</p> <ul style="list-style-type: none"> ➤ possess expertise and proven track record in the application of relevant technologies such as extended reality (including virtual reality, augmented reality, mixed reality and substitutional reality); artificial intelligence

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	(including machine learning, deep learning, natural language processing, data visualisation); sensors; holography; avatar and virtual presence; real-time motion capture and animation; and drones and robots in publicly presented artistic productions.
8.	<p><u>Creative Industries Professionals in Music</u></p> <p><u>Descriptions</u></p> <p>Positions in music companies which are responsible for the following duties:</p> <p>(i) being recording engineers to record, edit and mix audio;</p> <p>(ii) being mastering engineers to fine tune recorded music; or</p> <p>(iii) being cutting/pressing engineers for vinyl LP to produce top quality records and Long Plate records.</p> <p><u>Vacancies to be filled must also require the following professional qualifications or requirements:</u></p> <p>positions requiring candidates –</p> <ul style="list-style-type: none"> ➤ Recording Engineers: positions requiring candidates who possess special skills to produce top quality records; having completed a specialised programme in a vocational school or a degree in audio engineering, sound engineering technology, etc; and a winner of Grammy Awards (Best Recording Engineer Awards), Beijing 北京十大錄音師大獎, Guangzhou 廣州華語金曲獎最佳錄音師獎, or any other renowned and industry-recognised music awards; ➤ Mastering Engineers: positions requiring candidates hold a degree in acoustic engineering, audio engineering or music production engineering, having in-depth understanding of the science behind and the artistic touch of sound; and Winner of Grammy Awards (Best Mastering Engineer Awards), or any other renowned and industry-recognised music awards; ➤ Cutting/pressing engineers for vinyl LP: positions requiring candidates who possess special skills to produce top quality records and Long Plate records. Assessment is to be made based on a candidate’s CV, profile and track record of producing famous records, and his/her scientific or professional experience in the communications field, including the design or marketing of audio mixing equipment or audio broadcast equipment. Have at least 10 years of active participation in broadcast engineering or its associated fields and have demonstrated sufficient technical proficiency.

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9.	<p><u>Creative Industries Professionals in Digital Entertainment</u></p> <p><u>Descriptions</u></p> <p>Positions in game development companies which are responsible for the following duties:</p> <ul style="list-style-type: none"> (i) being game development experts to oversee a game’s creation from concept and story-writing to coding and programming, with expertise in audio, design, production, game technology research and visual arts; or (ii) being game producers to set the direction of the game and define the strategy of the game; to assemble and manage a team of programmers, designers and artists; to outline, schedule and track tasks; to make sure the project is heading the right direction and to assure the quality of the game. <p><u>Vacancies to be filled must also require the following professional qualifications or requirements:</u></p> <p>positions requiring candidates –</p> <ul style="list-style-type: none"> ➤ Game Development Experts: positions requiring candidates possess 3 years of experience in game development; who have played the role of a game designer, game programmer or game graphic designer in the development of a successful game that had won any category of awards in one or more well-recognised Mainland or international awards, e.g. awards given by 中國音像與數字出版協會遊戲出版工作委員會, British Academy Games Awards, The Game Awards (U.S.A.), Game Developers Choice Awards (U.S.A.) and Game Star Award (Taiwan); ➤ Game Producers: positions requiring candidates possess 5 years of experience in game development and having played the role of a game producer of a successful game that had won any category of awards in one or more well-recognised Mainland or international awards, e.g. awards given by 中國音像與數字出版協會遊戲出版工作委員會, British Academy Games Awards, The Game Awards (U.S.A.), Game Developers Choice Awards (U.S.A.) and Game Star Award (Taiwan).
Industry Segment: Development and Construction	
10.	<p><u>Architectural Professionals</u></p> <p><u>Descriptions</u></p>

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	<p>Architects and architectural assistants in development and construction related companies (including consultancy / contractor / developer / professional services / subcontractor / supplier firms) who are responsible for the following duties:</p> <ul style="list-style-type: none"> (i) planning, designing and supervising the construction of various types of buildings in compliance with Buildings Ordinance and regulations; or (ii) co-ordinating with relevant disciplines, various government departments, authorities and public utilities and following through different stages of building projects including preparation of feasibility studies of project briefs, sketch and detail design, tender drawings and documents, tender assessments, construction and contract administration, and post-construction matters. <p><u>Vacancies to be filled must also require the following professional qualifications or requirements:</u></p> <p>positions requiring candidates –</p> <ul style="list-style-type: none"> ➤ at least a bachelor’s degree in architecture or other relevant programmes. ➤ at least 3 years of relevant working experience related to land use planning, design, construction, operation of buildings/facilities/infrastructure or maintenance works.
11.	<p><u>Civil and Structural Engineering Professionals</u></p> <p><u>Descriptions</u></p> <p>Engineers and assistant engineers in development and construction companies (including consultancy / contractor / developer / professional services / subcontractor / supplier firms) who are responsible for the following duties:</p> <ul style="list-style-type: none"> • planning, designing and supervising the construction of various types of engineering works, usually specialised in one or more of the following: (i) civil engineering; (ii) structural engineering; (iii) geotechnical engineering; (iv) hydraulic engineering; (v) highway engineering; (vi) material engineering; (vii) traffic and transportation engineering; (viii) railway engineering; (ix) environmental engineering; and (x) other civil engineering fields.

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	<p><u>Vacancies to be filled must also require the following professional qualifications or requirements:</u></p> <p>positions requiring candidates –</p> <ul style="list-style-type: none"> ➤ at least a bachelor’s degree in building and civil/structural/geotechnical engineering or other relevant programmes. ➤ at least 3 years of relevant working experience related to land use planning, design, construction, operation of buildings/facilities/infrastructure or maintenance works.
12.	<p><u>Building Services Engineering Professionals</u></p> <p><u>Descriptions</u> Engineers and assistant engineers in development and construction related companies (including consultancy / contractor / developer / professional services / subcontractor / supplier firms) who are responsible for the following duties:</p> <ul style="list-style-type: none"> • planning, designing and supervising the construction of building services systems in building works including the installation, testing and commissioning, and maintenance and repair. <p><u>Vacancies to be filled must also require the following professional qualifications or requirements:</u></p> <p>positions requiring candidates –</p> <ul style="list-style-type: none"> ➤ at least a bachelor’s degree in building services engineering, electrical and mechanical engineering or other relevant programmes. ➤ at least 3 years of relevant working experience related to land use planning, design, construction, operation of buildings/facilities/infrastructure, or maintenance works.
13.	<p><u>Electrical and Mechanical Engineering Professionals</u></p> <p><u>Descriptions</u> Engineers and assistant engineers in development and construction related companies (including consultancy / contractor / developer / professional services / subcontractor / supplier firms) who are responsible for the following duties:</p> <ul style="list-style-type: none"> • planning, designing and supervising the construction of mechanical plants and

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	<p>electrical systems and equipment including their development, construction, manufacture, installation, operation, maintenance and repair.</p> <p><u>Vacancies to be filled must also require the following professional qualifications or requirements:</u></p> <p>positions requiring candidates –</p> <ul style="list-style-type: none"> ➤ at least a bachelor’s degree in building services engineering, electrical and mechanical engineering or other relevant programmes. ➤ at least 3 years of relevant working experience related to land use planning, design, construction, operation of buildings/facilities/infrastructure, or maintenance works.
14.	<p><u>Building Surveying Professionals</u></p> <p><u>Descriptions</u></p> <p>Surveyors and assistant surveyors in development and construction related companies (including consultancy / contractor / developer / professional services / subcontractor / supplier firms) who are responsible for the following duties:</p> <ul style="list-style-type: none"> • advising the development potential of works projects with respect to technical and legal implications on relevant construction related ordinances, management and maintenance of buildings and associated post-construction related matters including fitting out, repair and alternation works. <p><u>Vacancies to be filled must also require the following professional qualifications or requirements:</u></p> <p>positions requiring candidates –</p> <ul style="list-style-type: none"> ➤ at least a bachelor’s degree in surveying or other relevant programmes. ➤ at least 3 years of relevant working experience related to land use planning, design, construction, operation of buildings/facilities/infrastructure, or maintenance works.
15.	<p><u>Quantity Surveying Professionals</u></p> <p><u>Descriptions</u></p> <p>Surveyors and assistant surveyors in development and construction related companies (including consultancy / contractor / developer / professional</p>

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	<p>services / subcontractor / supplier firms) who are responsible for the following duties:</p> <ul style="list-style-type: none"> • providing expertise services on the following aspects of building and civil engineering design and construction administration: (i) project cost planning; (ii) pre-contract documentation including front part of tenders, bills of quantities and specifications; (iii) tendering procedures and assessment, contractual agreements and advice on selection of tenders; and (iv) post-contract services including measurement of works, preparation of interim and final payment certificates and settlement of other contractual claims. <p><u>Vacancies to be filled must also require the following professional qualifications or requirements:</u></p> <p>positions requiring candidates –</p> <ul style="list-style-type: none"> ➤ at least a bachelor’s degree in surveying or other relevant programmes. ➤ at least 3 years of relevant working experience related to land use planning, design, construction, operation of buildings/facilities/infrastructure, or maintenance works.
16.	<p><u>Land Surveying Professionals</u></p> <p><u>Descriptions</u></p> <p>Surveyors and assistant surveyors in development and construction related companies (including consultancy / contractor / developer / professional services / subcontractor / supplier firms) who are responsible for the following duties:</p> <ul style="list-style-type: none"> • providing expert survey services on the following aspects to facilitate land disposal, land registration, civil engineering works and different smart city applications: (i) performing physical measurement of land and sea by various survey technologies; (ii) collation of survey data for the preparation of plans, and 2D and 3D maps at different stages of land development and civil engineering works; (iii) preparation of as-built BIM models of infrastructures; and (iv) integration of information from relevant stakeholders in construction industry into spatial databases and perform spatial database management.

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	<p><u>Vacancies to be filled must also require the following professional qualifications or requirements:</u></p> <p>positions requiring candidates –</p> <ul style="list-style-type: none"> ➤ at least a bachelor’s degree in surveying, geomatics or other relevant programmes. ➤ at least 3 years of relevant working experience related to land use planning, design, construction, operation of buildings/facilities/infrastructure, or maintenance works.
17.	<p><u>Landscape Architectural Professionals</u></p> <p><u>Descriptions</u></p> <p>Landscape architects and landscape architectural assistants in development and construction related companies (including consultancy / contractor / developer / professional services / subcontractor / supplier firms) who are responsible for the following duties:</p> <ul style="list-style-type: none"> (i) planning, designing and supervising the construction of landscape projects including soft and hard landscape works; or (ii) liaising with relevant authorities and government departments on landscape and trees related proposals, approvals and site works. <p><u>Vacancies to be filled must also require the following professional qualifications or requirements:</u></p> <p>positions requiring candidates –</p> <ul style="list-style-type: none"> ➤ at least a bachelor’s degree in landscape architecture or other relevant programmes. ➤ at least 3 years of relevant working experience related to land use planning, design, construction, operation of buildings/facilities/infrastructure, or maintenance works.
18.	<p><u>Town Planning Professionals</u></p> <p><u>Descriptions</u></p> <p>Town planners and assistant town planners in development and construction related companies (including consultancy / contractor / developer / professional services / subcontractor / supplier firms) who are responsible for the following duties:</p>

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	<p>(i) providing professional services to facilitate the relevant project proponents carrying out planning researches, studies, site searches and urban design works in regional or local context;</p> <p>(ii) preparing and submitting development proposals, planning applications and impact assessments;</p> <p>(iii) carrying out public engagement; or</p> <p>(iv) handling other town planning works, for the overall objective of providing a favourable physical environment in the urban and rural areas that could promote the health, safety, convenience and general welfare of the community.</p> <p><u>Vacancies to be filled must also require the following professional qualifications or requirements:</u></p> <p>positions requiring candidates –</p> <ul style="list-style-type: none"> ➤ at least a bachelor’s degree in town planning or other relevant programmes. ➤ at least 3 years of relevant working experience related to land use planning, design, construction, operation of buildings/facilities/infrastructure, or maintenance works.
19.	<p><u>Construction Manager/ Builder</u></p> <p><u>Descriptions</u></p> <p>Construction managers/builders and the related assistant professionals in development and construction companies or professional services/ consultancy firms which are responsible for the following duties:</p> <p>(i) managing various processes of construction projects in accordance with the agreed method, procedures, budget and specifications, and the specified time frame in the contract;</p> <p>(ii) co-ordinating work of main contractor, sub-contractors, specialist contractors and suppliers;</p> <p>(iii) liaising with architects, engineers, surveyors, specialist consultants, contractors and government departments; or</p> <p>(iv) reviewing, inspecting, evaluating and reporting on the quality, progress and cost of works and adjusts schedule as necessary.</p>

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	<p><u>Vacancies to be filled must also require the following professional qualifications or requirements:</u></p> <p>positions requiring candidates –</p> <ul style="list-style-type: none"> ➤ at least a bachelor’s degree in architecture, building and civil engineering, building services engineering, electrical and mechanical engineering, surveying or other relevant programmes. ➤ at least 3 years of relevant working experience related to land use planning, design, construction, operation of buildings/facilities/infrastructure, or maintenance works.
20.	<p><u>Building Information Modelling (BIM) Manager</u></p> <p><u>Descriptions</u></p> <p>BIM managers and the related assistant professionals in development and construction companies or professional services/ consultancy firms which are responsible for the following duties:</p> <ul style="list-style-type: none"> (i) managing BIM technology implementation including coordinating data-exchange activities, fulfilling pre-defined design specifications and delivery specifications, and overall BIM model quality control; or (ii) ensuring the adoption of BIM could facilitate the achievement of quality deliverables for construction projects. <p><u>Vacancies to be filled must also require the following professional qualifications or requirements:</u></p> <p>positions requiring candidates –</p> <ul style="list-style-type: none"> ➤ at least a bachelor’s degree in architecture, building and civil engineering, building services engineering, electrical and mechanical engineering, surveying or other relevant programmes ➤ at least 3 years of relevant working experience related to land use planning, design, construction, operation of buildings/facilities/infrastructure, or maintenance works.
Industry Segment: Environmental technology services	
21.	<p><u>Waste Treatment Specialists/Engineers</u></p> <p><u>Descriptions</u></p> <p>Positions in waste treatment/ environmental engineering companies or waste</p>

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	<p>management specialist consultants which are responsible for the following duties:</p> <ul style="list-style-type: none"> (i) planning, building, operating, maintaining, implementing, and coordinating waste management systems, and large-scale recycling facilities for waste prevention, reuse, and recycling opportunities; or (ii) working in the fields of advanced thermal waste treatment process or advanced chemical/ physical/ biological waste treatment process.
Industry Segment: Financial services	
22.	<p><u>Professionals in Compliance in Asset and Wealth Management</u></p> <p><u>Descriptions</u> Positions in financial institutions, asset management companies (including family offices) or fund managers (including Mandatory Provident Fund (MPF) trustees) which are responsible for the following duties:</p> <ul style="list-style-type: none"> (i) compliance risk management; (ii) establishing, implementing, monitoring and reviewing compliance policies, procedures and standards to ensure the adherence of businesses to relevant regulatory requirements; (iii) handling requests from regulators; or (iv) providing compliance advice and training to management and operational departments.
23.	<p><u>Management Professionals in Asset and Wealth Management</u></p> <p><u>Descriptions</u> Positions in financial institutions, asset management companies (including family offices) or fund managers which are responsible for the following duties:</p> <ul style="list-style-type: none"> (i) researching into a wide variety of investment opportunities, including exchange or over-the-counter traded investment products such as securities, derivatives (including those relating to commodities) and alternative investment; (ii) putting together investment portfolios tailored to the needs of the clients (including funds and family offices);

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	<ul style="list-style-type: none"> (iii) supervising day-to-day administration of the investment portfolios for clients (including funds and family offices); (iv) selecting the investment products of the portfolios; (v) implementing the investment policy and distribution policy as stated in the contract; (vi) calculating the value of portfolios; (vii) promoting various fund portfolios to customers; or (viii) planning for succession and wealth transfers.
24.	<p><u>Financial Professionals in Environmental, Social and Governance (ESG)</u></p> <p><u>Descriptions</u> Positions in companies, financial institutions or professional services/ consultancy firms which are responsible for the following duties:</p> <ul style="list-style-type: none"> (i) ESG (including green and sustainable finance) financing, investment, product development, rating assessment, risk management; (ii) co-ordinating audit and regulatory examinations to ensure compliance with ESG disclosure/reporting requirements and standards; or (iii) conducting ESG investment research and analysis.
25.	<p><u>Specialist Insurance Professionals</u></p> <p><u>Descriptions</u> Positions in insurers, re-insurers, insurance brokers companies or professional services/ consultancy firms which are responsible for the following duties:</p> <ul style="list-style-type: none"> (i) specialist insurance or reinsurance underwriting, claims, brokerage, loss adjusting, law, risk management and managing of specialty insurance business disciplines; or (ii) involving in the business segments of maritime, aviation, agriculture, construction and infrastructure, power and energy (including wind and solar), legal liability (including professional indemnity and directors’ and officers’ liability), financial lines, cyber risk, warranty and indemnity, tax, trade credit, structured solutions, political, war, alternative risk transfer programmes, global medical and employee benefit programmes,

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	intellectual property risks, intangible assets (including green insurance such as carbon offset coverage), reinsurance of all classes both treaty and facultative or other professional services in the value chain of specialty insurance.
26.	<p><u>Actuaries</u></p> <p><u>Descriptions</u> Positions in financial institutions, insurers, asset management companies, fund managers, or professional consultancy firms which are responsible for the following duties:</p> <ul style="list-style-type: none"> (i) insurance operation, including areas such as product development and pricing; (ii) asset/ liability management; (iii) data and predictive analytics; (iv) enterprise risk management; or (v) carrying out financial reporting, capital and actuarial valuation in a risk-based solvency regime environment.
27.	<p><u>Professionals in Fintech</u></p> <p><u>Descriptions</u> Positions in financial institutions, information and technology development firms which are responsible for the following duties:</p> <ul style="list-style-type: none"> (i) applying cutting-edge technology to financial services and relevant research and development, including distributed ledger technologies, artificial intelligence, big data, blockchains and cyber security, etc. by performing system analysis, design, development, maintenance and enhancement; or (ii) monitoring the applications for complying with IT security standards and regulatory requirements.
Industry Segment: Healthcare services	
28.	<u>Doctors</u>

	<p><u>Descriptions</u> Positions in hospitals, day procedure centres, clinics, district health centres, government, universities/tertiary institutes, or companies/organisations providing healthcare services (including laboratories and imaging centres) which are responsible for the following duties:</p> <ul style="list-style-type: none"> • providing health/healthcare-related services, teaching and research activities which are required to be carried out by medical practitioners registered in Hong Kong under Medical Registration Ordinance (Cap. 161). <p><u>Vacancies to be filled must also require the following professional qualifications or requirements:</u></p> <p>positions requiring candidates –</p> <ul style="list-style-type: none"> ➤ registered as a medical practitioner under Medical Registration Ordinance (Cap. 161).
29.	<p><u>Dentists</u></p> <p><u>Descriptions</u> Positions in hospitals, day procedure centres, clinics, district health centres, government, universities/tertiary institutes, or companies/organisations providing healthcare services (including laboratories and imaging centres) which are responsible for the following duties:</p> <ul style="list-style-type: none"> • providing health/healthcare-related services, teaching and research activities which are required to be carried out by dentists registered in Hong Kong under Dentists Registration Ordinance (Cap. 156). <p><u>Vacancies to be filled must also require the following professional qualifications or requirements:</u></p> <p>positions requiring candidates –</p> <ul style="list-style-type: none"> ➤ registered as a dentist under Dentists Registration Ordinance (Cap. 156).
30.	<p><u>Dental Hygienists</u></p> <p><u>Descriptions</u> Positions in hospitals, day procedure centres, clinics, district health centres, government, universities/tertiary institutes, or companies/organisations providing healthcare services (including laboratories and imaging centres) which are responsible for the following duties:</p>

	<ul style="list-style-type: none"> • providing health/healthcare-related services, teaching and research activities which are required to be carried out by dental hygienists enrolled in Hong Kong under Dentists Registration Ordinance (Cap. 156). <p><u>Vacancies to be filled must also require the following professional qualifications or requirements:</u></p> <p>positions requiring candidates –</p> <ul style="list-style-type: none"> ➤ enrolled as a dental hygienist under Dentists Registration Ordinance (Cap. 156).
31.	<p><u>Nurses</u></p> <p><u>Descriptions</u></p> <p>Positions in hospitals, day procedure centres, clinics, district health centres, government, universities/tertiary institutes, or companies/organisations providing healthcare services (including laboratories and imaging centres) which are responsible for the following duties:</p> <ul style="list-style-type: none"> • providing health/healthcare-related services, teaching and research activities which are required to be carried out by nurses registered/enrolled in Hong Kong under Nurses Registration Ordinance (Cap. 164). <p><u>Vacancies to be filled must also require the following professional qualifications or requirements:</u></p> <p>positions requiring candidates –</p> <ul style="list-style-type: none"> ➤ registered/enrolled as a registered nurse / enrolled nurse under Nurses Registration Ordinance (Cap. 164).
32.	<p><u>Midwives</u></p> <p><u>Descriptions</u></p> <p>Positions in hospitals, day procedure centres, clinics, district health centres, government, universities/tertiary institutes, or companies/organisations providing healthcare services which are responsible for the following duties:</p> <ul style="list-style-type: none"> • providing health/healthcare-related services, teaching and research activities which are required to be carried out by midwives registered in Hong Kong under Midwives Registration Ordinance (Cap. 162).

	<p><u>Vacancies to be filled must also require the following professional qualifications or requirements:</u></p> <p>positions requiring candidates –</p> <ul style="list-style-type: none"> ➤ registered as a midwife under Midwives Registration Ordinance (Cap. 162).
33.	<p><u>Chinese Medicine Practitioners</u></p> <p><u>Descriptions</u></p> <p>Positions in hospitals, day procedure centres, clinics, district health centres, government, universities/tertiary institutes, or companies/organisations providing healthcare services which are responsible for the following duties:</p> <ul style="list-style-type: none"> • providing health/healthcare-related services, teaching and research activities which are required to be carried out by Chinese medicine practitioners registered in Hong Kong under Chinese Medicine Ordinance (Cap. 549). <p><u>Vacancies to be filled must also require the following professional qualifications or requirements:</u></p> <p>positions requiring candidates –</p> <ul style="list-style-type: none"> ➤ registered as a Chinese medicine practitioner under Chinese Medicine Ordinance (Cap. 549).
34.	<p><u>Pharmacists</u></p> <p><u>Descriptions</u></p> <p>Positions in hospitals, day procedure centres, clinics, district health centres, government, universities/tertiary institutes, or companies/organisations providing healthcare services which are responsible for the following duties:</p> <ul style="list-style-type: none"> • providing health/healthcare-related services, teaching and research activities which are required to be carried out by pharmacists registered in Hong Kong under Pharmacy and Poisons Ordinance (Cap. 138). <p><u>Vacancies to be filled must also require the following professional qualifications or requirements:</u></p> <p>positions requiring candidates –</p> <ul style="list-style-type: none"> ➤ registered as a pharmacist under Pharmacy and Poisons Ordinance (Cap. 138).
35.	<p><u>Occupational Therapists</u></p>

	<p><u>Descriptions</u> Positions in hospitals, day procedure centres, clinics, district health centres, government, universities/tertiary institutes, or companies/organisations providing healthcare services which are responsible for the following duties:</p> <ul style="list-style-type: none"> • providing health/healthcare-related services, teaching and research activities which are required to be carried out by occupational therapists registered in Hong Kong under Supplementary Medical Professions Ordinance (Cap. 359). <p><u>Vacancies to be filled must also require the following professional qualifications or requirements:</u></p> <p>positions requiring candidates –</p> <ul style="list-style-type: none"> ➤ registered as an occupational therapist under Supplementary Medical Professions Ordinance (Cap. 359).
36.	<p><u>Physiotherapists</u></p> <p><u>Descriptions</u> Positions in hospitals, day procedure centres, clinics, district health centres, government, universities/tertiary institutes, or companies/organisations providing healthcare services which are responsible for the following duties:</p> <ul style="list-style-type: none"> • providing health/healthcare-related services, teaching and research activities which are required to be carried out by physiotherapists registered in Hong Kong under Supplementary Medical Professions Ordinance (Cap. 359). <p><u>Vacancies to be filled must also require the following professional qualifications or requirements:</u></p> <p>positions requiring candidates –</p> <ul style="list-style-type: none"> ➤ registered as a physiotherapist under Supplementary Medical Professions Ordinance (Cap. 359).
37.	<p><u>Medical Laboratory Technologists</u></p> <p><u>Descriptions</u> Positions in hospitals, day procedure centres, clinics, district health centres, government, universities/tertiary institutes, or companies/organisations providing healthcare services (including laboratories and imaging centres) which are responsible for the following duties:</p>

	<ul style="list-style-type: none"> • providing health/healthcare-related services, teaching and research activities which are required to be carried out by medical laboratory technologists registered in Hong Kong under Supplementary Medical Professions Ordinance (Cap. 359). <p><u>Vacancies to be filled must also require the following professional qualifications or requirements:</u></p> <p>positions requiring candidates –</p> <ul style="list-style-type: none"> ➤ registered as a medical laboratory technologist under Supplementary Medical Professions Ordinance (Cap. 359).
38.	<p><u>Optometrists</u></p> <p><u>Descriptions</u></p> <p>Positions in hospitals, day procedure centres, clinics, district health centres, government, universities/tertiary institutes, or companies/organisations providing healthcare services which are responsible for the following duties:</p> <ul style="list-style-type: none"> • providing health/healthcare-related services, teaching and research activities which are required to be carried out by optometrists registered in Hong Kong under Supplementary Medical Professions Ordinance (Cap. 359). <p><u>Vacancies to be filled must also require the following professional qualifications or requirements:</u></p> <p>positions requiring candidates –</p> <ul style="list-style-type: none"> ➤ registered as an optometrist under Supplementary Medical Professions Ordinance (Cap. 359).
39.	<p><u>Radiographers</u></p> <p><u>Descriptions</u></p> <p>Positions in hospitals, day procedure centres, clinics, district health centres, government, universities/tertiary institutes, or companies/organisations providing healthcare services (including laboratories and imaging centres) which are responsible for the following duties:</p> <ul style="list-style-type: none"> • providing health/healthcare-related services, teaching and research activities which are required to be carried out by radiographers registered in Hong Kong under Supplementary Medical Professions Ordinance (Cap. 359).

	<p><u>Vacancies to be filled must also require the following professional qualifications or requirements:</u></p> <p>positions requiring candidates –</p> <ul style="list-style-type: none"> ➤ registered as a radiographer under Supplementary Medical Professions Ordinance (Cap. 359).
40.	<p><u>Chiropractors</u></p> <p><u>Descriptions</u></p> <p>Positions in hospitals, day procedure centres, clinics, district health centres, government, universities/tertiary institutes, or companies/organisations providing healthcare services which are responsible for the following duties:</p> <ul style="list-style-type: none"> • providing health/healthcare-related services, teaching and research activities which are required to be carried out by chiropractors registered in Hong Kong under Chiropractors Registration Ordinance (Cap. 428). <p><u>Vacancies to be filled must also require the following professional qualifications or requirements:</u></p> <p>positions requiring candidates –</p> <ul style="list-style-type: none"> ➤ registered as a chiropractor under Chiropractors Registration Ordinance (Cap. 428).
Industry Segment: Innovation and technology	
41.	<p><u>Artificial Intelligence (AI) Specialists</u></p> <p><u>Descriptions</u></p> <p>Positions in companies, information and technology development firms or professional services/ consultancy firms which are responsible for the following duties:</p> <ul style="list-style-type: none"> (i) implementing cutting-edge AI solutions, machine learning models or data science to innovate business operation and services for improving efficiency and delivery; or (ii) applying AI, big data analytics, machine learning, or data science to gain new and unforeseen insights from enterprise data.

42.	<p><u>Cloud Infrastructure Specialists</u></p> <p><u>Descriptions</u> Positions in companies, information and technology development firms or professional services/ consultancy firms which are responsible for the following duties:</p> <ul style="list-style-type: none"> (i) planning, designing, maintaining, and optimising cloud infrastructure in data centers using modern cloud technologies; (ii) evaluating and recommending cloud infrastructure solutions to provide optimised system performance and enhance business operation efficiency; or (iii) conducting security and risk management in a cloud computing environment.
43.	<p><u>Software Specialists</u></p> <p><u>Descriptions</u> Positions in companies, information and technology development firms or professional services/ consultancy firms which are responsible for the following duties:</p> <ul style="list-style-type: none"> (i) designing, implementing, testing, deploying and maintaining enterprise information systems and digital solutions using advanced technologies or customised software packages to transform business processes or services and to enhance operational efficiency to meet organisations' needs; or (ii) managing all phases of the software development life cycle including feasibility study, analysis and design, development and testing, implementation, maintenance and on-going support.
44.	<p><u>Innovation and Technology (I&T) Experts</u></p> <p><u>Descriptions</u> Positions in companies or research / tertiary institutions, which are responsible for conducting research and development (R&D) and R&D commercialisation (including pilot testing) in relevant fields, including but not limited to pharmaceutical and life science; biotechnology; medical and healthcare sciences; data engineering (e.g. data mining/data analytics), artificial intelligence (AI), robotics, distributed ledger technologies, biometric technologies, industrial/chemical engineering, etc.; materials science / nanotechnology; microelectronics; integrated circuit design;</p>

	<p>advanced communication technologies; quantum technology; Internet-of-Things; green technology; new energy technology; aerospace technology; or advanced manufacturing, which requires R&D in the application of a broad range of technology areas, such as data engineering, AI, robotics / Internet-of-Things, advanced communication technologies and materials science. An R&D activity is –</p> <p>(i) an activity in the fields of natural or applied science to extend knowledge;</p> <p>(ii) an original and planned investigation carried on with the prospect of gaining new scientific or technical knowledge and understanding; or</p> <p>(iii) the application of research findings or other knowledge to a plan or design for producing or introducing new or substantially improved materials, devices, products, processes, systems or services before they are commercially produced or used.</p> <p><u>Vacancies to be filled must also require the following professional qualifications or requirements:</u></p> <p>positions requiring candidates –</p> <p>➤ are STEM (Science, Technology, Engineering and Mathematics) degree-holders.</p>
45.	<p><u>Data Scientists</u></p> <p><u>Descriptions</u></p> <p>Positions in companies, information and technology development firms or professional services/ consultancy firms which are responsible for the following duties:</p> <p>(i) governing of enterprise data and working with large datasets (Big Data);</p> <p>(ii) using machine learning and statistical methods, data mining, optimisation techniques and artificial intelligence to meet client business needs; or</p> <p>(iii) developing and implementing statistical tools to build predictive models and proposing intellectual analytical solutions to support clients and work plans.</p>
46.	<p><u>Cyber Security Specialists</u></p> <p><u>Descriptions</u></p> <p>Positions in companies, information and technology development firms or professional services/ consultancy firms which are responsible for the following duties:</p>

	<p>(i) designing and maintaining the information security technology, standards and policy;</p> <p>(ii) supporting the front-line defence and responding to security incidents by identifying, monitoring and analysing potential security risks and developing mitigation measures against cyber-attacks; or</p> <p>(iii) carrying out assessment and auditing the security implementation.</p> <p><u>Vacancies to be filled must also require the following professional qualifications or requirements:</u></p> <p>positions requiring candidates –</p> <ul style="list-style-type: none"> ➤ holding certification on information security (such as Certified Information Security Professional (CISP), Certified Information Systems Security Professional (CISSP) and Certified Information Systems Auditor (CISA)) ➤ additional certification on networking can be an optional requirement.
<p>Industry Segment: Legal and dispute resolution services</p>	
<p>47.</p>	<p><u>Dispute Resolution Professionals</u></p> <p><u>Descriptions</u></p> <p>Positions in dispute resolution institutions or other organisations providing dispute resolution services which are responsible for the following duties:</p> <ul style="list-style-type: none"> • resolving international commercial, financial and investor-state disputes, being Arbitrators who are neutral parties with expertise in rendering final and binding decisions at the conclusion of arbitral proceedings and Mediators who are impartial individuals, without adjudicating a dispute, with expertise in assisting the parties to the dispute to reach a negotiated settlement. <p><u>Vacancies to be filled must also require the following professional qualifications or requirements:</u></p> <p>positions requiring candidates –</p> <ul style="list-style-type: none"> ➤ with multilingual ability who have been appointed to resolve international commercial, financial disputes or investment disputes between investors and host states; and ➤ in the past 5 years, have given awards or have facilitated parties to reach settlement agreements in 3 or more cases in international commercial and financial disputes, or at least one case in investor-state disputes.

48.

Legal Professionals (Other than Dispute Resolution Professionals)

Descriptions

Positions in law firms, legal/ professional services consultancy firms or multi-national corporations which are responsible for the following duties:

- handling important or large-scale cross-border transactions, or matters involving mergers and acquisitions, cyber security law, data privacy law, maritime and aviation law, sustainable green finance and legal products, blockchain, bitcoin, crypto assets, virtual currencies, sports law and intellectual property law.

Vacancies to be filled must also require the following professional qualifications or requirements:

positions requiring candidates –

- of good standing in his/her home jurisdiction in which he/she is qualified to practise law;
- is a fit and proper person to be registered as a foreign lawyer in Hong Kong by The Law Society of Hong Kong or employed as in-house counsel of companies in Hong Kong;
- has at least 8 years post qualification experience as a legal practitioner in any jurisdiction and holds a current practising certificate in his/her home jurisdiction; and
- has 5 years or more specialised experience in: (a) cross-border transactions in which his/her home jurisdiction plays the role of investing or host state (e.g. debt and/or equity capital market transactions, and cross-border financing); or (b) matters involving mergers and acquisitions, cyber security law, data privacy law, maritime and aviation law, sustainable green finance and legal products, blockchain, bitcoin, crypto assets, virtual currencies, sports law and intellectual property law. Relevant experience should be supported by documents, such as a copy of the appointment/engagement letters or other documents showing the nature and level of complexity of the transaction(s)/matter(s) involved, the scope of services/advice provided by the applicant in the relevant transaction(s)/matter(s), issues in dispute involved, etc.

Industry Segment: Maritime services

49.

Shipping Finance Professionals

Descriptions

	<p>Positions in financial institutions, shipping companies, classification societies, marine consultancy companies or shipyards which are responsible for the following duties:</p> <ul style="list-style-type: none"> (i) assessing market and counterparty risks pertaining to the offering of mortgages, loans and other credit facilities or financial products in relation to the acquisition of second-hand or newbuilding vessels; (ii) assessing market and counterparty risks pertaining to the offering of ship leasing contracts or products in relation to the leasing of second-hand or newbuilding vessels; (iii) conducting quantitative and qualitative analysis from financial and market information; or (iv) providing a wide range of financial services to shipping companies. <p><u>Vacancies to be filled must also require the following professional qualifications or requirements:</u></p> <p>positions requiring candidates –</p> <ul style="list-style-type: none"> ➤ obtained a Bachelor’s degree in finance, economics, law, international shipping or related disciplines; ➤ possess of knowledge of international maritime law, marine insurances, shipping finance, ship brokerage or ship chartering, etc.; and ➤ has at least 5 years of relevant experience in finance, shipping or transport sector in financial institutions, shipping companies, classification societies, marine consultancy companies, Protect and Indemnity (P&I) clubs or shipyards.
50.	<p><u>Marine Superintendents</u></p> <p><u>Descriptions</u></p> <p>Positions in shipping companies which are responsible for the following duties:</p> <ul style="list-style-type: none"> ➤ overseeing the daily operations of maintenance and repair, budgeting, survey schedules, training, on board supervision and monitoring, general assessment of vessels, inspections and docking; ➤ providing technical assistance and advice to ships; ➤ monitoring technical status of vessel with relation to statutory certification and survey; ➤ performing technical compliance audits and investigation on defects/failures on a regular scheduled basis for compliance;

	<ul style="list-style-type: none"> ➤ performing systematic review of the Quality, Health, Safety, and Environment system; ➤ attending to vessel dry docking, repairs and survey and prepare repair specifications; ➤ providing training to seafarers in line with the company's safety management system; ➤ examining ships' cargoes or on board conditions; ➤ investigating accidents at sea; or ➤ attending court as an expert witness. <p><u>Vacancies to be filled must also require the following professional qualifications or requirements:</u></p> <p>positions requiring candidates –</p> <ul style="list-style-type: none"> ➤ holders of Class 1 Certificate of Competency, with at least 2 years of sailing experience as Senior Officer (Deck or Engine) or above on sea-going ships or at equivalent responsible level in the marine industry; or ➤ holders of post-graduate degree (Master of Engineering or Master of Science) or equivalent qualification in Marine Engineering, Mechanical Engineering, Marine Operations or Marine Management or other related discipline with 5 years of experience as Superintendent or at equivalent responsible level in the marine industry.
51.	<p><u>Naval Architects</u></p> <p><u>Descriptions</u></p> <p>Positions in shipping companies, classification societies, marine consultancy companies or shipyards which are responsible for the following duties:</p> <ul style="list-style-type: none"> (i) studying and preparing specification for the building, conversion or repair of ship or offshore structures; (ii) studying, designing, and advising ships and offshore structures; (iii) planning and supervising their overall design, development, construction, operation, maintenance and repair; or (iv) providing professional advice for the certification and registration of vessels in accordance with the requirements of international conventions. <p><u>Vacancies to be filled must also require the following professional qualifications or requirements:</u></p>

positions requiring candidates –

- obtained a **Bachelor's degree** from an university in naval architecture; and
- has **at least 5 years of relevant experience** in the planning, administering or expediting of ship design, and/or construction, or coordinating a very large shipbuilding or ship conversion engineering project in shipping companies, classification societies, marine consultancy companies or shipyards, **2 years of which** must have been **in an administrative, managerial, executive or supervisory capacity**.

~End~