

51 Professions/Occupations on the Existing Talent List

Profession/Occupation		Detailed Description of Tasks and Qualification Requirements
Business Support		
1	Professionals in Environmental, Social and Governance (ESG) (other than Financial Professionals)	<p><i>Description of Tasks</i></p> <ul style="list-style-type: none"> • Set ESG policies, strategies, including a very important lens on diversity, equity, and inclusion (DE&I) /social topics; and • Responsible for ESG activities in all industries, e.g. manufacturing, property development, public utility, hotel and other service industries, of the following scope: <ul style="list-style-type: none"> ➤ ESG standard setting, performance verification/certification ➤ ESG project management and implementation ➤ ESG training ➤ ESG risk management (e.g. green washing). <p><i>Qualification Requirements</i></p> <ul style="list-style-type: none"> • At least a bachelor's degree in environmental science / management, sustainability, commerce, business administration, economics, accounting, law, environmental studies or other relevant disciplines and received on-the-job training or industry courses or programmes; and • At least 3 years of relevant working experience in ESG.
Creative Industries, Arts and Culture, Performing Arts		
2	Arts Promoters	<p><i>Description of Tasks</i></p> <ul style="list-style-type: none"> • Forming Collaborations <ul style="list-style-type: none"> ➤ Negotiate pricing and contract terms with presenters, agents, managers, other artists, record labels and other industry professionals ➤ Network with agents and managers to build relationships and share information on who may be a good fit for each other's artists for collaboration • Image Building and Marketing <ul style="list-style-type: none"> ➤ Overseeing the artist's public image in order to project the desired image to the audience ➤ Launch marketing campaigns that promote upcoming activities of the artists, and manage social media accounts to promote artists and events to their target audience • Event Management <ul style="list-style-type: none"> ➤ Negotiate pricing and contract terms with venues ➤ Coordinate with venue staff • General Administration <ul style="list-style-type: none"> ➤ Manage the budget for each activity of the artists ➤ Review contracts for legal compliance and negotiate modifications where necessary

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		<p><i>Qualification Requirements</i></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	Conservators for Movable Cultural Heritage	<p><i>Description of Tasks</i></p> <ul style="list-style-type: none"> • Conservation Treatments <ul style="list-style-type: none"> ➤ Examine collections and identify treatment needs ➤ Formulate treatment proposals, conduct treatments and monitoring after treatments • Exhibitions and Loans <ul style="list-style-type: none"> ➤ Conduct tests on use of materials, advise on climatic environment and handling of artefacts ➤ Implementation of conservation requirements for exhibitions and monitoring and maintenance of the requirements • Storage and Preservation <ul style="list-style-type: none"> ➤ Establish and implement conservation guidelines and standards of practice based on current ethics and principles to ensure a holistic approach to collection care ➤ Provide advice on collection display methods and maintenance of collections storage facilities • Research and Analysis <ul style="list-style-type: none"> ➤ Enhance collection knowledge and significance through conservation research ➤ Conduct and publish research on conservation issues related to preservation of collections, treatments and technical understanding etc. <p><i>Qualification Requirements</i></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;

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		<ul style="list-style-type: none"> • 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	Creative Industries Professionals in Publishing	<p><i>Description of Tasks</i></p> <ul style="list-style-type: none"> • e-Publishing Web/UI Designer (電子出版網頁/多媒體設計師) with expertise in new Mobile Application User Interface (UI)/ User Experience (UX) visual development in e-Publishing. • e-Publishing Analysis Programmer (電子出版系統分析員) with expertise in developing e-Learning platforms or e-Learning tools that facilitate the teaching and learning in primary and/or secondary schools. • e-Publishing Programmer (電子出版軟件工程師) with expertise in developing e-Learning platforms or e-Learning tools that facilitate the teaching and learning in primary and/or secondary schools. • Publishing Manager (出版經理) with expertise in developing and implementing publishing projects, marketing and promotion of publications (in particular e-Publications), and negotiating copyright trading. <p><i>Qualification Requirements</i></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

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		<p>development of e-Learning platforms or e-Learning tools.</p> <ul style="list-style-type: none"> • 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	Digital Marketing and Branding Specialists	<p><i>Description of Tasks</i></p> <ul style="list-style-type: none"> • Create digital assets for multimedia and graphics projects, including websites, mobile apps, advertising, animation, emails, social media, video games, and interactive displays; or • Create and manage the company's visual brand identity, develop marketing materials, such as logos, brochures, website designs, and advertising campaigns, coordinate with other departments within the company to ensure that all branding and marketing initiatives are aligned and monitor industry trends to stay up-to-date on the latest design techniques and styles. <p><i>Qualification Requirements</i></p> <ul style="list-style-type: none"> • A bachelor's degree in arts or communications or marketing or digitisation or other relevant disciplines; and • At least 3 to 5 years of experience and knowledge in creative industries and digital marketing.
6	Creative Industries Professionals in Film	<p><i>Description of Tasks</i></p> <ul style="list-style-type: none"> • Film producers with expertise in planning and coordinating various aspects of film production such as selecting scripts, coordinating scriptwriting, directing and editing and arranging financing. • Film directors with expertise in overseeing a film's entire artistic production, and interpreting and expressing the intentions of the screenwriter and producer set out in the screenplay. • Screenplay writers with expertise in writing a screenplay for film production; • Leading actors/actresses with expertise in taking up the leading role of performance in a film production.

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	<ul style="list-style-type: none"> • Supporting actors/actresses with expertise in taking up the secondary role in a film production. • Cinematographers with expertise in making decisions on lighting and framing of scenes in consultation with the director. • Film editors with expertise in working with the raw footage, selecting shots and combining them into sequences to create a finished motion picture. • Art directors with expertise in overseeing artists and crafts people, such as set designers and set decorators, and planning and executing the design of the sets, properties, set dressing and scenery. • Costume designers with expertise in planning, designing, and production of the wardrobes for all the actors on screen. • Action choreographers with expertise in designing action scenes and working with the director to shoot dramatic action sequences. • Film score composers with expertise in writing the musical score for a film production. • Original song composers with expertise in writing, composing, creating or conceiving the music of a song for a film. • Sound designers with expertise in supervising the work of the entire sound post production process as well as having a specialised role in creating the sound concept for production, and working with the director and editor to balance the sound to their liking. • Lyrics writers with expertise in writing the lyrics of a song for a film. • Visual effects designers with expertise in assessing the parts of a film production that will need visual effects (VFX), ensuring the VFX shots are filmed correctly on set, and negotiating with the production crew the budget and the feasibility of the VFX works. <p><i>Qualification Requirements</i></p> <ul style="list-style-type: none"> • 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

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		<p>Film” awards in any of the film festivals on the Tier I and Tier II lists will be regarded as qualified candidates; or</p> <ul style="list-style-type: none"> • Persons engaging key roles in any film achieving a box office of at least HK\$30 million in Hong Kong.
7	Performing Arts Professionals in Arts Technology	<p><i>Description of Tasks</i></p> <ul style="list-style-type: none"> • Arts technology professionals with expertise in the application of relevant technologies as set out in the “Occupation” in publicly presented artistic production. <p><i>Qualification Requirements</i></p> <ul style="list-style-type: none"> • possess proven track record in the application of relevant technologies as set out in the “Occupation” in publicly presented artistic productions.
8	Creative Industries Professionals in Music	<p><i>Description of Tasks</i></p> <ul style="list-style-type: none"> • Recording engineers with expertise in recording, editing and mixing audio. • Mastering engineers with expertise in conducting the important stage of fine tuning the recorded music. • Cutting/pressing engineers for vinyl LP with expertise in producing top quality records and Long Plate records. <p><i>Qualification Requirements</i></p> <ul style="list-style-type: none"> • Recording engineers: 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 other renowned and industry-recognised music award. • Mastering engineers: 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; Winner of Grammy Awards (Best Mastering Engineer Awards), or other renowned and industry-recognised music awards. • Cutting/pressing engineers for vinyl LP: Possess special skills to produce top quality records and Long Plate records. As there is no award for the Pressing Engineer for vinyl LP as in the case of e.g. Grammy Awards, 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

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		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.
9	Creative Industries Professionals in Digital Entertainment	<p><i>Description of Tasks</i></p> <ul style="list-style-type: none"> • Game development experts (game designers, game programmers, game graphic designers) with expertise in various aspects of a game's creation from concept and story - writing to coding and programming. Other areas of expertise include audio, design, production, game technology research and visual arts. • Game producers with expertise in setting the direction of the game and defining the strategy of the game, assembling and managing a team of programmers, designers and artists; outlining, scheduling and tracking tasks; making sure the project is heading the right direction and assuring the quality of the game. <p><i>Qualification Requirements</i></p> <ul style="list-style-type: none"> • Game development experts (game designers, game programmers, game graphic designers): Possess 3 years of experience in game development; 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 award 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: 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).
Development and Construction		
10	Architectural Professionals	<p><i>Description of Tasks</i></p> <ul style="list-style-type: none"> • Major duties of architects and architectural assistants include: plans, designs and supervises the construction of various types of buildings in compliance with Buildings Ordinance and

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		<p>regulations. He co-ordinates with relevant disciplines, various government departments, authorities and public utilities and follows 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> <p><i>Qualification Requirements</i></p> <ul style="list-style-type: none"> • At least a bachelor's degree in architecture or other relevant programmes; and • At least 3 years of relevant working experience related to land use planning, design, construction, operation of buildings/facilities/infrastructure, or maintenance works.
11	Civil and Structural Engineering Professionals	<p><i>Description of Tasks</i></p> <ul style="list-style-type: none"> • Major duties of engineers and assistant engineers include: plans, designs and supervises the construction of various types of engineering works. Usually specialised in one or more of the following: (1) civil engineering (2) structural engineering (3) geotechnical engineering (4) hydraulic engineering (5) highway engineering (6) material engineering (7) traffic and transportation engineering (8) railway engineering (9) environmental engineering and (10) other civil engineering fields. <p><i>Qualification Requirements</i></p> <ul style="list-style-type: none"> • At least a bachelor's degree in building and civil/structural/geotechnical engineering or other relevant programmes; and • At least 3 years of relevant working experience related to land use planning, design, construction, operation of buildings/facilities/infrastructure, or maintenance works.
12	Building Services Engineering Professionals	<p><i>Description of Tasks</i></p> <ul style="list-style-type: none"> • Major duties of engineers and assistant engineers include: include: plans, designs and supervises the construction of building services systems in building works including the installation, testing and commissioning, and maintenance and repair. <p><i>Qualification Requirements</i></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; and

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		<ul style="list-style-type: none"> At least 3 years of relevant working experience related to land use planning, design, construction, operation of buildings/facilities/infrastructure, or maintenance works.
13	Electrical and Mechanical Engineering Professionals	<p><i>Description of Tasks</i></p> <ul style="list-style-type: none"> Major duties of engineers and assistant engineers include: plans, designs and supervises the construction of mechanical plants and electrical systems and equipment including their development, construction, manufacture, installation, operation, maintenance and repair. <p><i>Qualification Requirements</i></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; and At least 3 years of relevant working experience related to land use planning, design, construction, operation of buildings/facilities/infrastructure, or maintenance works.
14	Building Surveying Professionals	<p><i>Description of Tasks</i></p> <ul style="list-style-type: none"> Major duties of surveyors and assistant surveyors include: provides expertise to advise 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><i>Qualification Requirements</i></p> <ul style="list-style-type: none"> At least a bachelor's degree in surveying or other relevant programmes; and At least 3 years of relevant working experience related to land use planning, design, construction, operation of buildings/facilities/infrastructure, or maintenance works.
15	Quantity Surveying Professionals	<p><i>Description of Tasks</i></p> <ul style="list-style-type: none"> Major duties of surveyors and assistant surveyors include: provides expertise services on the following aspects of building and civil engineering design and construction administration: (1) project cost planning, (2) pre-contract documentation including front part of tenders, bills of quantities and specifications, (3) tendering procedures and assessment, contractual agreements and advice on selection of tenders, (4) post-contract services including measurement of works, preparation of interim and final payment certificates and settlement of other contractual claims.

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		<p><i>Qualification Requirements</i></p> <ul style="list-style-type: none"> • At least a bachelor's degree in surveying or other relevant programmes; and • At least 3 years of relevant working experience related to land use planning, design, construction, operation of buildings/facilities/infrastructure, or maintenance works.
16	Land Surveying Professionals	<p><i>Description of Tasks</i></p> <ul style="list-style-type: none"> • Major duties of surveyors and assistant surveyors include: provides expert survey services on the following aspects to facilitate land disposal, land registration, civil engineering works and different smart city applications: (1) performing physical measurement of land and sea by various survey technologies, (2) collation of survey data for the preparation of plans, and 2D and 3D maps at different stages of land development and civil engineering works, (3) preparation of as-built BIM models of infrastructures, (4) integration of information from relevant stakeholders in construction industry into spatial databases and perform spatial database management. <p><i>Qualification Requirements</i></p> <ul style="list-style-type: none"> • At least a bachelor's degree in surveying, geomatics or other relevant programmes; and • At least 3 years of relevant working experience related to land use planning, design, construction, operation of buildings/facilities/infrastructure, or maintenance works.
17	Landscape Architectural Professionals	<p><i>Description of Tasks</i></p> <ul style="list-style-type: none"> • Major duties of landscape architects and landscape architectural assistants include: plans, designs and supervises the construction of landscape projects including soft and hard landscape works, and liaises with relevant authorities and government departments on landscape and trees related proposals, approvals and site works. <p><i>Qualification Requirements</i></p> <ul style="list-style-type: none"> • At least a bachelor's degree in landscape architecture or other relevant programmes; and • At least 3 years of relevant working experience related to land use planning, design, construction, operation of buildings/facilities/infrastructure, or maintenance works.

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18	Town Planning Professionals	<p><i>Description of Tasks</i></p> <ul style="list-style-type: none"> Major duties of town planners and assistant town planners include: provides professional services to facilitate the relevant project proponents carrying out planning researches, studies, site searches and urban design works in regional or local context; preparation and submission of development proposals, planning applications and impact assessments; carrying out public engagement; and 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><i>Qualification Requirements</i></p> <ul style="list-style-type: none"> At least a bachelor's degree in town planning or other relevant programmes; and At least 3 years of relevant working experience related to land use planning, design, construction, operation of buildings/facilities/infrastructure, or maintenance works.
19	Construction Managers / Builders	<p><i>Description of Tasks</i></p> <ul style="list-style-type: none"> Major duties of construction managers/builders and the related assistant professionals include: manages various processes of construction projects in accordance with the agreed method, procedures, budget and specifications, and the specified time frame in the contract; co-ordinates work of main contractor, sub-contractors, specialist contractors and suppliers; liaises with architects, engineers, surveyors, specialist consultants, contractors and government departments; reviews, inspects, evaluates and reports on the quality, progress and cost of works and adjusts schedule as necessary. <p><i>Qualification Requirements</i></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; and At least 3 years of relevant working experience related to land use planning, design, construction, operation of buildings/facilities/infrastructure, or maintenance works.
20	Building Information Modelling (BIM) Managers	<p><i>Description of Tasks</i></p> <ul style="list-style-type: none"> Major duties of BIM managers and the related assistant professionals include: manages BIM technology

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		<p>implementation including coordinating data-exchange activities, fulfilling pre-defined design specifications and delivery specifications, and overall BIM model quality control, with a view to ensuring the adoption of BIM could facilitate the achievement of quality deliverables for construction projects.</p> <p><i>Qualification Requirements</i></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; and • At least 3 years of relevant working experience related to land use planning, design, construction, operation of buildings/facilities/infrastructure, or maintenance works.
Environmental Technology Services		
21	Experienced Waste Treatment Specialists / Engineers	<p><i>Description of Tasks</i></p> <ul style="list-style-type: none"> • Waste treatment specialists/engineers with expertise in planning, implementing, and coordinating comprehensive waste management systems that are designed to maximise waste prevention, reuse, and recycling opportunities. They are involved in all stages of the facilities, including the establishment of the waste management goals and objectives, working with employees to help implement waste management policies, and evaluating the success of management plans. <p><i>Qualification Requirements</i></p> <ul style="list-style-type: none"> • A relevant Master or Doctor of Philosophy (PhD) degree in the fields of advanced thermal waste treatment process or advanced chemical / physical / biological waste treatment process plus 5 years of relevant on-the-job experience; or • A relevant bachelor degree in the fields of advanced thermal waste treatment process or advanced chemical / physical / biological waste treatment process plus 8 years of relevant on-the-job experience.
Financial Services		
22	Experienced Professionals in Compliance in Asset and Wealth Management	<p><i>Description of Tasks</i></p> <ul style="list-style-type: none"> • Experienced compliance professionals in asset and wealth management with expertise in (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; and (iv) providing compliance advice and training to management and

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		<p>operational departments.</p> <p><i>Qualification Requirements</i></p> <ul style="list-style-type: none"> • A relevant bachelor's degree in commerce, finance, business administration, economics, accounting, law or other relevant programmes and received on-the-job training and industry courses and programmes; or • At least 3 years of relevant compliance experience in asset and wealth management firms or professional firms specialised in asset and wealth management; knowledge in finance and relevant rules, regulations and guidelines of regulatory authorities including those of Hong Kong; and relevant language skills.
23	Experienced Management Professionals in Asset and Wealth Management	<p><i>Description of Tasks</i></p> <ul style="list-style-type: none"> • Experienced investment analysts and investment consultants with expertise in 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, and putting together investment portfolios tailored to the needs of the clients (including funds and family offices). Their tasks are concerned with the development and retention of personal and corporate business and its administration with the objective of profit and quality services to customers. • Experienced asset and wealth managers and private bankers with expertise in supervising day-to-day administration of investment portfolios for clients (including funds and family offices), selecting the investment products of the portfolios, implementing the investment policy and distribution policy as stated in the contract, calculating the value of portfolios, promoting various fund portfolios to customers, and planning for succession and wealth transfers. <p><i>Qualification Requirements</i></p> <ul style="list-style-type: none"> • A relevant bachelor's degree in commerce, finance, business administration, economics, accounting, law and received on-the-job training and industry courses and programmes; or • At least 3 years of relevant compliance experience in fund management industry; knowledge in finance and client servicing (if applicable) and language skills (e.g. English and/or Mandarin).
24	Experienced Financial Professionals in	<p><i>Description of Tasks</i></p> <ul style="list-style-type: none"> • Experienced financial professionals with expertise in ESG (including green and sustainable finance) financing,

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Environmental, Social and Governance (ESG)	<p>investment, product development, disclosure/reporting/standards, rating assessment, risk management, regulation and compliance, or investment research and analysis.</p> <p><i>Qualification Requirements</i></p> <ul style="list-style-type: none"> • At least a bachelor’s degree in green and sustainable finance, environmental science / management, sustainability, commerce, finance, business administration, economics, accounting, law, environmental studies or other relevant disciplines and received on-the-job training or industry courses or programmes; and • Experience and knowledge in ESG (including green and sustainable finance) financing, investment, product development, disclosure/reporting/standards, rating assessment, risk management, regulation and compliance, investment research and analysis, practices especially in relation to climate change, integrating climate-related factors into risk and investment management, carbon footprint calculation, stakeholder management, or other related fields.
25 Specialist Insurance Professionals	<p><i>Description of Tasks</i></p> <ul style="list-style-type: none"> • Experienced insurance professionals in specialist insurance or reinsurance underwriting, claims, brokerage, loss adjusting, law, risk management and managing of specialty insurance business disciplines. • They might be involved 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, 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. <p><i>Qualification Requirements</i></p> <ul style="list-style-type: none"> • Typical qualification of not less than 3 years demonstrable international experiences in the particular specialisation including underwriting, claim handling, insurance broking or relevant supporting professional services sectors, such as risk modelling, laws, risk management and loss adjusting. An advantage if they have attained relevant professional qualifications such as the Chartered Insurance Institute, the Australian and New Zealand Institute of Insurance and Finance,

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		or the equivalence of such qualifications.
26	Actuaries	<p><i>Description of Tasks</i></p> <ul style="list-style-type: none"> • Actuaries with expertise in insurance operation, including areas such as product development and pricing, asset / liability management, data and predictive analytics, enterprise risk management and carrying out financial reporting, capital and actuarial valuation in a risk-based solvency regime environment. <p><i>Qualification Requirements</i></p> <ul style="list-style-type: none"> • First degree in actuarial science, mathematics, statistics, economics, commerce or business administration; and at least 3 years of post-qualification experience in actuarial-related field.
27	Experienced Professionals in Fintech	<p><i>Description of Tasks</i></p> <ul style="list-style-type: none"> • Experienced professionals in Fintech with expertise in conducting a broad range of tasks related to application of technology to financial services and relevant research and development, including distributed ledger technologies, artificial intelligence, big data and cybersecurity. <p><i>Qualification Requirements</i></p> <ul style="list-style-type: none"> • A bachelor's or above degree in a relevant discipline, such as computer science, computer engineering, electronics engineering and information science; • Experience preferably in the leading companies in the relevant field, such as artificial intelligence, advanced software skills (computer programming), big data analytics, blockchain applications and cybersecurity; and • Knowledge of applying technology to provide solutions in financial services, and creativity.
Healthcare Services		
28	Doctors	<p><i>Description of Tasks</i></p> <ul style="list-style-type: none"> • Healthcare professionals with qualified expertise in providing healthcare-related services which are required to be carried out by doctors registered in Hong Kong under Medical Registration Ordinance (Cap. 161). <p><i>Qualification Requirements</i></p> <ul style="list-style-type: none"> • A bachelor's degree in relevant field; and • A qualification registrable in Hong Kong under the Medical Registration Ordinance (Cap. 161).
29	Dentists	<i>Description of Tasks</i>

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		<ul style="list-style-type: none"> Healthcare professionals with qualified expertise in 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).c <ul style="list-style-type: none"> <i>Qualification Requirements</i> A bachelor's degree in relevant field; and A qualification registrable in Hong Kong under the Dentists Registration Ordinance (Cap. 156).
30	Dental hygienists	<p><i>Description of Tasks</i></p> <ul style="list-style-type: none"> Healthcare professionals with qualified expertise in 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><i>Qualification Requirements</i></p> <ul style="list-style-type: none"> A bachelor's degree in relevant field; and A qualification registrable in Hong Kong under the Dentists Registration Ordinance (Cap. 156).
31	Nurses	<p><i>Description of Tasks</i></p> <ul style="list-style-type: none"> Healthcare professionals with qualified expertise in 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><i>Qualification Requirements</i></p> <ul style="list-style-type: none"> A bachelor's degree in relevant field; and A qualification registrable in Hong Kong under the Nurses Registration Ordinance (Cap. 164).
32	Midwives	<p><i>Description of Tasks</i></p> <ul style="list-style-type: none"> Healthcare professionals with qualified expertise in 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><i>Qualification Requirements</i></p> <ul style="list-style-type: none"> A bachelor's degree in relevant field; and A qualification registrable in Hong Kong under the Midwives Registration Ordinance (Cap. 162).

Profession/Occupation		Detailed Description of Tasks and Qualification Requirements
33	Chinese medicine practitioners	<p><i>Description of Tasks</i></p> <ul style="list-style-type: none"> Healthcare professionals with qualified expertise in 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><i>Qualification Requirements</i></p> <ul style="list-style-type: none"> A bachelor's degree in relevant field; and A qualification registrable in Hong Kong under the Chinese Medicine Ordinance (Cap. 549).
34	Pharmacists	<p><i>Description of Tasks</i></p> <ul style="list-style-type: none"> Healthcare professionals with qualified expertise in 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><i>Qualification Requirements</i></p> <ul style="list-style-type: none"> A bachelor's degree in relevant field; and A qualification registrable in Hong Kong under the Pharmacy and Poisons Ordinance (Cap. 138).
35	Occupational therapists	<p><i>Description of Tasks</i></p> <ul style="list-style-type: none"> Healthcare professionals with qualified expertise in 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><i>Qualification Requirements</i></p> <ul style="list-style-type: none"> A bachelor's degree in relevant field; and A qualification registrable in Hong Kong under the Supplementary Medical Professions Ordinance (Cap. 359).
36	Physiotherapists	<p><i>Description of Tasks</i></p> <ul style="list-style-type: none"> Healthcare professionals with qualified expertise in 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><i>Qualification Requirements</i></p> <ul style="list-style-type: none"> A bachelor's degree in relevant field; and

Profession/Occupation		Detailed Description of Tasks and Qualification Requirements
		<ul style="list-style-type: none"> • A qualification registrable in Hong Kong under the Supplementary Medical Professions Ordinance (Cap. 359).
37	Medical laboratory technologists	<p><i>Description of Tasks</i></p> <ul style="list-style-type: none"> • Healthcare professionals with qualified expertise in 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><i>Qualification Requirements</i></p> <ul style="list-style-type: none"> • A bachelor's degree in relevant field; and • A qualification registrable in Hong Kong under the Supplementary Medical Professions Ordinance (Cap. 359).
38	Optometrists	<p><i>Description of Tasks</i></p> <ul style="list-style-type: none"> • Healthcare professionals with qualified expertise in 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><i>Qualification Requirements</i></p> <ul style="list-style-type: none"> • A bachelor's degree in relevant field; and • A qualification registrable in Hong Kong under the Supplementary Medical Professions Ordinance (Cap. 359).
39	Radiographers	<p><i>Description of Tasks</i></p> <ul style="list-style-type: none"> • Healthcare professionals with qualified expertise in 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><i>Qualification Requirements</i></p> <ul style="list-style-type: none"> • A bachelor's degree in relevant field; and • A qualification registrable in Hong Kong under the Supplementary Medical Professions Ordinance (Cap. 359).
40	Chiropractors	<p><i>Description of Tasks</i></p> <ul style="list-style-type: none"> • Healthcare professionals with qualified expertise in 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)

Profession/Occupation	Detailed Description of Tasks and Qualification Requirements
	<p><i>Qualification Requirements</i></p> <ul style="list-style-type: none"> • A bachelor's degree in relevant field; and • A qualification registrable in Hong Kong under the Chiropractors Registration Ordinance (Cap. 428).

Innovation and Technology		
41	Experienced Artificial Intelligence (AI) Specialists	<p><i>Description of Tasks</i></p> <ul style="list-style-type: none"> With expertise in implementing cutting-edge AI solutions, machine learning models or data science to innovate business operation and services for improving efficiency and delivery; applying AI, big data analytics, machine learning, or data science to gain new and unforeseen insights from enterprise data. <p><i>Qualification Requirements</i></p> <ul style="list-style-type: none"> A bachelor's degree or master's degree in artificial intelligence, data science and analytics, computer science, information technology, software engineering or related disciplines; and having at least 4 years of relevant experience in building AI or big data analytics solutions in industry sectors, such as insurance, financial services, healthcare, marketing, logistics, public administration and in smart city development.
42	Experienced Cloud Infrastructure Specialists	<p><i>Description of Tasks</i></p> <ul style="list-style-type: none"> With expertise in planning, designing, maintaining, and optimising cloud infrastructure in data centers using modern cloud technologies; evaluating and recommending cloud infrastructure solutions to provide optimised system performance and enhance business operation efficiency; conducting security and risk management in a cloud computing environment. <p><i>Qualification Requirements</i></p> <ul style="list-style-type: none"> A bachelor's degree or master's degree in telecommunications, computer science, electronic and computer engineering, or related disciplines; with relevant certification in cloud computing, or being a corporate member of the Hong Kong Institution of Engineers (HKIE) in Information Discipline (or equivalent), is an advantage; and having at least 4 years of relevant experience in cloud computing environment.
43	Experienced Software Specialists	<p><i>Description of Tasks</i></p> <ul style="list-style-type: none"> With expertise in designing, implementing, testing, deploying and maintaining enterprise information systems and digital solutions using advanced technologies or customized software packages to transform business processes or services and to enhance operational efficiency to meet organisations' needs; managing all phases of the software development life cycle including feasibility study, analysis and design, development and testing, implementation, maintenance and on-going support. <p><i>Qualification Requirements</i></p> <ul style="list-style-type: none"> A bachelor's degree or master's degree in information and communication technology, computer science, electronic and

		<p>computer engineering, software engineering or related disciplines; with relevant certification in popular programming languages is an advantage; and having at least 6 years of relevant experience in software programming, software design, database management, system management, front-end development technologies, software development methodologies/tools, or software maintenance. Track records of relevant experience must be within the past 10 years as at the application submission date.</p>
44	<p>Innovation Technology Experts and (I&T)</p>	<p><i>Description of Tasks</i></p> <ul style="list-style-type: none"> • I&T experts leading a broad range of tasks related to research and development (R&D), and R&D commercialisation (including pilot testing) in relevant innovation fields, including but not limited to the following fields: <ul style="list-style-type: none"> ➤ 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; ➤ advanced communication technologies; ➤ quantum technology; ➤ Internet-of-Things; ➤ green technology; ➤ new energy technology; ➤ aerospace technology; and ➤ 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. <p><i>Qualification Requirements</i></p> <ul style="list-style-type: none"> • STEM (Science, Technology, Engineering and Mathematics) degree-holders from a well-recognised university, with experience in relevant technology areas and having attained outstanding achievements in top-notch I&T institutions, corporations and research and development organisations, which could prove that the applicant is a well-recognised talent. Examples of such proof include: • Examples of invention in relevant fields as a director / founder / key staff member of an I&T institution, corporation or research and development organisation; or • Proof of recognition of work outside the applicant’s immediate occupation that has contributed to the advancement of the field; or

		<ul style="list-style-type: none"> • Significant technical, commercial, or entrepreneurial contributions in the relevant sector as either a founder, entrepreneur or key staff member of a company in the relevant field; or • Widely recognised as a world leading talent (e.g. recipients of renowned awards in the field); or • Examples of exceptional ability in the field by making academic contributions through researches published in authoritative journals or endorsed by renowned experts; or • Recommendation by reputable Research and Development Centres, Quangos or Tertiary Institutes in relevant field. • Persons with the aforesaid very exceptional experience or achievement are welcome, even if they are not STEM graduates from a well-recognised university.
45	Experienced data scientists	<p><i>Description of Tasks</i></p> <ul style="list-style-type: none"> • With expertise in governance of enterprise data and working with large datasets (Big Data); using machine learning and statistical methods, data mining, optimisation techniques and artificial intelligence to meet client business needs; developing and implementing statistical tools to build predictive models and proposing intellectual analytical solutions to support clients and work plans. <p><i>Qualification Requirements</i></p> <ul style="list-style-type: none"> • A bachelor's degree or master's degree in mathematics, statistics, computer science, operational research, engineering, data science or related disciplines and having at least 4 years of relevant experience in applying data analytics skills in industry sectors, such as insurance, financial services, retail, marketing, healthcare, logistics, and in smart city development.
46	Experienced cyber security specialists	<p><i>Description of Tasks</i></p> <ul style="list-style-type: none"> • With expertise in designing and maintaining the information security technology, standards and policy; 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; carrying out assessment and auditing the security implementation. <p><i>Qualification Requirements</i></p> <ul style="list-style-type: none"> • A bachelor's or degree in information/cyber security, computer science, information technology, information system management, information/computer engineering or related disciplines with certification on information security (such as CISP, CISSP and CISA) (additional certification on networking is an advantage); and at least 4 years of relevant experience in security and risk management, network security/architecture, software development security or IT security related areas,

		including supervisory experience and implementation, and Internet and cyber security.
Legal and Dispute Resolution Services		
47	Dispute resolution professionals	<p><i>Description of Tasks</i></p> <ul style="list-style-type: none"> • Dispute resolution professionals specialising in 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><i>Qualification Requirements</i></p> <ul style="list-style-type: none"> • Specialised arbitrators or mediators with multilingual ability who have been appointed to resolve international commercial, financial disputes or investment disputes between investors and host states. • The arbitrators or mediators must, 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)	<p><i>Description of Tasks</i></p> <ul style="list-style-type: none"> • Legal professionals (other than dispute resolution professionals) from outside Hong Kong possessing specialised knowledge of and experience in 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. <p><i>Qualification Requirements</i></p> <ul style="list-style-type: none"> • A person of good standing in his/her home jurisdiction in which he/she is qualified to practise law; • He/she 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; • He/she 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 • He/she 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

		<p>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.</p>
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Maritime Services		
49	Shipping finance professionals	<p><i>Description of Tasks</i></p> <ul style="list-style-type: none"> • Shipping finance professionals with expertise in 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; 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; conducting quantitative and qualitative analysis from financial and market information; providing a wide range of financial services to shipping companies. <p><i>Qualification Requirements</i></p> <ul style="list-style-type: none"> • 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 • At least 5 years of relevant experience in finance, shipping or transport sector in financial institutions, shipping companies, classification societies, marine consultancy companies, P&I clubs or shipyards.
50	Marine superintendents	<p><i>Description of Tasks</i></p> <ul style="list-style-type: none"> • Marine superintendents with expertise in the overall management and technical operations of assigned fleet of ships in a safe and profitable manner. Including, but not limited to: oversee the daily operations of maintenance and repair, budgeting, survey schedules, training, on board supervision and monitoring, general assessment of vessels, inspections and docking; provide technical assistance and advice to ships; monitor technical status of vessel with relation to statutory certification and survey; perform technical compliance audits and investigation on defects/failures on a regular scheduled basis for compliance; perform systematic review of the Quality, Health, Safety, and Environment system; attend to vessel dry docking, repairs and survey and prepare repair specifications; provide training to seafarers in line with the company's safety management system; examine ships' cargoes or on board conditions; investigate accidents at sea; as an expert witness to attend court. <p><i>Qualification Requirements</i></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 • 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	Naval architects	<p><i>Description of Tasks</i></p> <ul style="list-style-type: none"> • Naval architects with expertise in studying and preparing specification for the building, conversion or repair of ship or offshore structures; studying, designing, and advising ships and offshore structures; planning and supervising their overall design, development, construction, operation, maintenance and repair; and providing professional advice for the certification and registration of vessels in accordance with the requirements of international conventions. <p><i>Qualification Requirements</i></p> <ul style="list-style-type: none"> • Bachelor's degree from an university in naval architecture; and • 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.

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