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# Classified Post

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South China Morning Post

Saturday, October 15, 2016

Sponsored Feature



## GROWING FROM WITHIN

*to enhance the lives of both employees and customers*

A steadfast commitment to **'challenge, empowerment and growth'** and an innovative product portfolio are seeing the global insurer flourish during a new chapter of its Hong Kong history.

Even though AIA started its Hong Kong operations way back in 1931, the company's achievements in recent years have been just as exciting as any of those in its history.

"Since our initial public offering in October 2010, we have opened a new chapter," says Jacky Chan, Chief Executive Officer of AIA Hong Kong and Macau. "We strive to be the pre-eminent life insurance provider in Asia-Pacific that plays a leadership role in the region's socio-economic development. Our brand's promise to our customers is to partner with them as they go through life's various stages by giving them life protection and wealth management solutions. By giving peace of mind to themselves and their family members, we enable them to live healthier, better and happier lives."

Since going public, AIA Hong Kong and Macau has achieved strong, sustainable growth. It has continued to climb to new heights this year, reporting 60 per cent year-on-year new business growth.

"This outstanding growth is supported by our operating philosophy of 'doing the right thing, in the right way, with the right people, and the results will come'," Chan says. One solid example is implementing the Premier Agency strategy, which embraces the development of financial planners to attain the internationally recognised Million Dollar Round Table (MDRT) distinction. "We recognised the need to transform our capability training for our financial planners to include emphasis on leadership and soft skills. This resulted in the AIA Premier Academy being set up in 2011 to attract and train high-quality young financial planners. Among the 1,500 recruits, more than 700 have already attained the MDRT within just a few years."

Along with uplifting financial planner capabilities, AIA Hong Kong and Macau's new chapter involves developing a series of innovative products. As a preeminent life insurance provider in the Asia Pacific region, their diverse product slate provides solutions to meet the financial needs of everyone from individual customers to high-net-worth clients (considered as those with minimal sum assured of US\$5 million). AIA Hong Kong and Macau recognise the need to possess a diverse, innovative product portfolio to serve all societal segments in Hong Kong.

### AIA Vitality for all

In line with this product innovation and its strong belief in "happy employees, happy customers", AIA Hong Kong and Macau introduced its Vitality programme to link insurance protection to a broader goal of promoting an active and healthy lifestyle to its employees, customers and the broader Hong Kong society.

Vitality is an integrated health and wellness initiative created by South Africa's medical insurance market leader Discovery. AIA Vitality encourages the adoption of healthy lifestyle practices through a reward-incentive scheme. Boasting 3.4 million members around the world, Vitality was brought to Asia by the group's Chief Executive and President Mark Edward Tucker and launched last year. AIA Hong Kong and Macau has exclusive rights to adopt Discovery's Vitality programme in the local Hong Kong and Macau market.

To accelerate and disseminate the AIA Vitality platform to more people in Hong Kong, the company launched its AIA Vitality Weekly Challenge. The 12-week AIA Vitality Weekly Challenge started in August and runs until October this year. It rewards customers who achieved the weekly activity target – 7,500 steps walked each day on any five days in a week – with a free Starbucks drink of up to HK\$25 value. Each participant can earn a maximum of 12 drinks. In total, AIA Hong Kong and Macau will give away 850,000 Starbucks drinks valued at over HK\$21 million, since its launch one year ago, AIA Vitality has also given out more than 25,000 free UA cinema movie tickets and more than 3,000 Mannings vouchers.

"We offer these benefits to motivate customers who have purchased our AIA Vitality backed insurance products," Chan says. "To encourage healthy and active lifestyles, AIA Vitality members receive a 10 per cent discount on their premium to start. Customers who lead healthy lifestyles and gain AIA Vitality Points will achieve different recognition levels (silver, gold and platinum), with platinum-level customers enjoying up to a 15 per cent discount on their premiums."

Extending AIA Vitality's external scope even further, the team is spreading AIA Vitality to corporate clients. "While some of our personal insurance products in Hong Kong have been tied to AIA Vitality since last year, we are partnering with enterprise clients to pilot AIA Vitality to enhance their current employee wellness programmes and help improve their employees' health, engagement and productivity," Chan says.

Asides from benefitting customers and the broader society, AIA Vitality also benefits AIA Hong Kong and Macau employees – 100 per cent of which have signed up to the platform. Through AIA Vitality, active and healthy living has become ingrained into the company's corporate culture.

"AIA Vitality is not a one-off initiative," says Wei Wei Watson, Chief Human Resources Officer at AIA Hong Kong and Macau. "It is an integrated, core and long-term initiative to foster behavioural changes and encourage an active and healthy lifestyle. Our employees are getting increasingly excited about being active; they talk about it at town hall meetings and in casual conversations around the office. People are taking the stairs to attend meetings. Others are sitting on medicine balls instead of their chairs to increase blood flow and enhance posture. Increasingly, employees are embracing the healthy food offerings provided in our common areas. We all go to work every day wearing fitness trackers to track our physical activity levels."

Chan explains that to reinforce the company's focus on active and healthy lifestyle, AIA Hong Kong and Macau gave out more than 1,200 fitness trackers at the last All-Employee town hall. "While younger and tech-savvy AIA Hong Kong and Macau employees may be particularly attracted to AIA Vitality's digital platform, the reality is that all employees of all levels and age groups are encouraged by AIA Vitality and its various benefits."



Jacky Chan  
 Chief Executive Officer  
 Hong Kong & Macau

Wei Wei Wang Watson  
 Chief Human Resources Officer





AIA Hong Kong and Macau aspires to be a sustained employer of choice and delivers a positive employee experience. Chan explains that with the aim to “attract the best talent to work at AIA Hong Kong and Macau without a second thought”, the company offers an employee value proposition that centres around “challenge, empowerment and growth” so that all staff can “be the best they can be”.

Embracing “challenge” means seizing every opportunity in a dynamic environment to engage in performance-driven, meaningful and rewarding work. “Empowerment” is gained through pursuing one’s path to success in life through career ownership, transparent and open dialogue. To pursue “growth” is to equip oneself to excel in life through their career development and mobility opportunities.

As recognition of AIA Hong Kong and Macau’s success in creating such a comprehensive and rewarding employee value proposition, the company won a Best Employer Hong Kong 2016 award organised by global talent solutions business Aon Hewitt. AIA Hong Kong and Macau is the first and only insurer to be honoured with the Best Employer Hong Kong accolade, while it also received an Aon Regional Best Employers for Asia Pacific 2016 award.

“We are glad to have excelled in four key areas: High employee engagement, high performance culture, effective leadership and a compelling employer brand,” Watson says. “The reality that 28 per cent of our employees have over 10 years’ service and 80 per cent of senior management positions are filled internally speaks to the commitment that is built between AIA Hong Kong and Macau and its employees. Our strong people and culture are the keys to these magnificent results – it is our entire organisation, at all levels, moving in a unified direction.”

Chan says that the increasing demands of customers will pose new challenges in the future. “To equip our employees to handle the rapid, changing needs of our customers”, AIA Hong Kong and Macau empowers

all staff, to make decisions independently, while supplementing them with capability and leadership enhancement programmes and real-time feedback. The result is both personal and professional growth.”

Watson adds that employees own their career growth and they are encouraged to talk to management about where they want to grow to in their careers. “The emphasis is for employees to have clear development plans with support measures to realise their potential. We focus on continual development dialogues during which employees engage in career conversations and on-the-job feedback with their managers,” she says.

A career development plan can include mobility options either within departments in AIA Hong Kong and Macau, between AIA Hong Kong and Macau and the Group Office, or between offices in other Asian countries. These mobility options encompass Project Secondments lasting from 3 to 12 months, Business Assignments of one to two years, and One Way Transfers. “People value these developmental opportunities as mobility helps accelerate their career progressions either horizontally or vertically and they grow their internal networks,” Watson says.

Chan stresses that AIA Hong Kong and Macau fosters an open, non-hierarchical and inclusive culture in which employees can speak their minds, adding that he has regular interaction opportunities with general staff to listen to their needs and concerns. This channel of communication includes a Gallup Engagement survey for all employees, as well as an Aon Hewitt Employee Opinion Survey for a representative sample of employees which are completed annually. Gallup reports that AIA Hong Kong and Macau achieves top-quartile engagement levels within the global financial services industry.

A living example of a non-hierarchical culture is the AIA Playgroup. This Playgroup comprises over 60 employees from different departments and job levels who volunteer their time to drive

company-wide engagement activities such as dragon-boating, lion-dancing, blood donation, moon cakes distribution – all from the employee’s perspective. “They think about and act on what they think is best for employee welfare; we support and empower them,” Watson says.

This inclusive culture can extend to a gender diversity front as well. “Half our internal promotions and senior management team involve women,” Watson says. “Our female employees enjoy equal opportunities and good benefits; they are vocal in meetings and are encouraged by female role models in management.” From inviting global female leaders to speak at sharing sessions to providing state-of-the-art nursing rooms for breastfeeding mothers, women are empowered every step of the way.

“We believe in a tripartite relationship with employees, customers and partners, in which our employees are at the top of the triangle – indicating their utmost importance,” Chan says. “On the other hand, we are a customer-centric company which delivers a best-in-class customer experience. So, we balance our stakeholder’s needs.”



## Growing from within

As CEO of AIA Hong Kong and Macau, Jacky Chan is a prime example of the company’s commitment to internally grooming talent. Having joined its actuarial department almost 30 years ago, he rose through the ranks to hold a number of key positions, including Senior Vice President and Head of Life Profit Centre at AIA Asia (ex-Japan and Korea) and Country Head of AIA China, before taking the helm in AIA Hong Kong and Macau.

“Insurance is a booming industry, with exciting opportunities fuelled by a huge and growing middle class in Asia-Pacific – most notably China – as well as protection gaps worth trillions of US dollars in the region,” Chan says. “AIA Hong Kong and Macau’s vision is to become a pre-eminent life insurance provider and with powerful new business growth and a vast majority of internal promotions, AIA Hong Kong and Macau is where talent can really be the best that they can be.”

Watson explains that AIA Hong Kong and Macau is constantly looking for talented individuals to join the company and grow from within. “We look for talent who are a cultural fit and who embrace our employee value proposition of ‘challenge, empowerment and growth’ on a personal level,” she says.

Chan describes AIA Hong Kong and Macau as one big family, in which all employees are committed to achieving common goals, no matter how challenging. This commitment was evident in the lead up to the introduction of Integral Life, a back-bone system to support all distribution and operations in the company from an end to end perspective. The project, which is the company’s most complex process change in the past 40 years, involved employees of all functions and seniority. With the unrivalled dedication of employees, the new system was introduced with tremendous success in record time, and the company turned over a new leaf with the system running safe and sound.

With robust results and an impressive track record, AIA Hong Kong and Macau has visionary goals for the future. “Sometimes people referred to as the ‘Shaolin Temple’, or nurturing ground, for insurance practitioners in Hong Kong, we at AIA Hong Kong and Macau aim to be the most respected brand in the market, and to further enhance the quality and status of the insurance profession and its practitioners in Hong Kong,” Chan says.

“Insurance is a meaningful industry in which you can help people and their families, and a meaningful job deserves due respect.”



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EDUCATION

# Inspire Learners for Life

# Teacher Recruitment Fair

Saturday, November 12, 2016

10 a.m. – 2 p.m.

1 Red Hill Road, Tai Tam


Hong Kong International School is accepting applications for teachers, substitute teachers and teacher assistants. To see available positions and register for the event, please visit [www.hkis.edu.hk/working](http://www.hkis.edu.hk/working).

A FREE SHUTTLE BUS SERVICE WILL BE PROVIDED BETWEEN CENTRAL AND TAI TAM.






## Hong Kong International School



香港浸會大學  
HONG KONG BAPTIST UNIVERSITY



### FACULTY OF ARTS

#### Department of Chinese Language and Literature

##### 1. Professor (PR123/16-17)

The Department of Chinese Language and Literature invites applications for a tenure-track position of full Professor with the expertise in Chinese Linguistics or relevant disciplines, such as grammar, syntax, phonology, paleography, etc. The appointee is expected to (a) teach courses in Chinese Linguistics and related subjects; (b) supervise students in thesis writing; (c) design, prepare, and revise course syllabi; and (d) perform administrative duties assigned by the Head of Department.

Applicants should have a PhD degree in Chinese Language and Literature or relevant disciplines, be a leading scholar in Chinese Linguistics or relevant fields with exceptional track record of high-quality research and scholarly publications.

##### 2. Assistant Professor (PR302-3/15-16)

The Department of Chinese Language and Literature invites applications for a tenure-track position of Assistant Professor with the expertise in Chinese Philosophy or relevant disciplines, such as Buddhism, Taoism, intellectual history, etc. The appointee is expected to (a) teach courses in traditional Chinese thoughts and culture; (b) supervise students in thesis writing; (c) design, prepare, and revise course syllabi; and (d) perform administrative duties assigned by the Head of Department.

Applicants should have a PhD degree in Chinese Language and Literature or relevant disciplines, a high international standing in the field of Chinese Philosophy and an exceptional track record of high-quality research and scholarly publications.

Applicants for Posts 1 and 2 are required to specify how their qualifications match the above requirements in a cover letter and provide supporting documents in his/her application.

For Post 2, applicants who have responded to the advertisement posted earlier need not re-apply.

For Posts 1 and 2, initial appointment will be made on a fixed-term contract of three years commencing September 2017. Re-appointment or tenure (substantiation) thereafter is subject to mutual agreement and availability of funding.

### SCHOOL OF COMMUNICATION

#### Academy of Film

The Academy of Film invites applications for a full-time position in Animation and Interactive Media.

##### 3. Assistant Professor / Lecturer in Animation and Interactive Media (PR117/16-17)

The appointee is expected to teach several undergraduate courses each semester, supervise student projects, as well as to lead a number of co-curricular activities.

Applicants should possess an MFA or a DFA degree in digital media and should demonstrate expertise in two of the following areas: interactive media, 3D animation and game/interface design. They should have a good track record in teaching. Notable and recognised professional credits or awards are desirable but not mandatory. Proficiency in Chinese and English is also essential.

Initial appointment will be made on a fixed-term contract of two years. Re-appointment thereafter is subject to mutual agreement and availability of funding.

### FACULTY OF SOCIAL SCIENCES

Leading the development of global social science for Hong Kong, the Faculty integrates innovative scholarship with progressive whole person education. Academic faculty and students from our community of seven Departments and internationally recognised Centres combine disciplinary and professional approaches to contribute ground-breaking research, effective graduate supervision, and inspiring teaching at undergraduate/postgraduate levels. We are now seeking applicants, at all career stages, committed to the pursuit of academic excellence to join us.

##### 4. Research Assistant Professor in various disciplines

**Geography (PR126/16-17)** – Any fields of Human Geography, such as Urban Geography, Urban Studies and Planning, Transport Geography, Economic Geography, etc.

**Physical Education (PR127/16-17)** – Sport Science, Sport Management

The appointees are expected to conduct research and contribute to teaching in any of the above areas. Applicants should possess a relevant doctoral degree or equivalent qualifications with strong potential in research.

Initial appointment will be made on a fixed-term contract of two to three years commencing December 2016. Re-appointment thereafter is subject to mutual agreement and availability of funding.

### ALUMNI AFFAIRS OFFICE

##### 5. Assistant Manager / Senior Officer (PR128/16-17)

The incumbent will be responsible for planning and implementing alumni events and programmes that build a long term relationship with alumni. He/She is expected to work closely with various alumni associations, Faculties and Departments to nurture a favourable environment for alumni relationship development.

Applicants should possess a recognised degree in Marketing, Communications or Business Management with at least six years of solid experience and excellent knowledge in event and project management. Experience in tertiary education institutions is an advantage. Good command of written English and Chinese and willingness to work irregular hours are also necessary. The appointee is expected to be a self-starter and should have strong interpersonal, analytical, organisational and communication skills. Those with less experience will be considered for the post of Senior Officer. Shortlisted candidates will be invited to attend a written test.

*Rank and salary will be commensurate with qualifications and experience.*

#### Application Procedure:

Applicants are invited to write in response to the requirements and provide an updated curriculum vitae and/or fill in the application form which is obtainable (a) by downloading from <http://pers.hkbu.edu.hk/applicationforms>; or (b) by fax at 3411-7799; or (c) in person from the Personnel Office, Hong Kong Baptist University, AAB903, Level 9, Academic and Administration Building, 15 Baptist University Road, Kowloon Tong, Kowloon. Completed application form should be sent to the same address. Please quote PR number on all correspondence. *For Posts 1 to 4:* Applicants are requested to send in samples of publications/creative works, preferably three best ones out of their most recent publications/works and recent teaching evaluation results. *For Posts 1 and 2:* Applicants should also request two referees to send in confidential letters of reference to the Personnel Office direct. *For Post 4:* Applicants are requested to send in statements of teaching and research interest. *For Posts 1 to 4:* Applicants not invited for interview 4 months after the closing date may consider their applications unsuccessful. *For Post 5:* Applicants not invited for interview 8 weeks after the closing date may consider their applications unsuccessful. All application materials including publication samples, scholarly/creative works will not be returned after the completion of the recruitment exercise unless upon request. Details of the University's Personal Information Collection Statement can be found at <http://pers.hkbu.edu.hk/pics>.

The University reserves the right not to make an appointment for the posts advertised, and the appointment will be made according to the terms and conditions then applicable at the time of offer.

**Closing date for Posts 1 and 2: 19 November 2016**

**Closing date for Posts 3 to 5: 29 October 2016**



## Native English Teacher

We are seeking to appoint p/t and f/t qualified native English teachers to help implement our intensive English reading programme at local secondary schools. Applicants should be passionate about their work. Please send resum  to [typhoonclub@gmail.com](mailto:typhoonclub@gmail.com).

Personal data collected will be used for recruitment purposes only.



## Native English Teachers

**Requirements:**

- A bachelor's degree or equivalent;
- A degree or diploma in Early Childhood Education / Education preferred;
- Friendly, patient, creative, kids loving and passionate about teaching.

**Location: Tuen Mun, Lam Tin**

Interested applicants, please send resume, expected salary and availability to [hr@alef.org.hk](mailto:hr@alef.org.hk)

All information will be kept confidential and only for recruitment purposes.



香港中文大學  
The Chinese University of Hong Kong

Applications are invited for:-

#### Department of Cultural and Religious Studies

##### (1) Professor / Associate Professor

(Ref. 160001W9) (Closing date: November 6, 2016)

The Department invites applications for a Professorship / Associate Professorship. Applicants should have strong commitment in the general field of cultural studies, specializing in methods and theories of cultural studies, film and literary studies, theories of globalization and cultural studies of space. Those who are familiar with the cultural landscape and development in Hong Kong, the Chinese mainland and Asia are preferred.

Applicants should have (i) a relevant PhD degree; (ii) demonstrated original and outstanding publication records in related fields (as supported by evidence or research projects and output); (iii) a strong commitment to teaching undergraduate and postgraduate courses in cultural studies; and (iv) a strong record in supervision of research postgraduate students and academic leadership.

Appointment will normally be made on contract basis for up to three years initially commencing August 2017, which, subject to budget and mutual agreement, may lead to longer-term appointment or substantiation later.

#### Department of Chinese Language and Literature

##### (2) Professor / Associate Professor / Assistant Professor

(Ref. 160001TQ) (Closing date: October 31, 2016)

Applicants should (i) have a PhD degree in relevant disciplines; (ii) have strong commitment to scholarly research and teaching; and (iii) specialize in classical Chinese literature, preferably fiction.

The appointee will teach and conduct research in his/her field of specialization.

Appointment will normally be made on contract basis for up to three years initially commencing August 2017, which, subject to performance and mutual agreement, may lead to longer-term appointment or substantiation later.

#### School of Biomedical Sciences

##### (3) Lecturers / Assistant Lecturers

(Ref. 160001XL) (Closing date: October 27, 2016)

Applicants should have (i) a higher degree in biomedical sciences or related disciplines; (ii) relevant teaching experience (minimum four years' post-Master work experience for appointment at Lecturer rank); and (iii) a good command of spoken and written English. Applicants with strong background and/or teaching experience in anatomy / biochemistry / pharmacology / physiology related subjects are particularly welcome.

The appointees will be principally involved in teaching students in the Faculty of Medicine.

Appointments will initially be made on contract basis for one year commencing as soon as possible, renewable subject to mutual agreement.

#### Application Procedure

The University only accepts and considers applications submitted online for the posts above. For more information and to apply online, please visit <http://career.cuhk.edu.hk>.



香港中文大學  
The Chinese University of Hong Kong

Applications are invited for:

#### Office of EMBA Programme

##### General Clerk II (CUHK Business School) (Ref. 160001Y6) (closing date: October 25, 2016)

Applicants should have (i) completed secondary education; (ii) Grade E/Level 2 or above in at least 5 subjects in HKCEE, including Chinese and English (Syllabus B); OR any combination of results in at least 5 HKDSE subjects (including Level 2 or above in Chinese and English); Level 2 or above in NSS subjects, "Attained" or above in ApL subjects (subject to a maximum of 2 subjects); and Grade E or above in Other Language subjects; (iii) fast and accurate typing in Chinese and English; (iv) at least 5 years' clerical experience; (v) a good command of English and Chinese (knowledge of Putonghua will be advantageous); (vi) knowledge of PC operation, and familiarity with Website techniques, MS Word, Excel and PowerPoint (including Chinese word-processing); (vii) good communication and interpersonal skills; and (viii) self-motivation and the ability to work independently with initiative. Duties include (a) assisting in daily office operations; (b) updating alumni and student database; (c) assisting in EMBA events and activities; (d) performing general clerical tasks, including handling mail, answering telephone enquiries, filing and typing, etc.; and (e) performing other tasks as assigned. Appointment will be made on a 1- or 2-year contract (with contract-end gratuity for a 2-year contract), renewable subject to good performance and mutual agreement. Shortlisted candidates may be invited to sit for typing and computer skill tests. *[Note: Applicants must submit copies of HKCEE/HKDSE certificates showing that they have fulfilled the language requirements and academic qualifications stated above, otherwise their applications may NOT be considered.]*

*[CUHK Business School is also known as the Faculty of Business Administration.]*

#### Application Procedure

The University only accepts and considers application submitted online for the post above. For more information and to apply online, please visit <http://career.cuhk.edu.hk>.

BANKING & FINANCE

## ACCOUNTANT

We are looking for high caliber candidate to join our team.

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- Supervise daily accounting and inventory control of Machinery Leasing and Trading Business of the Group
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- Prepare statutory financial statements and tax computation
- Assist in arranging treasury movement, monitor funding arrangement, maintain cash/credit management for the Group
- Other ad-hoc assignments

#### Qualification

- Degree or diploma holder in accounting
- Finalist or Semi-finalist of HKICPA or with related discipline
- 4 years relevant experience or above
- Knowledge of HK accounting standards and tax regulations
- Well versed with MS office and knowledge in Flex Account System is an advantage
- Mature, self-motivated and responsible
- Good command of English and Chinese
- Candidate with less qualification will be considered for the post of Assistant Accountant

Interested parties please send full resume with expected salary to [Tysan.Management.Ltd@hrcimgroup.com](mailto:Tysan.Management.Ltd@hrcimgroup.com)

(All personal data collected will be used for recruitment purpose only.)

## K C Oh & Company

We are a firm of Certified Public Accountants and are sincerely looking for high calibre candidates to join us.

### Audit Senior / Audit Junior / Account Clerk

The Candidates should possess the following:-

- Accountancy or related Degree;
- Graduate or Member of relevant accounting bodies;
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- Those with lesser experience will be considered as Audit Junior or Account Clerk;
- Good computer knowledge for daily usage;
- Fluency in English and Chinese;
- Good communication and interpersonal skills;
- Able to take initiative.

Interested parties please send full resume and expected salary to HR Dept by email to [recruit@gdlcorp.com](mailto:recruit@gdlcorp.com)


**"No Recruitment Agencies Please"**

## Assistant Executive Secretary (Accounts)

Required by The Methodist Church, HK to be responsible of accounting, fund-raising and financing work of the Church. Applicants have to be Christians with a desire to serve the Lord and His Church, possess a degree in Accounting or related discipline; proficient in English, Chinese and Accounting and be able to handle full set of accounts independently. Remunerations commensurate with Government EOII and experience would be counted.

Please write to the General Secretary at 9/F, 36 Hennessy Road, Wan Chai, Hong Kong before 28<sup>th</sup> October with resume and 2 referees. Only suitable applicants will be interviewed.

## Be the first in town to reach elite career seekers

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POWER PROFILE

LOOKING AHEAD

Ricky Chan, general manager and managing director for Hong Kong and Macau at Johnson Controls, has risen to the top by setting his sights beyond the horizon, writes **Helen Dalley**

Marker

HIGH-FLYERS

When Ricky Chan joined an air conditioning company as a sales executive after graduating with a degree in mechanical engineering from the University of Hong Kong (HKU), his friends and family were perplexed. But his decision was driven by a desire to enhance his interpersonal skills and challenge himself. "Working in a role that required me to interact with people from all walks of life was a valuable opportunity to learn skills beyond what was taught in the classroom, and get out of my comfort zone," he says.

After several years as a sales professional, Chan went on a hiatus to pursue a master of science in engineering at HKU. He then joined York, a global manufacturer of heating, ventilation, air-conditioning and refrigeration (HVACR) products, as a project engineer, before taking on the role of service manager for Hong Kong and Macau in 1997. He continued to rise through the ranks and in 2004 was appointed general manager for York in Hong Kong. Following Johnson Controls' acquisition of York in 2006, he was promoted to his current role as general manager and managing director for Hong Kong & Macau, overseeing more than 650 employees.

Chan's immediate goal was to define and establish a culture and processes to maximise synergies created by the acquisition, and lay the foundations for the company's next phase of growth. "This was critical, as we were integrating two companies that had diverse cultures, working styles and processes. We started with small, incremental changes, such as rearranging the office to encourage interaction between employees, providing opportunities for teams to work together, and arranging social activities to build trust and rapport. These efforts paid off and the integration was successful," he says.

He explains that what he learned about this integration is helping him steer Johnson Controls through its current merger with Tyco, an international fire and security systems company. But his key priority now is to address the shortage of engineering talent in the market. "As building systems become more advanced, there is a need to build even more sophisticated teams that can handle complex projects and design integrated building solutions for our customers. However, there are now fewer undergraduates pursuing engineering as a profession."

What Johnson Controls has done is introduce several initiatives to attract the brightest minds to the company. For example, it now has a management trainee programme where graduates can work with, and learn from, experienced mentors. They can also gain experience in a wide range of functions, and even cultures, that multinationals like Johnson Controls can offer. Chan particularly enjoys interviewing potential trainees. "It gives us an idea of what the current graduates are

thinking, and helps us improve our HR policies to better match their needs."

He is also a firm believer in continuous learning. "You may have mastery of what you know, but the world is changing and you need to continue to acquire knowledge that you currently do not possess. Twenty years ago, graduates would usually narrow their interests very quickly so that they could specialise. Today, graduates are looking for broader exposure, even if they already know what their career goals are," he says.

Chan explains that as a leader he trusts his teams to decide on the best course of action in all situations – but also recognises that it is important to know when to step in to provide clarity and direction. "I strongly believe that respect begets respect. I hold monthly meetings with our frontline staff, including mechanics and engineers, to help resolve some of the issues they may be facing. These sessions allow me to know our employees better, and also provide an opportunity to review and improve certain work processes for greater efficiency," he says.

"I am confident that helping our people win will help our customer win, and eventually our organisation will win. Hence, I am determined to build up a strong pipeline of talent for the company and put together an effective succession management strategy to ensure that the company will continue to go from strength to strength."

You may have mastery of what you know, but the world is changing and you need to continue to acquire knowledge

RICKY CHAN, GENERAL MANAGER AND MANAGING DIRECTOR, HK AND MACAU, JOHNSON CONTROLS

BE FAIR, SHARE AND CARE

Ricky Chan's five tips on becoming a better leader.

**Show character** "Integrity is a core value that all leaders and organisations must have, and a value that we hold dear at Johnson Controls."

**Take charge** "As the leader, you must be able to guide your team and take decisive action when required."

**Act strategically** "Great leaders must always combine data-driven insights with their understanding of the business, and look beyond the horizon to take the company to the next level."

**Be modest** "Always carry yourself humbly and be prepared to learn from others."

**Take an interest** "Show genuine care and concern for those working with you. If others feel that their relationship with you is only about work, the best you can extract from them is eight hours' of work. If you show you care, people will be more inclined to give their very best."

Photo: Gary Mak

FEATURE

Insights on contract design scoop Nobel Prize

Let insiders easily cash in stock options, as Enron did, and you risk seeing executives abandon a failing company. Encourage contractors to sacrifice quality to cut costs and you might cause problems like those that led the US Justice Department to phase out privately run prisons.

Designing contracts is a tricky business. For their groundbreaking work on how to make contracts fairer and more effective, Oliver Hart, of Harvard University, and Bengt Holmstrom, of the Massachusetts Institute of Technology (MIT), won the 2016 Nobel Prize for economics this week. They will share the

8 million kronor (HK\$7.1 million) award for their contributions to contract theory.

For decades, the two men have studied practical problems involving the countless kinds of contracts that underlie modern commerce: How should companies pay their executives? What types of tasks should government agencies outsource to private contractors? How best to write an auto insurance policy to protect drivers from financial loss without lulling them into carelessness?

Pay packages, Holmstrom's work suggests, are best tailored to avoid either punishing or rewarding CEOs for happenings beyond their control.

"You don't want to reward the CEO because the S&P 500 (stock index) has gone up 20 per cent," said Patrick Bolton, of Columbia University Business School, who studied under Hart and has written a textbook on the economics of contracts. "You want to reward the CEO when his company outperforms the S&P."

Likewise, companies fare best when they establish pay packages that encourage executives to prioritise the long term as much as the short term, to avoid focusing too much on quarterly profit expectations.

"These kinds of insights into how we should design contracts are very important because we don't want to give

the wrong incentives to people," said Tomas Sjöström, a member of the Nobel committee. "We don't want to reward them for things that they were not responsible for. We want to reward the right thing."

Hart, 68, is a London-born US citizen who has taught at Harvard since 1993. Holmstrom, 67, is an academic from Finland who formerly served on the board of the country's mobile phone company Nokia. Economists who have long known the two men and their work offered warm praise.

"This is the Nobel Prize in economics at its best," said George Akerlof, of Georgetown University, who won the prize in 2001. "The character of both Bengt and Oliver shines through in their work and their character. They are true intellectuals and truly great people."

At a news conference at MIT, Holmstrom declined to say whether he thought CEO pay – a hotly contentious issue around the world – had become excessive. "It is somewhat demand and supply working its magic," he said.

But he said companies can give executives the wrong incentives, as the notorious energy firm Enron did when it allowed insiders to unload their stock options as the company fell into a death spiral.

"The problem wasn't options," Holmstrom said. "The problem was the way people could sell out."

Robert Gibbons at MIT's Sloan School of Management notes that the term "contract theory" might make Holmstrom and Hart's work sound narrower than it is. But, Gibbons explained, their research goes well beyond legally binding contracts. They have analysed the practical arrangements worked out between many disparate players – partners within a law firm, say, or companies and their suppliers, or government agencies and private contractors.

Gibbons says Holmstrom and Hart's work is just now beginning to have a practical effect as it evolves from academic research to management training to real workplaces.

"The real-world stuff is coming," he said. "You're starting to see it."

The economics prize is not an original Nobel Prize. Formally called the Nobel Memorial Prize in Economic Sciences, it was added to the others in 1968 by Sweden's central bank.

At Harvard, Hart said it "means a lot" to share the prize with Holmstrom.

"I'm glad I won it with him," Hart said. "It's going to be fun to celebrate in Sweden with him."

Associated Press

NEWS BITS



**Wells Fargo CEO John Stumpf retiring immediately, won't receive severance**  
LOS ANGELES – John Stumpf (pictured) resigned this week as chairman and chief executive of Wells Fargo, bowing to mounting criticism from lawmakers and others who said he should lose his job over revelations that bank employees created as many as 2 million accounts without customer authorisation.

Stumpf, the bank's chief executive since 2007, is not set to receive any severance, according to public filings. However, the 63-year-old will still retain more than US\$100 million in vested stock, plus accumulated pension and 401(k) benefits exceeding US\$24 million. *LA Times*



**European Union petition on Barroso bank job tops 150,000**

BRUSSELS – The number of people signed up to a petition demanding that former European commission President Jose Manuel Barroso (pictured) lose his pension after he took a job with Goldman Sachs has reached 152,000.

Barroso, a former Portuguese prime minister who led the commission from 2004-2014, took an advisory position at Goldman Sachs this summer, causing a furore over conflict of interest.

The decision by Barroso "is a further example of the irresponsible revolving-door practices which are highly damaging to EU institutions," the petition said. *AFP*



**VW could cut 25,000 jobs over 10 years as older workers retire**

BERLIN – Volkswagen's works council chief said the company could cut up to 25,000 staff over the next decade as older workers retire to help the carmaker achieve cost-cuts needed to revive the VW brand.

The group's top executives have been in talks with works council leaders representing VW staff since June in an attempt to agree cost savings to fund a post-dieselgate shift to electric vehicles.

"We have the huge benefit of the baby boomer age groups," VW labour boss Bernd Osterloh told *Handelsblatt* this week. "That's why we can also say the jobs of VW workers are safe." *Reuters*

Photos: AP, EPA

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Printed and published by South China Morning Post Publishers Limited, Morning Post Centre, 22 Dai Fat Street, Tai Po Industrial Estate, Tai Po, New Territories, Hong Kong. Tel: 2680 8888

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Photo: AP

Hart and Holmstrom's work could help avoid future Enrons from occurring.



## EDUCATION

### Recruitment of Native-speaking English Teachers (NETs) for Primary and Secondary Schools in Hong Kong

The Education Bureau (EDB) cordially invites you to apply for the NET positions in public-sector primary and secondary schools in Hong Kong.

NETs are required to teach English as a second language to Hong Kong students and assist in teacher and curriculum development in public-sector primary schools (for students aged between 6 and 12), secondary schools (for students aged between 12 and 18) and schools for students with Special Educational Needs (SEN).

**QUALIFICATIONS FOR APPOINTMENT**

Applicants should be native-speakers of English or possess native-speaker English competence and they have to fulfill the qualification requirements under the NET Scheme. For more information and download of application forms, please visit the following webpages:

**(A) For primary school NETs :** <http://www.edb.gov.hk/pnet>  
**(B) For secondary school NETs :** <http://www.edb.gov.hk/snet>

**TERMS AND CONDITIONS OF APPOINTMENT**

- The appointment will be on a two-year contract basis, normally from 16 August 2017 to 15 August 2019, subject to renewal after expiry.
- Remuneration package:
  - i. Salary from HK\$26,700 - HK\$54,230 per month (primary)
  - ii. Salary from HK\$28,040 – HK\$65,150 per month (secondary)
  - iii. End of contract gratuity for satisfactory performance and conduct
  - iv. Cash retention incentive for satisfactory completion of continuous service from third year onwards
  - v. Passage, baggage, medical allowances and a special allowance of HK\$20,989 per month are provided for appointees whose normal place of residence is established as outside Hong Kong and if he/she or his/her spouse is not receiving any similar benefits.
- The salary and the terms and conditions of service to be offered are subject to the candidate’s qualifications and post-qualification teaching experience and the prevailing conditions at the time the offer of appointment is made.

**DETAILS**

For details about the NET Scheme including the terms and conditions of appointment, please visit the following webpage: <http://www.edb.gov.hk/net>

**APPLICATION**

Applicants should send in the completed standard application form by post, by fax or in person to the following address not later than **27 January 2017**. Please ensure that sufficient postage is paid to avoid unsuccessful delivery of application. Any underpaid mail items will be disposed of by the Hongkong Post. A separate application form should be submitted for each position if applying for both the primary and secondary school NET positions.

NET Administration Team  
Room 1110, 11/F Wu Chung House  
213 Queen’s Road East  
Wan Chai, Hong Kong  
Fax No: (852) 2123 1239  
Tel No: (852) 2892 6498 or (852) 3540 6933  
Email: [netrecruit@edb.gov.hk](mailto:netrecruit@edb.gov.hk)



**KIANGSU - CHEKIANG COLLEGE**  
INTERNATIONAL SECTION

For 3rd January 2017, we require a dynamic and able Teacher to join our Art Department.

### Secondary TEACHER OF ART

The successful candidate is likely to have a minimum of 2 years teaching experience in an International School environment. A good understanding of the IGCSE, IB and/or AS/A2 Visual Arts curriculum is highly desirable. The position will allow the successful candidate to focus on adding strength to the teaching and learning of Art at KCCIS and they will be expected to continue to enhance the enjoyment of art amongst both those who take the subject as well as the wider school community, and have an openness to the complexities and demands of an international curriculum.

A competitive salary will be offered, commensurate with experience. A willingness to contribute to after school co-curricular activities is also needed.

Please send a letter of application, together with curriculum vitae including the contact details of three professional referees by email to [ssibthorpe@kcis.edu.com](mailto:ssibthorpe@kcis.edu.com) or by post to the Head Teacher, Mr. Stephen Sibthorpe at 20 Braemar Hill Road, North Point, Hong Kong. ED 1/21/33/58

**Closing date for applications: Monday, 31st October 2016**

### NATIVE ENGLISH TEACHERS

Hiring full time Native English Teachers for a reputable bilingual kindergarten located in Kowloon Tong.

**Native English Teachers**  
Mon-Fri 08:20-17:15 (Full time)

**Requirements:**

- QKT, C.E. or university degree
- Mother tongue must be English
- Minimum 2 years of experience working with young children (2-6 years of age)
- Strong sense in classroom management
- Good interpersonal skills

Interested parties please send complete CV and expected salary by e-mail to [zchan@keenmind.com.hk](mailto:zchan@keenmind.com.hk)

Personal data collected will be used for recruitment purpose only.

**馬鞍山津中**  
**2016/17 Academic Year**  
**Native-Speaking English Language Drama Teacher:**

(a) (i) Bachelor of Education degree majoring in English Language, or equivalent, or  
(ii) bachelor's degree majoring in English Language, or equivalent  
(b) relevant training or experience in drama teaching (preferred)

Interested applicants are invited to send their applications and full resume to **HKCWC Fung Yiu King Memorial Secondary School, 10 Hang Kwong Street, Ma On Shan, Shatin, N.T.** (Please specify the teaching post on the envelope: English Language Drama Teacher.



**香港大學**  
**THE UNIVERSITY OF HONG KONG**

**Administrative Assistant I/II in the Li Ka Shing Faculty of Medicine (Ref.: 201601365)**

Applications are invited for appointment as Administrative Assistant I/II (AAI/II) in the Li Ka Shing Faculty of Medicine, to commence as soon as possible, on a two-year fixed-term basis, with the possibility of renewal subject to funding availability and satisfactory performance.

Applicants should possess a good university degree, with at least 5-8 years' relevant hands-on managerial experience at supervisory level in business development and communication in the higher education sector or a related field. They should also be an entrepreneurial self-starter with an excellent command of written and spoken English (with an overall band score of 7.5 or above in IELTS; or equivalent) and Chinese; strong communication, organizational and problem-solving skills; the ability to work independently and under pressure to meet tight deadlines, as well as an appropriate level of IT skills. Knowledge of Putonghua would be an advantage. They should also be a good team player with the ability to multi-task and be attentive to details. Those with less experience may be appointed at the level of AAIL. The appointee will provide a high level of administrative and secretarial support to strategic development initiatives, including preparation of presentation materials, meeting papers, reports and proposals, conducting research, developing management strategies and tactics, as well as devising and delivering operational plans.

A highly competitive salary commensurate with qualifications and experience will be offered, in addition to annual leave and medical benefits. The appointment will attract a contract-end gratuity and University contribution to a retirement benefits scheme, totalling up to 15% of basic salary for AAI, and 10% of basic salary for AAIL.

The University places great emphasis on developing staff potential, and has in place a variety of development opportunities and assistance for staff at different stages of their career.

Applicants should send a completed application form together with an up-to-date C.V. to [medhr1@hku.hk](mailto:medhr1@hku.hk). Application forms (341/1111) can be downloaded at <http://www.hku.hk/apptunit/form-ext.doc>. Further particulars can be obtained at <http://jobs.hku.hk/>. **Closes November 12, 2016.**

The University thanks applicants for their interest, but advises that only candidates shortlisted for interviews will be notified of the application result.

**The University is an equal opportunities employer and is committed to equality, ethics, inclusivity, diversity and transparency**

## GENERAL




**British Consulate-General Hong Kong**

**The British Consulate-General** seeks a high-calibre candidate for the following position:

**Assistant Trade Commissioner for Integrated Transport (Airports) and Technology Sectors**

To find out more about the job and application procedure please visit our website: <https://goo.gl/Ot7hmr>

The deadline for applications is on **24 October 2016**.



**THE HONG KONG POLYTECHNIC UNIVERSITY**  
香港理工大學

**The Hong Kong Polytechnic University** (PolyU) is a government-funded tertiary institution in Hong Kong with a total student headcount of about 32,000. It offers programmes at various levels including Doctorate, Master's and Bachelor's degrees. It has a full-time academic staff strength of around 1,200. The total consolidated expenditure budget of the University is close to HK\$6.6 billion (US\$845 million) per year. Committed to academic excellence in a professional context, PolyU aspires to become a world-class university with an emphasis on the application value of its programmes and research. Its vision is to become a leading university that excels in professional education, applied research and partnership for the betterment of Hong Kong, the Chinese mainland and the world.

The University is now inviting applications or nominations for the following post:

### DEPARTMENT OF ELECTRICAL ENGINEERING

#### Chair Professor (Ref: 16093016)

The post specification can be obtained from [http://www.polyu.edu.hk/hro/job/en/external\\_adv/academic.php](http://www.polyu.edu.hk/hro/job/en/external_adv/academic.php). Please also visit the website at <http://www.ee.polyu.edu.hk> for more information about the Department.

[Applicants who have responded to the previous advertisement of the above post need not re-apply.]

**Remuneration and Conditions of Service**

Terms of appointment and remuneration package are negotiable and highly competitive.

**Application**

Applicants are invited to send detailed curriculum vitae with the names and addresses of three referees and direct any enquiries to the **Human Resources Office, 13/F, Li Ka Shing Tower, The Hong Kong Polytechnic University, Hung Hom, Kowloon, Hong Kong (Fax: (852) 2764 3374; E-mail: [search.chairprof-ee@polyu.edu.hk](mailto:search.chairprof-ee@polyu.edu.hk), quoting the position applied for and the reference number. Recruitment will continue until the position is filled.** General information about the University is available on the University's Homepage at <http://www.polyu.edu.hk> or from the Human Resources Office [Tel: (852) 3400 3420]. The University Personal Information Collection Statement for recruitment can be found at [http://www.polyu.edu.hk/hro/job/en/guide\\_forms/pics.php](http://www.polyu.edu.hk/hro/job/en/guide_forms/pics.php).

[www.polyu.edu.hk](http://www.polyu.edu.hk)

Opening Minds • Shaping the Future



**香港中文大學**  
**The Chinese University of Hong Kong**

Applications are invited for:-

**Department of Statistics**  
**(1) Professor**  
(Ref. 160001YJ)  
Applications and nominations are invited for a faculty post at Professor level in the Department of Statistics. The post targets senior and prominent scholar with outstanding research achievements and teaching track record in all areas of statistics. A Ph.D. in statistics or a related field is required.  
Appointment will be normally be made on contract basis for up to three years initially commencing August 2017, which, subject to mutual agreement, may lead to longer-term appointment or substantiation later. Outstanding candidates with substantial experience may be considered for substantive appointment forthwith.  
Application review will commence in January 2017, and will continue until the post is filled.  
Applicants should complete the online application form (<https://www2.per.cuhk.edu.hk/en-gb/career-opportunities>) and upload a cover letter, a full curriculum vitae, a statement of research and teaching interests, and copies of up to five recent publications by January 15, 2017.

**Department of Microbiology**  
The Department has a wide range of research facilities and with access to a large comprehensive teaching hospital. The establishment provides a good environment for basic as well as clinical research and facilitates collaboration with other disciplines <http://www.cuhk.edu.hk/mcd/mic/>.

**(2) Assistant Professor**  
(Ref. 160001ZR) (Closing date: November 19, 2016)  
Applicants should have (i) a PhD degree or equivalent; (ii) a strong research track record in the field of microbiology/virology; (iii) commitment to undergraduate teaching and postgraduate student supervision. Experience in gut microbiome, tumour virology and molecular virology research is an advantage.  
The appointee will (a) deliver teaching and related educational activities for undergraduate and postgraduate students; (b) supervise MPhil and PhD students; (c) apply for competitive research grants and related funding; and (d) conduct high-standard research projects independently and in collaboration with other parties.  
Appointment will normally be made on contract basis for three years initially commencing as soon as possible, which, subject to mutual agreement, may lead to longer-term appointment or substantiation later.

**(3) Research Assistant Professor**  
(Ref. 160001ZS) (Closing date: November 19, 2016)  
Applicants should have a PhD or equivalent degree and a strong research track record in the field of microbiology. Experience in gut microbiome, tumour virology and molecular virology research is an advantage.  
The appointee will be responsible for applying competitive research grants and related funding, and conducting high standard research projects independently and in collaboration with other parties.  
Appointment will be made on contract basis for up to three years, renewable subject to mutual agreement.

**Department of Japanese Studies**  
**(4) Assistant Professor**  
(Ref. 160001XI)  
The Master of Arts Programme in Japanese Studies, under the Department of Japanese Studies, is looking for a dynamic candidate to fill a non-tenure track position at the level of Assistant Professor. For details of the Programme, please visit <http://www.jas.cuhk.edu.hk/en-GB/programmes>.  
Applicants should (i) have a relevant PhD degree; (ii) be dedicated to teaching; (iii) have an excellent record of research with a record of success in grant applications; (iv) be able to work well as a team member; and (v) have native or near-native fluency in English and Japanese. Applicants with expertise in Japanese culture and society are particularly welcome.  
Duties include (a) teaching postgraduate courses related to Japanese culture; (b) project coordination; (c) mentoring students; (d) managing administration and curriculum development of the Programme; and (e) committee work.  
Appointment will normally be made on contract basis for up to two years initially commencing August 2017, renewable subject to performance, availability of funding and mutual agreement.  
Applications will be accepted until the post is filled.  
Applicants should upload a full CV, contact details of three referees, writing samples, past teaching evaluations, and a statement of teaching and research interests.  
For more information, please contact Ms. Helen Chan (Tel: (852) 3943 6466 or e-mail: [japanese-studies@cuhk.edu.hk](mailto:japanese-studies@cuhk.edu.hk)).

**Department of Educational Psychology**  
**(5) Lecturer**  
(Ref. 160001Z9) (Closing date: November 30, 2016)  
The Department of Educational Psychology (<http://www.fed.cuhk.edu.hk/eps/>) invites applications for a full-time Lecturer.  
Applicants should (i) possess a higher degree in psychology or related fields; (ii) specialize in one or more of the following areas: learning sciences, liberal studies, early childhood education, special educational needs, psychological and educational assessment, and research methods; (iii) have at least four years' post-master teaching and professional experience in higher education.  
We look for applicants who have passion for inspiring the younger generation of student teachers from a psychological perspective.  
The appointee will (a) teach courses for teacher education programmes and higher degree programmes offered by the Faculty; (b) supervise teaching practice; and (c) assist in curriculum development.  
Appointment will be made on contract basis for up to two years initially commencing January 2017, renewable subject to performance, funding, and mutual agreement.

**Physical Education Unit**  
**(6) Lecturer / Assistant Lecturer**  
(Ref. 160001ZI) (Closing date: October 28, 2016)  
Applicants should have (i) a relevant Master's degree; and (ii) relevant experience in teaching and coaching at secondary or university level, organizing sports activities and physical education administrative duties. Applicants with at least four years' post-master relevant experience may be considered for appointment at Lecturer level.  
The appointee will (a) teach physical education courses for full-time undergraduate and international students (including tennis, badminton, physical conditioning, basketball, volleyball, track & field, swimming, handball, soccer, table tennis, squash, etc.); and (b) undertake coaching during term time and summer months.  
Appointment will initially be made on contract basis for one to two years commencing August 2017, renewable subject to mutual agreement.

**Application Procedure**  
The University only accepts and considers applications submitted online for the posts above. For more information and to apply online, please visit <http://career.cuhk.edu.hk>.

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## Advertisement for recruitment of School Principal

Applications are invited for the post of Principal of an EMI Christian Secondary School sponsored by us. The ideal candidate should be a very capable and experienced school administrator with identical vision, belief and values as our school sponsoring body in promoting our Christian faith. Applicants will be assessed on their personal attributes including but not limited to, leadership, knowledge and skills, personality, vision, personal conviction and values, professional qualifications, school administrative experience and ability.

Salary shall be paid in accordance with the Government Master Pay Scale. The applicant has to meet the Hong Kong Education Bureau requirements for secondary school principals.

Each applicant should send under confidential cover (1) a covering letter explaining why they are interested to apply for the post, (2) full resume, (3) brief personal view and perception of how excellence in education can be achieved, to reach **The Principal Selection Committee, c/o The Christian Nationals' Evangelism Commission (Hong Kong) Ltd., Tsim Sha Tsui Post Office Mail Box #98408 before 1st December 2016**. Applicants who are not invited to an interview by the end of April 2017 may consider their applications unsuccessful.



EDUCATION



香港科技大學  
THE HONG KONG UNIVERSITY OF  
SCIENCE AND TECHNOLOGY



INNOVATING TODAY  
IMAGINING TOMORROW  
敢・創・未來 HKUST

The University invites applications for the following positions:

**Division of Life Science**

(1) **Post-doctoral Fellow(s) (1 to 2 positions)** (Job ID: 3122)

One to two Post-doctoral Fellow positions are available in The Wang Genomics Lab (<http://wang-lab.ust.hk/index.html>) in the Division of Life Science. The appointee(s) will study cancer genomics - developing and applying computational approaches to discover driver alterations in cancer to understand the underlying biology and to pursue the clinical implications for precision medicine. He/She will have collaboration opportunities with colleagues at Columbia University in New York, USA, and at Samsung Medical Center in Seoul, South Korea.

Applicants should have a PhD degree in mathematics, physics, computer sciences or a related discipline with solid programming experience and background knowledge of biology or medicine. Candidates with experience in next generation sequencing are preferred. The successful candidate should be capable of working independently and have strong analytical skills.

(2) **Research Assistant** (Job ID: 3123)

One Research Assistant position is available in The Wang Genomics Lab (<http://wang-lab.ust.hk/index.html>) in the Division of Life Science. The appointee will work as a laboratory technician. Duties include but are not limited to implementing algorithms for analyzing high-throughput sequencing data, developing pipelines and software, and web development.

Applicants should have a bachelor's or a master's degree in quantitative sciences with experience in programming. Practical experience in next generation sequencing data is desirable.

For posts (1) and (2), please submit a curriculum vitae together with a statement of interests to [jgwang@ust.hk](mailto:jgwang@ust.hk). Review of applications will continue until the positions are filled.

(3) **Research Assistant** (Job ID: 3091)

One Research Assistant position is immediately available in Professor Bik Tye's group. The appointee will study the structure and nuclear organizations of replication initiation complexes in yeast and higher eukaryotes using cryo-EM and super-resolution imaging.

Applicants should have a MPhil degree in cell and molecular biology with knowledge in protein biochemistry and imaging. Applicants are requested to upload a cover letter indicating current and future research interests, together with a curriculum vitae and the names and email addresses of three referees along with their application submitted online. Review of applications will continue until the position is filled.

(4) **Research Associate/Research Assistant** (Job ID: 3124)

The research group of Dr. Kai Liu in the Division of Life Science would like to invite applicants who are interested in the mechanisms of axon regeneration in the central nervous system to join the laboratory.

Applicants should have a PhD degree (for Research Associate), or a MPhil/MS degree (for Research Assistant) in biological sciences or related disciplines. Priority will be given to candidates with extensive working experience in molecular biology and preferably with first-author publications. *(Closing date: Wed, 2 Nov 2016)*

(5) **Research Assistant** (Job ID: 3125)

The appointee will be required to: (1) provide technical support to group members, carry out research experiments and maintain research output databases; (2) take responsibility for laboratory orders, health and safety management; (3) assist in the organization and supervision of student projects and provide instruction to less experienced research group members in the use of experimental facility to ensure their effective development; (4) contribute to the production of research reports and publications; and (5) keep up-to-date knowledge and develop skill base in the laboratory research area.

Applicants should have a master's degree or a bachelor's degree in biochemistry, molecular biology, or structure biology with excellent skills in performing experiments, communicating in English, and working in diverse teamwork environments. Applicants are requested to send a curriculum vitae together with a statement of interests to [tuamnh@ust.hk](mailto:tuamnh@ust.hk).

**Department of Mathematics**

(6) **Research Associate/Research Assistants** (Job ID: 3126)

The research group of Dr Shing Yu Leung in the Department of Mathematics would like to invite applications for positions at the rank of Research Associate or Research Assistant.

Applicants should have a PhD degree (for Research Associate) or a research master's degree (for Research Assistant) in Applied/Computational Mathematics or related discipline. Applicants must have a strong and relevant background in programming with C/C++/MATLAB. The successful candidates should be self-motivated and be able to work independently.

Applicants are requested to upload their CV, a list of publications and a minimum of one contact of referee along with their application submitted online. Review of applications will continue until the positions are filled.

**Department of Information Systems, Business Statistics and Operations Management**

(7) **Research Assistant/Post-doctoral Fellow** (Job ID: 3127)

The appointees are required to work on data and prepare related reports under supervision.

Applicants should have a bachelor's or a master's degree (for Research Assistant) or a doctoral degree (for Post-doctoral Fellow) in finance, economics, econometrics or operations management. Applicants are required to have quantitative training and be skillful in data analysis with software packages such as Stata, R, Python, etc. *(Closing date: Sun, 6 Nov 2016)*

**Department of Management**

(8) **Research Assistant** (Job ID: 3128)

The appointee will be required to collect data and code the data related to firms newly listed on stock markets in Hong Kong and the USA.

Applicants should have a business degree in management, finance or accounting and be well versed in handling financial data. Proficiency in English is a must. (Duration: 1 to 3 months)

**Department of Chemical and Biomolecular Engineering**

(9) **Research Associate/Research Assistant** (Job ID: 3129)

The appointee is expected to manage academic and industrial projects; and conduct market and technical research on advanced materials synthesis and applications in product development, polymer chemistry and engineering, and product and process design.

Applicants should have a PhD degree (for Research Associate) or a bachelor's or a research-based master's degree (for Research Assistant) in chemical engineering, chemistry, polymer science, material science or a related discipline. Good laboratory skills is a must. Candidates who have knowledge about polymer science, material science or process system engineering are preferred. The ideal candidate should be eager to learn and independent, and possess a good command of spoken and written English and Chinese.

Duration of Appointment: Unless stated otherwise, the above positions will normally be of one year duration with a possibility of renewal.

Medical benefits and paid leave will be provided where applicable.

**Application Procedure**

In support of a green work environment, we accept applications submitted online only. To apply, please complete an online application form through the HKUST Careers website (<http://jobs.ust.hk>) and return it online to the Human Resources Office on or before **Sunday, 30 October 2016**, unless indicated otherwise. Applicants will receive an acknowledgement by email upon successful submission. We thank applicants for their interest, but advise that only shortlisted candidates will be notified of the result of the application.

**Department of Civil and Environmental Engineering**

(10) **Visiting Scholar/Research Associates/Post-doctoral Fellows** (Job ID: 3130)

The appointees are expected to participate in a research project to investigate the aerodynamic coupling and structural coupling of twin buildings with structural linkages. The project is funded by the RGC for a 3-year period.

Applicants should have a PhD degree in structural wind engineering, structural dynamics, or equivalent with 1-2 years of post-qualification experience in bluff body aerodynamics and structural dynamics. Applicants should also have the ability to take a leading role in research projects and work with a high level of independence and under minimal supervision. Proficiency with MATLAB and Proper Orthogonal Decomposition (POD) analysis would be an advantage.

(11) **Visiting Scholar/Research Associates/Post-doctoral Fellows** (Job ID: 3131)

The appointees are expected to participate in a research project to investigate the fluid-structure interactions of a bluff body under crosswind motions using numerical simulation, e.g. Large Eddy Simulation (LES). The project is funded by the RGC for a 3-year period and is expected to characterize the interrelationship of flow physics and aeroelastic behavior of wind-excited bluff body.

Applicants should have a PhD degree in wind engineering with 1-2 years of post-qualification experience in bluff body aerodynamics and CFD simulations. Applicants should also have the ability to take a leading role in research projects and work with a high level of independence and under minimal supervision. Proficiency with FLUENTS, particularly the dynamic mesh configuration and user-defne function (UDF) to couple the structural flexibility, would be an advantage.

**Department of Computer Science and Engineering**  
**Multimedia Technology Research Center (MTrec)**

The appointees will work in a rigorous R&D environment to develop state-of-the-art technologies in one of the 3 projects: Wi-Fi technologies, Internet streaming technologies and Indoor positioning technologies based on advanced research results. The team will work closely with the related industries. This is an opportunity for the appointees to be involved in full software product life cycles, and to have exposure in a team-oriented working environment.

(12) **Software Engineers** (Job ID: 3132)

The appointees will participate and provide leadership in the design, research, development, and trial processes, and create products that can be easily extended, integrated and maintained.

Applicants should have a master's or a PhD degree in computer science, and some relevant work experience.

(13) **Research Assistants/Assistant Software Engineer** (Job ID: 3133)

The appointees will participate in the design, research, development, and testing processes, and create products that can be easily extended, integrated and maintained.

Applicants should have a bachelor's degree in computer science and/or engineering. Fresh graduates are welcome to apply.

For posts (12) and (13), a solid background on network programming, wireless network, media streaming or mobile programming, and/or solid C/C++/JAVA Visual Studio software development experience in Linux and/or Visual Studio are required. For the Wi-Fi project, hands-on experience with embedded system development, scripting, cross compilation and hardware design/test is expected. Experience with database and middleware development will be a plus. The appointees should be independent and team-oriented; and have good technical background, organizational, interpersonal and social communication skills.

(14) **Engineering Manager/Computer Officer** (Job ID: 3134)

The appointee will oversee the whole development process of wireless networking or multimedia research projects to ensure that the deliverable deadlines are met; manage all team members and oversee the day-to-day operations of the projects; take care of both managerial and technical matters; provide technical leadership and coordinate the integration of different project modules to develop good prototypes with industrial relevance; and visit local and overseas companies in various regions to obtain user requirements, establish collaboration and transfer the technologies to industry. In addition, the appointee will help apply for new funding to sustain the project whenever necessary.

Applicants should have at least a master's degree in computer science or related disciplines with a minimum of 5 years of industrial experience, among which at least 2 years are in project management in an advanced R&D environment. Experience in software management and networking skills are required. Strong organizational, problem-solving and communication skills are necessary. The appointee should be proficient in English, especially in English technical writing, Cantonese and Putonghua. Cultural awareness of business practices covering Hong Kong, Mainland China and the US is important but not essential. Familiarity with the funding schemes around the area, and experience in VC fund raising and business plan writing are a plus.

Review of applications for posts (12) to (14) will continue until the positions are filled.

(15) **Post-doctoral Fellows/Visiting Scholars** (Job ID: 3135)

Two research posts (Post-doctoral Fellows and/or Visiting Scholars) are available at the Cryptography and Coding Theory Group in the Department. The Post-doctoral Fellow and/or Visiting Scholar will work on two projects on coding theory and related topics, which are funded by RGC.

Applicants should have already completed (for Post-doctoral Fellow), or be close to completing (for Visiting Scholar), a PhD degree in mathematics or computer science or electrical engineering. Applicants should have a strong background in finite fields, number theory, and combinatorics. *(Closing date: Sat, 28 Jan 2017)*

(16) **Software Engineer** (Job ID: 3136)

The appointee will be involved in the development of a next-generation personalized e-learning platform for an R&D project which involves researchers from HKUST and MIT as well as industry partners. The main duties include: acting as a software developer for the platform; and interacting with different parties to collect user requirements, develop and conduct pilot testing.

Applicants should have a bachelor's degree in computer science or a related discipline, and at least 2 years of industrial software development experience. Knowledge of Java, Python and database programming; as well as good interpersonal and communication skills are required.

An excellent working environment is provided which allows researchers from HKUST and MIT to interact with industry partners for technology transfer and commercialization.

(17) **Research Assistant** (Job ID: 3137)

The Cybersecurity Lab is looking for a research assistant in education. The appointee will assist the Director in course/training material preparation related to the research in Lab; help organizing activities and the Firebird competition team, as well as performing other administrative duties related to the Lab.

Applicants should have a master's degree or above in science or engineering. Familiarity with university course curriculum and learning environments, open and affable character and eagerness to learn are necessary. An excellent command of English and good presentation skills is required.

EDUCATION



香港大學  
THE UNIVERSITY OF HONG KONG

Applications are invited for the following posts:

**Curriculum Development and Quality Assurance Section of the Registry**

**1. Administrative Assistant I (2 posts)** (Ref.: 201601348) (to commence from January 2017, on a three-year fixed-term basis)

Applicants should possess a good Bachelor's degree with at least 5 years' administrative experience, preferably in tertiary education, and should be able to work independently. An excellent command of English and Chinese, a high level of oral and written communication skills, and very good interpersonal and organizational skills are essential. Experience in the administration of undergraduate education, especially in servicing committees and working groups, would be an asset. Strong research skills and a high level of IT proficiency are definite advantages. The appointees will provide administrative support to quality assurance and quality enhancement processes in teaching and learning, primarily in curriculum reviews. Shortlisted candidates will be invited to attend a written test. Applicants should send a completed application form together with an up-to-date C.V. to [cdqasr@hku.hk](mailto:cdqasr@hku.hk). **Closes October 24, 2016.**

**Faculty of Education**

**2. IT Officer (holding the functional title of Multimedia Web Designer)** (Ref.: 201601332) (to commence as soon as possible, on a two-year fixed-term basis, with the possibility of renewal)


Applicants should have a recognised Bachelor's degree in Computer Science or related discipline, and at least 5 years' post-qualification work experience as a multimedia web designer or equivalent in an in-house environment. They should be proficient in HTML5, CSS, JavaScript, JQuery, PHP and MySQL; familiar with responsive web design, web application development and video editing; a fast-learner with good command of written and spoken Chinese and English, cheerful and independent; and willing to work in a hardworking and lively team. They should also have strong expertise in the use of Adobe Creative Suite; demonstrated skills in the use of typography, colour schemes and design elements; and knowledge in user experience design, mobile application development and motion graphics. Experience with Google Apps, WordPress or similar tools, and/or an online Learning Management System (LMS) are highly desirable. The appointee is expected to support e-learning initiatives in the production of high quality resources and web designs. Shortlisted candidates will be invited to attend a test and an interview. Applicants should send a completed application form together with an up-to-date C.V. to [edufacsu@hku.hk](mailto:edufacsu@hku.hk). **Closes October 22, 2016.**

A highly competitive salary commensurate with qualifications and experience will be offered, in addition to annual leave and medical benefits. The appointments on fixed terms will attract a contract-end gratuity and University contribution to a retirement benefits scheme, totalling up to 15% of basic salary for post (1), and 10% of basic salary for post (2).


The University places great emphasis on developing staff potential, and has in place a variety of development opportunities and assistance for staff at different stages of their career.

For post (1), application forms (341/1111) can be downloaded at <http://www.hku.hk/apptunit/form-ext.doc>, and for post (2), application forms (345/111) can be downloaded at <http://www.hku.hk/apptunit/jr-form.doc>. Further particulars can be obtained at <http://jobs.hku.hk/>. Please indicate clearly in the form and the subject of the e-mail the post applied for, as well as the level, and the reference number. The University thanks applicants for their interest, but advises that only candidates shortlisted for interviews will be notified of the application result.

**The University is an equal opportunities employer and is committed to equality, ethics, inclusivity, diversity and transparency**



香港浸會大學  
HONG KONG BAPTIST UNIVERSITY



**FACULTY OF SOCIAL SCIENCES**

Leading the development of global social science for Hong Kong, the Faculty integrates innovative scholarship with progressive whole person education. Academic faculty and students from our community of seven Departments and internationally recognised Centres combine disciplinary and professional approaches to contribute ground-breaking research, effective graduate supervision, and inspiring teaching at undergraduate/postgraduate levels. We are now seeking applicants, at all career stages, committed to the pursuit of academic excellence to join us.

**Research Assistant Professor in various disciplines**

**History (PR124/16-17)** – History of Imperial China (from Qin to Song), South Asia, the Middle East

**Social Work (PR125/16-17)** – Youth Work, Mental Health, Social Policy

The appointees are expected to conduct research and contribute to teaching in any of the above areas. Applicants should possess a relevant doctoral degree or equivalent qualifications with strong potential in research.

Initial appointment will be made on a fixed-term contract of two to three years commencing December 2016. Re-appointment thereafter is subject to mutual agreement and availability of funding.

*Salary will be commensurate with qualifications and experience.*

**Application Procedure:**

Applicants are invited to write in response to the requirements and provide an updated curriculum vitae and/or fill in the application form which is obtainable (a) by downloading from <http://pers.hkbu.edu.hk/applicationforms>; or (b) by fax at 3411-7799; or (c) in person from the Personnel Office, Hong Kong Baptist University, AAB903, Level 9, Academic and Administration Building, 15 Baptist University Road, Kowloon Tong, Kowloon. Completed application form should be sent to the same address. Please quote **PR** number on all correspondence. Applicants are requested to send in samples of publications, preferably three best ones out of their most recent publications/works, statements of teaching and research interest and recent teaching evaluation results. Applicants not invited for interview 4 months after the closing date may consider their applications unsuccessful. All application materials including publication samples, scholarly/creative works will not be returned after the completion of the recruitment exercise unless upon request. Details of the University's Personal Information Collection Statement can be found at <http://pers.hkbu.edu.hk/pics>.

The University reserves the right not to make an appointment for the posts advertised, and the appointment will be made according to the terms and conditions then applicable at the time of offer.

**Closing date: 29 October 2016**



THE HONG KONG  
INSTITUTION OF ENGINEERS  
香港工程師學會

**Director of Qualifications cum Registrar**

Reporting to the Chief Executive and Secretary, the candidate is responsible for the following:

- Manage the operation of accreditation, training, qualification and membership processing functions
- Develop, update and implement the policies on accreditation, training and professional assessment
- Liaise with overseas and local professional bodies and higher education institutions on matters relating to qualifications and engineering education
- Manage the membership processing functions, and to maintain a user oriented membership system
- Acting as Registrar of Engineers Registration Board (ERB) established under Engineers Registration Ordinance and providing administrative and other services to ERB

**Requirements:**

- Recognized University Degree holder with professional qualification
- At least 15 years of relevant working experience with 10 years at senior managerial level
- Proven track record in leading high performing team in a quality assurance and system implementation environment
- Able to build and maintain relationships at executive level and with stakeholders
- Strong leadership, interpersonal, organization, multi-tasking and management skills
- Excellent command of written & spoken English and Chinese with proficiency in Putonghua

Please apply in confidence with full career details and salary expectation to the **Chief Executive and Secretary, The Hong Kong Institution of Engineers, 9/F Island Beverley, No. 1 Great George Street, Causeway Bay, Hong Kong**, or email to [hr@hkie.org.hk](mailto:hr@hkie.org.hk). Applicants should indicate clearly on the envelope and in the letter for the post they are applying.

*All information provided by applicants will be treated in strict confidence and used only for recruitment purpose. Only shortlisted candidates will be notified. All personal data of unsuccessful applicants will be destroyed after completion of the recruitment exercise.*



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布萊恩特學院  
BRYANT ZHUHAI

Bryant University seeks an accomplished administrator to assume the role of Academic Dean of its Zhuhai campus in China. The successful candidate will assume the position during the 2016-2017 academic year to begin working with the administration of Bryant University and Bryant Zhuhai, as well as the current Academic Dean, to prepare for the assumption of leadership responsibility before the beginning of the next academic year.

**Qualifications:**

- Fluency or sufficient knowledge of Chinese and English to operate effectively in a multicultural environment.
- Sound understanding of U.S. accreditation requirements.
- A terminal degree (PhD, JD, EdD) from an accredited institution and sufficient familiarity with academic operations to ensure implementation of high quality educational programs.
- Knowledge of the needs of Chinese speaking students and experience teaching and working with international students.

**For detailed information and to apply for this position, visit: <https://employment.bryant.edu/>**

Bryant University is an EEO/AA and E-verify employer.



EDUCATION



香港城市大學  
City University of Hong Kong

專業 創新 國際化  
Professional-Creative  
For The World



55<sup>th</sup> World University

4<sup>th</sup> World's top 50 Universities under age 50

1<sup>st</sup> Engineering/Technology/Computer Sciences in Hong Kong

2<sup>nd</sup> Business School in Asia

**Worldwide Search for Talent**

**City University of Hong Kong** is a dynamic, fast-growing university that is pursuing excellence in research and professional education. As a publicly-funded institution, the University is committed to nurturing and developing students' talents and creating applicable knowledge to support social and economic advancement. The University has seven Colleges/Schools. As part of its pursuit of excellence, the University aims to recruit **outstanding scholars** from all over the world in various disciplines, including **business, creative media, energy, engineering, environment, humanities, law, science, social sciences, veterinary sciences** and other strategic growth areas.

The School of Law has three goals: becoming a world renowned centre for research and teaching of law; equipping students with global knowledge, skills and perspectives; and establishing a trusted relationship with local and international legal establishments. These goals are reflected in the composition of the faculty, the curriculum and enrichment activities. The School has also developed special programmes for judges from Mainland China, including LL.M and JSD programmes. These appointments are part of a strategy to enhance the School's research performance. It has recruited excellent talents at all levels in recent years and these appointments represent a determined effort to increase the size of faculty by recruiting high calibre staff.

It is the School's goal to provide quality legal education for students and to broaden their horizons. The School offers a broad range of degree programmes: LL.B, JD, LL.M/ArbDR, LL.M, JSD and PCLL.

Applications and nominations are invited for candidates offering expertise in all areas of law. The University may appoint up to four Chair Professors/Professors, and a suitable appointee at the level of Chair Professor/Professor may be appointed as the Director of Hong Kong Centre for Maritime and Transportation Law on a concurrent basis.

**Chair Professor/Professor/Associate Professor/Assistant Professor**  
**School of Law** [Ref. B/097/00]

**Requirements** : A PhD or equivalent qualification is normally required. Candidates must have a superior academic record, with demonstrable evidence of, or a strong potential for, excellence in scholarly research and teaching. They should in addition have the ability and willingness to contribute to the intellectual and scholarly life of the faculty community and to the University more generally.

**Salary and Conditions of Service**  
Remuneration package will be driven by market competitiveness and individual performance. Excellent fringe benefits include gratuity, leave, medical and dental schemes, and relocation assistance (where applicable). Initial appointment will be made on a fixed-term contract.

**Information and Application**  
Further information on the posts and the University is available at <http://www.cityu.edu.hk>, or from the Human Resources Office, City University of Hong Kong, Tat Chee Avenue, Kowloon Tong, Hong Kong [Email : [hrojob@cityu.edu.hk](mailto:hrojob@cityu.edu.hk)/Fax : 2788 1154 or 3442 0311].

To apply, please submit an online application at <http://jobs.cityu.edu.hk>, and include a current curriculum vitae. Nominations can be sent directly to the Human Resources Office. **Applications and nominations received before 20 December 2016 will receive full consideration.** Only shortlisted applicants will be contacted; and those shortlisted for the post of Assistant Professor will be requested to arrange for at least 3 reference reports sent directly by the referees to the Department, specifying the position applied for. The University's privacy policy is available on the homepage.

City University of Hong Kong is an equal opportunity employer and we are committed to the principle of diversity. Personal data provided by applicants will be used for recruitment and other employment-related purposes.


Worldwide recognition ranking 55th, and 4th among top 50 universities under age 50 (QS survey 2016); 1st in Engineering/Technology/Computer Sciences in Hong Kong (Shanghai Jiao Tong University survey 2016); and 2nd Business School in Asia-Pacific region (UT Dallas survey 2015).

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THE HONG KONG  
POLYTECHNIC UNIVERSITY  
香港理工大學



The Hong Kong Polytechnic University (PolyU) is a government-funded tertiary institution in Hong Kong. It offers programmes at various levels including Doctorate, Master's and Bachelor's degrees. It has a full-time academic staff strength of around 1,200. The total consolidated expenditure budget of the University is about HK\$6.6 billion (US\$1 = HK\$7.8 approximately) per year. Committed to academic excellence in a professional context, PolyU aspires to become a world-class university with an emphasis on the application value of its programmes and research. Its vision is to become a leading university that excels in professional education, applied research and partnership for the betterment of Hong Kong, the nation and the world.

The University is now inviting applications or nominations for the following post:

**Head of Department of Electronic and Information Engineering (Ref: 16092801)**

The successful candidate will be appointed as Chair Professor/Professor, commensurate with his/her qualifications and experience, and hold a concurrent headship appointment. The headship appointment is normally for an aggregate period of six years in two three-year terms of office. Post specification can be obtained from [http://www.polyu.edu.hk/hro/job/en/external\\_adv/deans-heads.php](http://www.polyu.edu.hk/hro/job/en/external_adv/deans-heads.php). Other suitable candidate(s), if deemed appropriate by the University, may be appointed as Chair Professor/Professor.

**Remuneration and Conditions of Service**  
Terms of appointment and remuneration package are negotiable and highly competitive. For general information on terms and conditions for appointment of academic staff in the University, please visit the website at <http://www.polyu.edu.hk/hro/TC.htm>.

**Application**  
Applicants are invited to send detailed curriculum vitae with the names and addresses of three referees and direct any enquiries to the **Human Resources Office, 13/F, Li Ka Shing Tower, The Hong Kong Polytechnic University, Hung Hom, Kowloon, Hong Kong** [Fax: (852) 2764 3374; E-mail: [hrcsele@polyu.edu.hk](mailto:hrcsele@polyu.edu.hk)], **quoting the position being applied for and the reference number. Recruitment will continue until the position is filled. Initial consideration of applications will commence in December 2016.** Candidature may be obtained by nomination. The University reserves the right to make an appointment by invitation or not to fill the position. General information about the University and the Department of Electronic and Information Engineering is available on the University's Homepage <http://www.polyu.edu.hk> and <http://www.eie.polyu.edu.hk> respectively, or from the Human Resources Office [Tel: (852) 3400 3420]. The University Personal Information Collection Statement for recruitment can be found at [http://www.polyu.edu.hk/hro/job/en/guide\\_forms/pics.php](http://www.polyu.edu.hk/hro/job/en/guide_forms/pics.php).

[www.polyu.edu.hk](http://www.polyu.edu.hk)

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**English Teacher**

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- Degree holder with solid teaching experience

**Customer Service & Admin Officer**

- Handle customer enquiries, invoices, registration, centre operation, with track to Assistant Centre Mgr

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Pls send CV & cover letter to [careers@miniminds.com.hk](mailto:careers@miniminds.com.hk)  
[www.miniminds.com.hk](http://www.miniminds.com.hk)

**Young's - Modern Language Education Centre**  
in Tsuen Wan is now looking for a

**Part-Time Native English Tutor**

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Please send full CV and recent photo to [youngmlec@yahoo.com.hk](mailto:youngmlec@yahoo.com.hk)

ISF



弘立書院  
THE INDEPENDENT SCHOOLS FOUNDATION ACADEMY

The Independent Schools Foundation Academy (The ISF Academy), a private independent IB World School in Hong Kong with a sophisticated Putonghua and English immersion curriculum for Pre-Primary to Grade 12, is seeking an energetic, qualified, and experienced candidate to fill the following position:

**Head of Aquatics**  
(Ref: CCA-HOA/20161008/gm\_scmpo)

**Responsibilities:**

- Develop and implement the aquatic vision for The ISF Academy.
- Create a long term strategy for aquatics and successfully achieve short, medium and long term objectives for aquatics.
- Monitor and improve existing programs, develop and implement new courses and curricula.
- Monitor the performance of aquatic staff and ensure course content, methodology and practices are in line with philosophy of ISF.
- Oversee the running of the activities, including managing the scheduling of, and enrolment into, classes and assignment of teaching staff and providers.

**Requirements:**

- Possess a tertiary qualification in recreation management or similar field of expertise.
- Have at least ten years experience in leading an aquatics program that includes infant, learn to swim and competitive elements.
- Possess a current HKASA swimming instructor certification or equivalent from an internationally recognized association.
- Possess at least a ASCTA Silver License or ASCA Level 4 certification or equivalent.
- Have experience in teaching athletes of national youth level.
- Possess a HK Life Saving Society Bronze Medallion or equivalent from an internationally recognized association.
- Possess a current first aid and CPR certificate.
- An understanding of the HKASA swimming regulations for athlete registration and participation.
- Fluency in English and/or Putonghua essential.
- Strong administrative skills with excellent command of Microsoft office and Google docs.

Remuneration will commensurate with qualifications and experience. Please submit your application by completing the Application Form, Reference Check Statement which could be downloaded from our website: [www.isf.edu.hk](http://www.isf.edu.hk) together with full Curriculum Vitae and Covering Letter. Please quote with our "Ref: no." by email to [career@isf.edu.hk](mailto:career@isf.edu.hk).

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HR

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# EDUCATION



Stanley Ho

Community College

PO LEUNG KUK

香港大學專業進修學院保良局何鴻燊社區書院



The **HKU SPACE Po Leung Kuk Stanley Ho Community College** offers sub-degree programmes accredited by HKU SPACE. Successful completion of the programmes leads to an award within the HKU system through HKU SPACE. Applications are now invited for the following position:


**College Lecturer in Nutrition & Food Management (Full-time position)**

Appointee will teach in the subjects of Nutrition and Food Management at higher diploma level. The post is tenable from January 2017. The appointee will undertake teaching and administrative duties, and organise student activities.

**Qualifications:** Candidates should have a doctoral degree in food science / biochemistry / microbiology or related sciences, and at least two years of teaching / industrial experience. Good communication and interpersonal skills, effective class management skills, and the ability to motivate students are required.

**Terms of Appointment:** Salary placement will commensurate with qualifications and experience. The contract will normally be two years with possibility of renewal subject to review. Gratuity payment, medical benefits and annual leave will be provided.

**Application:** Please send your full resume by post to Human Resources Team, HKU SPACE Po Leung Kuk Stanley Ho Community College, 18/F, 66 Leighton Road, Causeway Bay, Hong Kong, or by email to [recruit@hkuspace-plk.hku.hk](mailto:recruit@hkuspace-plk.hku.hk). **Application deadline: 24 October 2016.** Applicants not contacted within eight weeks from the closing date may assume that their applications are unsuccessful.



THE HONG KONG

POLYTECHNIC UNIVERSITY

香港理工大學

DEPARTMENT OF APPLIED MATHEMATICS

**Assistant Professor in Applied Statistics and Financial Mathematics / Engineering and Computational Mathematics / Applied Optimization and Operations Research (three posts) (Ref. 16100406)**

The appointees will be required to (a) teach and contribute to curriculum development at undergraduate/postgraduate levels and supervise research students; (b) engage in scholarly research leading to publications in refereed journals/award of research grants; (c) engage in high-level consultancy and other scholarly activities; and (d) undertake academic/departmental administrative duties. The Department has established a Joint Research Institute with the Academy of Mathematics and System Sciences of the Chinese Academy of Sciences. The appointees are expected to be actively involved in the activities of the Institute.

Applicants should have (a) a doctoral degree in Mathematics / Statistics / Financial Mathematics / Operations Research / Computational Mathematics / Applied Mathematics or a closely related field; (b) an established track record in research and scholarship, including refereed publications and external grant applications; (c) expertise in applied statistics, operation research and mathematics; and (d) a demonstrated commitment to excellence in teaching.

[Applicants who have responded to the previous advertisement need not re-apply.]

Please visit the website at <http://www.polyu.edu.hk/ama> for more information about the Department.

**Remuneration and Conditions of Service**

A highly competitive remuneration package will be offered. Initial appointments will be on a fixed-term gratuity-bearing contract. Re-engagement thereafter is subject to mutual agreement. For general information on terms and conditions for appointment of academic staff in the University, please visit the website at <http://www.polyu.edu.hk/hro/TC.htm>. Applicants should state their current and expected salary in the application.

**Application**

Please submit application form via email to [hrstaff@polyu.edu.hk](mailto:hrstaff@polyu.edu.hk); by fax at 2764 3374; in person to **Human Resources Office, 13/F, Li Ka Shing Tower, The Hong Kong Polytechnic University, Hung Hom, Kowloon**; or by mail to the above address. If you would like to provide a separate curriculum vitae, please still complete the application form which will help speed up the recruitment process. Application forms can be obtained via the above channels or downloaded from [http://www.polyu.edu.hk/hro/job/en/guide\\_forms/forms.php](http://www.polyu.edu.hk/hro/job/en/guide_forms/forms.php). **Recruitment will continue until the positions are filled.** Details of the University's Personal Information Collection Statement for recruitment can be found at [http://www.polyu.edu.hk/hro/job/en/guide\\_forms/pics.php](http://www.polyu.edu.hk/hro/job/en/guide_forms/pics.php).

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Stanley Ho

Community College

PO LEUNG KUK

香港大學專業進修學院保良局何鴻燊社區書院



The **HKU SPACE Po Leung Kuk Stanley Ho Community College** offers sub-degree programmes accredited by HKU SPACE. Successful completion of the programmes leads to an award within the HKU system through HKU SPACE. Applications are now invited for the following position:

**College Lecturer in Sports & Recreation Management, Sport Coaching & Sport Performance (Full-time position)**


The full-time post is tenable from January 2017. The appointee will undertake teaching and administrative duties, and organise student activities. Specifically, the appointee should be able to teach a combination of courses on Sport Development and Performance, Outdoor Adventure, Sport Coaching and Coaching Science, Practical Sport Skill, School Sport and Sport Assessment.

**Qualification:** Candidates should have at least a Master's degree, with teaching / industrial experience in the relevant discipline. Teaching experience at tertiary level and / or a teaching qualification would be an advantage. Good communication and interpersonal skills, effective class management skills, and the ability to motivate students are required.

**Terms of Appointment:** Salary placement will commensurate with qualifications and experience. Gratuity payment, medical benefits and annual leave will be provided.

**Application:** Please send your full resume by post to Human Resources Team, HKU SPACE Po Leung Kuk Stanley Ho Community College, 18/F, 66 Leighton Road, Causeway Bay, Hong Kong, or by email to [recruit@hkuspace-plk.hku.hk](mailto:recruit@hkuspace-plk.hku.hk). **Application deadline: 31 October 2016.** Applicants not contacted within eight weeks from the closing date may assume that their applications are unsuccessful.

# GENERAL



Hong Kong Sinfonietta

香港小交響樂團

1982 - 2016

**Would you like to be a member of the Hong Kong Sinfonietta?**

**We are looking for an Arts Administration Officer**

*who shares our passion in making Hong Kong a better place through music.*

Start your career in orchestral management as an Arts Administration Trainee! Upon completion of the contract, promising trainees may be offered a permanent position in the marketing, orchestra or projects departments.

You need to be a Hong Kong permanent resident with a university degree, want to make arts administration your career, and have a good command of spoken and written Chinese and English. Having some knowledge of classical music would be an advantage.

This position is created under the Trainee Scheme funded by the HK Government via LCSD's Venue Partnership Scheme.

Please send applications, which include your expected salary, to the **"General Manager, Hong Kong Sinfonietta Limited, 3/F Winsan Tower, 98 Thomson Road, Wanchai, HK" by 22 October 2016.** Please consider your application unsuccessful if you do not hear from us by 11 November 2016.

Hong Kong Sinfonietta is financially supported by the Government of the Hong Kong Special Administrative Region.

Personal data collected will be used for recruitment purpose only.

Here's the perfect platform for you

Looking for high-flyers?

T : 2565 8822

E : [classified@scmp.com](mailto:classified@scmp.com)

Classified Post



醫院管理局

HOSPITAL AUTHORITY

**Vision**

• Healthy People  
• Happy Staff  
• Trusted by the Community

**Mission**

• Helping People Stay Healthy

**Values**

• People-centred Care  
• Professional Service  
• Committed Staff  
• Teamwork

**Hospital Authority Head Office**

**Senior Manager**

(Ref: SARC SEng/HO1610003/11641)

**Office**

Capital Planning Department, Strategy & Planning Division

**Pay**

HKS136,732 to HKS157,529 per month (including Monthly Allowance).

**Job**

The Senior Manager will be responsible for leading in-house project managers and external professional services consultants in managing a number of major capital works projects under the Ten-year Hospital Development Plan. As such, the incumbent will have a demonstrated track record in team leadership and the delivery of large scale capital works projects. We are seeking a person who commands excellent skills in managing a broad range of operational and strategic stakeholder relationships, resolving issues and initiating corrective actions, as well as providing guidance to key strategic decision-makers to ensure successful completion of the projects.

The appointee will be reporting to the Chief Manager (Capital Planning) and responsible for the following main duties:

1. Manage the professional consultants appointed for the delivery of respective projects.
2. Manage effectively and smoothly the interface between the respective hospitals, government departments, contractors, professional consultants, and other stakeholders.
3. Apply effective project management techniques and organize work processes to deliver the projects on time, within budget and to appropriate quality standards.
4. Develop, manage and enhance quality, safety, environmental performance and risk management measures of major capital works projects.
5. Monitor and appraise the performance of building contractors and professional consultants.
6. Manage the Resident Site Staff to oversee the implementation of the projects.
7. Report regularly to the Project Steering Committees on the work plan, schedule, progress, budget, quality, expenditure and cashflow of the respective projects.
8. Any other duties as required to facilitate implementation of the projects and the department including job rotation to other relevant posts within and outside the department.

**Requirements**

1. Member / Corporate Member of a professional institution, i.e. the Hong Kong Institute of Architects, the Hong Kong Institute of Surveyors or the Hong Kong Institution of Engineers in Civil Engineering, Structural Engineering or Building Services Engineering disciplines or equivalent with at least 10 years' post qualification experience.
2. Practical experience of project management for large scale capital works projects.
3. Exemplary professional competency, conduct and ethics.
4. Sound knowledge of construction contract management.
5. Conversant with Hong Kong construction and building related legislations and government procedures on delivering public projects.
6. Ability to communicate and present effectively in both English and Chinese.
7. A high degree of independence, self-motivation, leadership and organizational ability.
8. Knowledge of MS Office, project management and database software.

**Remarks**

1. Appointment will be on contract terms for a period of 3 years. Up to 15% of total basic salary (after deducting the contribution of Mandatory Provident Fund by Hospital Authority) as end-of-contract gratuity may be offered upon completion of contract with satisfactory performance.
2. Please submit application online on or before **22 October 2016** via website <http://www.ha.org.hk> (click Careers). For enquiries, please telephone 2300 6553.

**General Notes**

1. We support the employment of people with a disability.
2. Information provided by applicants will be treated in strict confidence and will only be used for recruitment related purposes. Applicants who do not hear from us before 31 December 2016 may consider their applications unsuccessful. All information on unsuccessful candidates will be deleted from our files within 24 months.



Customer

Quality

Talent

Prudence



HONG KONG HOUSING SOCIETY

香港房屋協會

Hong Kong Housing Society is a non-government organization aiming to serve the needs of the Hong Kong community in housing and related services. We strive to be a world-class housing solution provider and innovator with leadership in quality, value for money and management. We put **Customer, Quality, Talent and Prudence** as the core values that support our guiding principles.

**Senior Project Manager (Technical Audit)**

(2-year Contract)[Ref: SPM-TA]

**The Job:**

- Review the internal control systems; assist the Head of Quality Assurance in formulation of technical audit plans for different phases of housing projects, improvement and maintenance works.
- Work independently in audits of internal controls and risk management to identify potential weakness; and to evaluate the efficiency and effectiveness of the operations.
- Examine contract documents, consultants' deliverables, contractors' submissions and other records of operations to determine if quality objectives are met.
- Analyse results of the audit findings and recommend areas for improvements to the management through written reports / oral presentations.

**The Person:**

- A degree in Architecture / Engineering or related disciplines.
- Registered Professional Architect / Engineer (BS or related Discipline).
- At least 8 years' post qualification experience in planning, design and project management in large scale residential development projects / consulting firms.
- Sound knowledge of building ordinances, technical and professional practices.
- Well versed with current property market and construction industry.
- Good problem solving, analytical, communication and report writing skills.
- ISO9000, ISO14000 and management system audit skills.

Attractive remuneration package will be offered to suitable candidates. To apply, please send your application with full resume and reference quoted to **Human Resources Manager** by fax: **2882 4466** or through online application: <http://www.hkhs.com/online/recruit>

Applicants not invited for interview within 8 weeks may consider their applications unsuccessful.

You are welcome to visit our website [www.hkhs.com](http://www.hkhs.com) to learn more about us.

Personal data provided by job applicants will be used strictly in accordance with the Housing Society's personal data policies which is available in our website and obtainable upon request. Applicants may be considered for other suitable positions within the Housing Society and all personal data of unsuccessful candidates will be destroyed within 6 months upon completion of the relevant recruitment exercises.



RESIDENT SITE STAFF

We are looking for applicants to fill the following resident site staff posts for a new development in Wan Chai:

**RESIDENT ASSISTANT BUILDING SERVICES INSPECTOR (RABSI)**

The minimum qualifications required for the post of Resident Assistant Building Services Inspector shall be as follows:

- A Diploma or Higher Certificate in Building Services Engineering or Electrical Engineering or Mechanical Engineering from the Hong Kong Polytechnic / Hong Kong Polytechnic University / Hong Kong Technical College / Hong Kong Technical Institute / Hong Kong Institute of Vocational Education, or equivalent.
- Met the language proficiency requirements of Level 2\* or above in English Language and Chinese Language in Hong Kong Certificate of Education Examination (HKCEE) / Hong Kong Diploma of Secondary Education Examination (HKDSEE), or equivalent.
- 3 years' relevant post-qualification experience of site supervision of building services installations.

**General Note:**

- [Note \* Grade E in Chinese Language and English Language (Syllabus B) in previous HKCEE are accepted administratively as comparable to Level 2 in Chinese Language and English Language in the 2007 HKCEE and henceforth.]
- The tentative employment period will be 19 months.
- The tentative commencement date of employment will be in October 2016.

Interested parties may send your written application with full resume stating working experience, qualifications, present and expected salary and date of availability to:

**P&T Architects and Engineers Ltd.**  
**33/F, 633 King's Road, North Point, Hong Kong**  
**or email address 'personnel@p-t-group.com'**  
**or fax no. (852) 2838-6072 [Quote Ref: No. 4933]**

All data collected would be used for recruitment purpose only.



C M WONG & ASSOCIATES LTD

黃志明建築工程師有限公司

C M Wong & Associates Ltd has been one of the leading engineering consultants in Hong Kong, providing consultancy services in civil, structural and geotechnical engineering. We invite application for a range of Laboratory Staff positions for the management and operation of the Public Works Regional Laboratory (Kowloon).

**SENIOR SITE LABORATORY TECHNICIAN**

- Diploma or Higher Certificate in Civil Engineering, or equivalent (Programmes other than Civil Engineering, which contains construction materials testing related subjects, may also be considered)
- A minimum of five years' relevant working experience in construction material testing. (Candidates with less experience could be considered as Site Laboratory Technician)
- Level 2 or above in English Language and Chinese Language in HKDSEE or HKCEE, or equivalent

**SITE LABORATORY TECHNICIAN**

- Diploma or Higher Certificate in Civil Engineering, or equivalent (Programmes other than Civil Engineering, which contains construction materials testing related subjects, may also be considered)
- Training and working experience in construction material testing preferable
- Level 2 or above in English Language and Chinese Language in HKDSEE or HKCEE, or equivalent

**LABORATORY ASSISTANT**

- Secondary 3 education or above, with subjects studied including Chinese Language and English Language, or equivalent
- A minimum of one year's relevant working experience in laboratory or construction works
- Ability to read and write Chinese and simple English

**LABORATORY CLERK**

- Level 2 or above in 5 subjects, including Chinese Language, English Language, Mathematics and Computer Studies, in the HKDSEE or HKCEE, or equivalent (Candidates without a pass in the Computer Studies but with documentary proof of computer knowledge may also be considered)
- Solid knowledge of Windows 2000/XP/Vista/7, Microsoft Word and Excel
- Clerical experience in laboratory support services is an advantage

The duration of appointment of the above posts is anticipated to be 32 months. Interested parties please send full resume with availability, contact telephone number and salary expected to **C M Wong & Associates Ltd, 11/F Universal Trade Centre, 3-SA Arbuthnot Road, Hong Kong for the attention of the Administrative Manager** or email to [hr@cmwal.com](mailto:hr@cmwal.com).

All personal data collected will be used on recruitment purpose only.



## Regional HR Director

- Industry leader
- Strategic head role
- Change agent

Our client is a tier-one global organization in the media industry. With a powerful market presence and consistent growth across the Asia Pacific region, an exciting opportunity has arisen for a passionate HR practitioner to take up this key position.

**Responsibilities:**

- Report to Asia CEO and act as a trusted advisor to the senior leadership team members
- As part of the global HR leadership team, translate the business needs into strategic priorities to ensure effective Recruitment, Reward, Organizational Development , Talent Management programs
- Drive the development and alignment of HR consulting, services and programs with the business through strong collaboration with HR Operations team
- Manage cultural activities and programs across region to enable the development of a high performance culture
- Manage, coach, and develop the HRBP team and provide guidance to local HR team to ensure business divisions receive sufficient and effective support in human capital management in a timely manner

**Requirements:**

- Degree qualified or above; at least 15 years of HR generalist experience with at least 5 years in a managerial level preferably from sizable multinational organizations
- Prior experience working as a member of a global HR leadership team in an organization with HR best practices
- Strong relationship management skills to build rapport with internal and external key stakeholders in a matrix organization
- Demonstrated change agent capabilities and significant experience in successfully leading organizations through large scale change and transformation
- Proficiency in English and Cantonese is a pre-requisite with Mandarin being an advantage

To apply for this position, please contact **Eric Cheng** on [eric.cheng@chandlermacleod.com](mailto:eric.cheng@chandlermacleod.com) and quote the reference number **12602**.

Data collected will be used for recruitment purposes only.



## Excellent Career Opportunities for Human Resources Professionals

Headquartered in United Kingdom, our client is a renowned B2B service provider with an impressive global network. Due to continued expansion, they are currently seeking 2 seasoned HR professionals to join their regional team based in Hong Kong.

### HR Business Partner (Ref. 13850)

- Hong Kong coverage
- Exciting and challenging role

**Responsibilities:**

- Report to Head of HR, act as a trusted advisor by providing effective and dependable delivery of HR services, advice and coaching to business leaders
- Serve as an internal HR consultant in all strategic people and organization related topics, with a strong focus on Talent Management, Organization Development & Effectiveness, and Business Transformation, as well as Leadership and People Sustainability
- Develop and implement region specific strategies and initiatives aimed at increasing employee engagement
- Drive global HR processes and standards and ensure the involvement of HR in business decisions

**Requirements:**

- Bachelor's degree required, minimum 8 years of HR generalist experience preferably from sizable MNC
- Possess superior consulting and change management skills
- A strong facilitator who is able to develop and present content to leader audiences with confidence and gravitas
- Fluency in English, Cantonese, and Mandarin is essential

To apply, please contact **Eric Cheng** on [eric.cheng@chandlermacleod.com](mailto:eric.cheng@chandlermacleod.com) and quote the respective reference number above.

Data collected will be used for recruitment purposes only.

### Senior Rewards Specialist (Ref. 13851)

- Regional coverage
- Newly created position

**Responsibilities:**

- Responsible for continuous improvement within reward function throughout Asia
- Provide strategic advice on reward solutions and support regional HR change projects
- Partner with Business Partner team to review, develop and implement competitive rewards and benefits initiatives as well as lead the compensation planning cycles
- Execute annual pay review process for Asia including salary reviews, bonus plan design & roll outs, equity awards and off cycle adjustments
- Review and evaluate current reward offerings to ensure market competitiveness and compliance with labour legislation

**Requirements:**

- Degree qualified in HR/ Business/ Finance with at least 8 years of experience in a similar role
- Well versed in Hong Kong Employment Ordinance and other related legislation, familiarity with similar legislation in other Asian countries is a definite advantage
- Strong analytical skills with the ability to adopt a logical problem solving approach
- Proven ability to manage complex multi-stream projects
- Fluency in English, Cantonese, and Mandarin is essential



#### Highways Department Agreement No. CE 13/2010 (CE)

#### Hong Kong – Zhuhai – Macao Bridge

#### HKBCF Superstructures and Infrastructures Contracts

AECOM Asia Co. Ltd. invites applications for a range of Resident Site Staff positions for contract administration and construction supervision for the superstructures and infrastructures Contracts of the Hong Kong – Zhuhai – Macao Bridge (HZMB) Hong Kong Boundary Crossing Facilities (HKBCF), and Traffic Control & Surveillance System (TCSS) of HKBCF and HZMB Hong Kong Link Road (HKLR) and Tuen Mun – Chek Lap Kok Link southern connection (TM-CLKL SC) under Agreement No. CE 13/2010 (CE). The works to be supervised by this team comprise the construction of the superstructures and infrastructures (excluding reclamation) mainly on the HKBCF artificial island, and TCSS of HKBCF, HKLR and TM-CLKL SC

#### SENIOR RESIDENT ENGINEER Ref. No: SRE/9714/TRA

- Candidates should be Corporate Members of the Hong Kong Institution of Engineers in an appropriate discipline and elected after 5 December 1975 or equivalent; and have at least 5 years relevant post-professional qualification experience.

#### RESIDENT ENGINEER (CIVIL) Ref. No: RE(C)/9715/TRA

#### RESIDENT ENGINEER (ELECTRONIC / E&M) Ref. No: RE(EEM)/9716/TRA

- Candidates should be Corporate Members of the Hong Kong Institution of Engineers in an appropriate discipline elected after 5 December 1975 or equivalent and with relevant post-professional qualification experience.

#### ASSISTANT RESIDENT ENGINEER (ELECTRONIC / E&M) Ref. No: ARE(EEM)/9717/TRA

- Candidates should have a degree from university or equivalent in an appropriate discipline with relevant experience.

#### RESIDENT QUANTITY SURVEYOR Ref. No: RQS/9718/TRA

- Candidates should be Corporate Members of the Hong Kong Institute of Surveyors Quantity Surveying Division or equivalent and with relevant experience. Sound experience in managing Building Services trades or Mechanical & Electrical Package is preferable.

#### RESIDENT SENIOR INSPECTOR OF WORKS Ref. No: RSIOW/9719/TRA

#### RESIDENT SENIOR INSPECTOR OF WORKS (ELECTRONIC / E&M) Ref. No: RSIOW(EEM)/9720/TRA

#### RESIDENT SENIOR INSPECTOR OF WORKS (BUILDING SERVICES) Ref. No: RSIOW(BS)/9721/TRA

- Candidates should have Diploma from a HKSAR technical institute or equivalent in an appropriate discipline with at least 11 years relevant post-qualification experience; or
- Higher Certificate from a HKSAR technical college or equivalent in an appropriate discipline with at least 12 years relevant experience inclusive of 9 years relevant post-qualification experience; or
- At least 4 years appropriate experience as Inspector of Works in a Government or quasi-Government project.

#### RESIDENT INSPECTOR OF WORKS (BUILDING SERVICES) Ref. No: RIOW(BS)/9722/TRA

#### RESIDENT INSPECTOR OF WORKS (ELECTRONIC / E&M) Ref. No: RIOW(EEM)/9723/TRA

- Candidates should have Diploma from a HKSAR technical institute or equivalent in an appropriate discipline with at least 7 years relevant post-qualification experience; or
- Higher Certificate from a HKSAR technical college or equivalent in an appropriate discipline with at least 8 years relevant experience inclusive of 5 years relevant post-qualification experience; or
- At least 4 years appropriate experience as Assistant Inspector of Works in a Government or quasi-Government project.

#### RESIDENT ASSISTANT INSPECTOR OF WORKS Ref. No: RAIOW/9724/TRA

#### RESIDENT ASSISTANT INSPECTOR OF WORKS (BUILDING SERVICES) Ref. No: RAIOW(BS)/9725/TRA

#### RESIDENT ASSISTANT INSPECTOR OF WORKS (ELECTRONIC / E&M) Ref. No: RAIOW(EEM)/9726/TRA

- Candidates should have Diploma from a HKSAR technical institute or equivalent in an appropriate discipline with at least 3 years relevant post-qualification experience; or
- Higher Certificate from a HKSAR technical college or equivalent in an appropriate discipline with at least 4 years relevant experience inclusive of 1 year relevant post-qualification experience; or with at least 4 years relevant experience inclusive of 1 year as Works Supervisor in a Government or quasi-Government project; or
- At least 3 years appropriate experience as Works Supervisor I in a Government or quasi-Government project.

#### RESIDENT CLERK OF WORKS Ref. No: RCOW/9727/TRA

- Candidates should have Diploma or Higher Certificate in Building Studies from a HKSAR technical institute or technical college or equivalent with at least 6 years relevant post-qualification experience.

#### RESIDENT ASSISTANT CLERK OF WORKS Ref. No: RACOW/9728/TRA

- Candidates should have Diploma or Higher Certificate in Building Studies from a HKSAR technical institute or technical college or equivalent with at least 3 years relevant post-qualification experience.

#### RESIDENT WORKS SUPERVISOR I Ref. No: RWSI/9729/TRA

#### RESIDENT WORKS SUPERVISOR I (ELECTRONIC / E&M) Ref. No: RWSI(EEM)/9730/TRA

- Candidates should have Certificate from a HKSAR technical institute or equivalent in an appropriate discipline or completed a technician apprenticeship; and with at least 3 years relevant post-qualification experience.

#### RESIDENT WORKS SUPERVISOR II Ref. No: RWSII/9731/TRA

#### RESIDENT WORKS SUPERVISOR II (BUILDING SERVICES) Ref. No: RWSII(BS)/9732/TRA

#### RESIDENT WORKS SUPERVISOR II (ELECTRONIC / E&M) Ref. No: RWSII(EEM)/9733/TRA

- Candidates should have Certificate from a HKSAR technical institute or equivalent in an appropriate discipline or completed a technician apprenticeship.

#### RESIDENT SENIOR FIELD OFFICER Ref. No: RSFO/9734/TRA

- Candidates should have Diploma from a HKSAR technical institute or equivalent in an appropriate discipline with at least 6 years relevant post-qualification experience.

#### RESIDENT FIELD OFFICER Ref. No: RFO/9735/TRA

- Candidates should have Diploma from a HKSAR technical institute or equivalent in an appropriate discipline with at least 3 years relevant post-qualification experience.

#### RESIDENT SENIOR SURVEY OFFICER (QUANTITY) Ref. No: RSSO(Q)/9736/TRA

- Candidates should have 5 passes in HKCEE or equivalent including English Syllabus B at grade E or above and Mathematics at grade C or above, plus Certificate from a HKSAR technical institute in an appropriate discipline with at least 7 years relevant experience inclusive of 4 years relevant post-qualification experience; or
- Higher Certificate from a HKSAR technical college or Diploma from a HKSAR technical institute or equivalent in an appropriate discipline with at least 4 years relevant post-qualification experience.

#### RESIDENT CLERICAL ASSISTANT Ref. No: RCA/9737/TRA

- Candidates should have completed Form 4, subjects studied should include English Language, Chinese Language and Mathematics or equivalent, with at least 1 year relevant experience.

#### LABOUR RELATIONS OFFICER Ref. No: LRO/9738/TRA

- Candidates should have 5 passes in HKCEE or equivalent including English Language Syllabus B, Chinese Language and Mathematics at grade E or equivalent;
- Full time working experience on personnel management or human resources related duties with good inter-personal skills;
- Good command of both oral and written English and Chinese;
- Good computer knowledge preferably with past experience on the operation of computerized smart-card system.
- Preferably with a post secondary certificate programme on human resources or personnel management.

**Conditions:** Appointments will be made on Agreement Term with AECOM Asia Co. Ltd. in accordance with the prevailing Government's terms and conditions for the employment of Resident Site Staff. The incumbent may be required to work irregular hours, overtime and shifts (including Saturdays, Sundays and public holidays) to carry out supervision duties in relation to the works when required.

Interested parties please send full resume with availability, contact telephone no. and salary expected by **21 October 2016** to the **Senior Manager, Human Resources, AECOM, 8/F Grand Central Plaza, Tower 2, 138 Shatin Rural Committee Road, Sha Tin, NT.** or email to [siterecruiter-hk@aecom.com](mailto:siterecruiter-hk@aecom.com). Reference number should be quoted on the application and envelope.

Personal data collected will be used for recruitment purposes only. The Company will retain the applications for a maximum period of 12 months after which their personal data will be destroyed.



YOUR CAREER



# The cushy life pays off

Companies who spend money on providing a cosier working environment for their staff may reap handsome dividends in productivity

FEATURE

**C**he Voigt believes his company has solved problems that have plagued the working world since the advent of typing. It's a solution to hunched backs, stiff necks and tight shoulders. It's a workstation that, with a push of a button, transitions from a standing desk to a seated table to a fully reclined platform like a dentist's chair. Its seat expands and retracts, supporting the whole body from head to heels. Its desk moves up, down and rotates. There's a screen and mouse and keyboard that follows the user's eyes and hands. It's the way of the future, he says; the most comfortable you can possibly be working at a computer. And it starts at US\$5,900 (HK\$46,000). Before anyone scoffs, Voigt has a defence: first, don't knock it until you've tried it, and second, if people don't invest in ergonomics now, they'll pay for it later. If the track record of Silicon Valley in California is anything to go by, Voigt might be on to something. Tech firms have long embraced wacky inventions that promise heightened productivity and creativity – and the industry has a history of making them mainstream. Height-adjustable desks and US\$1,000 Herman Miller chairs that once seemed extravagant are no longer common just at software start-ups; schools, government agencies and even the White House have got onboard. Whether it's open floor plans, ergonomic keyboards or yoga ball chairs, workplaces far removed from the tech world often co-opt the quirky and often costly office cultures of firms such as Apple, Google and Facebook in the hope that some of their success rubs off. "Comfort is material to creativity," says Voigt, 45, chief executive of Altwork, a company that builds each workstation by hand. "If you're stressed or distressed, the mind can't fall into creativity. We want to get into

an area where you can be productive and do really good work." Twenty years ago, ergonomics was about finding a decent office chair and doing the occasional stretch throughout the day, says Joy Boese, an ergonomics specialist at E3 Consulting, who has worked with companies such as Toyota and Netflix. "Now it's about tracking your health and your steps ... integrating treadmill desks, Zen rooms for people to take a moment to rest their mind," she says. "These companies want people to feel like it's more than just coming to work – they want a happy, healthy, engaged workforce." It was software engineers who popularised Soylent, the liquid meal replacement for techies. It was tech CEOs such as Mark Zuckerberg and Steve Jobs who streamlined their wardrobes into a uniform, a move that Zuckerberg has justified saying it helped "clear my life so that I have to make as few decisions as possible ... on things that are silly or frivolous". "Being comfortable at your desk is really important," says Helen Wu, director of growth partnerships at tech firm AppLovin, where every employee can choose between a sitting or standing desk and request ergonomic gadgets. "Having a setup where you don't have to worry about your physiology lets you focus on your work." Silicon Valley isn't wary of workplace weirdness. It has embraced it – reclining chairs, bike-pedal footstools, treadmill desks and all. There's a copycat element to it too, says Michael Lukasik, a brand development manager for West Elm Workspace, an arm of a housewares business that furnishes offices. Start-ups often express Google-like aspirations, even if their businesses couldn't be further from Google's.

## Comfort is material to creativity. If you're stressed ... the mind can't fall into creativity.

CHE VOIGT, CHIEF EXECUTIVE, ALTWORK

"These smaller companies are coming to us and saying, 'We saw images of Google's offices – can you help us accomplish this?'" Lukasik says. "Everyone wants to attract the same talent that Google or Apple attracts and retains." It doesn't always work, of course. The Googles and Facebooks of the world were at least bringing in revenue before they started lavishing their employees with ergonomic perks. Some start-ups find themselves in the reverse situation, spending big before they've hit the jackpot. "It's not unusual to hear that some company just got a round of financing and bought 20 [Herman Miller] Aeron chairs, or that another just bought 40 at a discount from another start-up that went bust," says Mike Vorhaus, a technology analyst. Still, many tech firms swear by it. Underwear subscription startup MeUndies has an office decked out in Herman Miller furniture, with US\$660 chairs, US\$1,000 sit-to-stand desks and an open floor plan designed by ergonomists. "The most telling stat is employee retention," says Terry Lee, MeUndies' COO. "In the two years I've been here we've only had two employees voluntarily leave. In less than a year we've doubled our headcount. I think it translates to employee happiness, and workplace ergonomics tie into that." For most companies, the draw of ergonomics is the effect that it is believed to have on the bottom line. "The companies buying these know if they can get their project done a little sooner, it pays huge dividends," Voigt says. If a company can squeeze even 10 more minutes of worker efficiency each day, then the cost of an Altwork Station "is completely insignificant". LA Times

Photo: Thinkstock

CAREER GUIDE

# Dump the slump

**M**ost mid-career slumps occur when you have reached a point that shows little or no sign of progression. Often, people in this situation are highly valued by their employer because they perform well in their current job. However, they may feel their career has become static as a result of not having the opportunity to take on additional duties or develop new skills. So how can you revitalise your career if you find yourself in such a slump? Whether you wish to stay with your current employer, or your slump is so dramatic it requires a change of job or industry, you can expand your skill set and "map" your career by following several steps. First, write down your current job title, salary and benefits, key responsibilities, existing skills, future prospects and potential for skill development. Then identify at least five goals and a date by which to achieve them. The next step is to create a detailed action plan determining the objectives and skills you want to achieve. Finally, do research into the range of roles available and find the best one for you and your career progression. In the face of a mid-career slump, many people think training or studying is their answer, but there's a time and place for an MBA qualification. The expansion of your skill set must coincide with practical experience if your career is to benefit. We see countless examples of candidates who complete an MBA and assume they will automatically receive a job offer or an increase in their salary. Certainly there are some cases where this



**There are cases where an MBA can lead to a job offer, but far more where it doesn't**

happens, but there are far more examples where it doesn't. The best time for an MBA is when you have gained solid experience and become an accomplished professional, as you will have the experience to prepare yourself for an executive role. An MBA shows you are not only commercially minded, but a self-starter and an achiever who is prepared to work hard for promotion.

Christine Wright is managing director of Hays in Asia.

CAREER TRACKER



**Arthur Ooi**  
Bank of Singapore  
Bank of Singapore has added Ooi to its Philippines team as managing director and team head. Based in Singapore, Ooi has legal and investment banking experience, including knowledge of the Philippine market and familiarity with areas of law, institutional wealth, family office and wealth planning. He also has expertise and acute knowledge of the nuances and sensitivities of Asian families.



**Michelle Jackson**  
Frazer Jones  
Jackson has joined the Frazer Jones Hong Kong office to build the brand and lead the HR team for North Asia. Jackson started her HR career nearly 20 years ago and has undertaken generalist, business partner, and recruitment and HR project roles within the legal as well as banking and technology sectors in both London and Hong Kong. She has been based in Hong Kong for nine years.



**Mark Haines**  
Ernst & Young Transactions  
Haines has been appointed executive director, transaction advisory services. With more than 30 years' experience in Hong Kong, Asia and Britain as both a lender and an adviser to companies and their stakeholders, Haines has a particular focus on restructuring to preserve value and drive growth. He has worked extensively with large corporates, SMEs and private equity-backed companies.

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CAREER DOCTOR

# Will MOOCs make me stand out to HK employers?

**H**ow much weight do employers give to job candidates' skills that have been acquired via online courses? I have started studying some data analysis courses on sites such as Coursera and Udacity and I am learning a lot, but I'm not sure how good they will look on my CV compared to, say, a master's at a recognised university. To me it makes much more sense to study these "MOOCs" (massive open online



courses) because of their flexibility and the fact that a lot of them are free. Could I get a job as a data analyst having only studied related online courses? *RyanT*  
I have learned about data analysis courses provided by Coursera and Udacity on community websites and forums. The stories I have heard are mostly positive – including how an analyst with basic Excel skills advanced his career to become a data scientist after learning how to do predictive modelling using Python scripts through Udacity. However, you are correct in pointing out that these MOOCs are not well known among Hong Kong employers. In general, certificates or credits from recognised

institutions get higher recognition. I can see that the institutions you are "attending" do partner with well-known educational institutions such as Stanford and the University of Pennsylvania, and respectable tech companies such as Google and Facebook. Hence, you may want to state the partner institution of your course (if any) on your CV and detail the job-relevant course elements. The job market is very pragmatic nowadays. Acquiring a master's degree at a recognised university is good, but relevant hands-on work experience is more important for a job switch. Nonetheless, a master's degree can be helpful for your career at a later stage. Given the time and money you need to put in for a master's, though, you may need to decide what the best time is for making this investment in your future. In pursuance of a career in data analytics, you may consider beefing up your hands-on experience – either through working on special projects at your existing company (if you are currently

employed), picking up relevant freelance projects or helping non-profits on pro bono projects. According to Kelly's latest global workplace research, more than 70 per cent of Hong Kong employees were more concerned about their skills being outdated than being laid off. This highlights the emergence of a new breed of workers – the "career resilient employees" who cultivate their own career paths despite what their existing employers or current role can offer. The survey also reflects that these well-armed employees are in a better position to stand the test of time in view of company restructuring and cut-backs. I wish you all the best in your job switch to become a data analyst.

For our doctors' previous diagnoses, visit [www.cpjobs.com/hk/careerdoctor](http://www.cpjobs.com/hk/careerdoctor). You can also send your job-related queries there, which might be picked for publication.

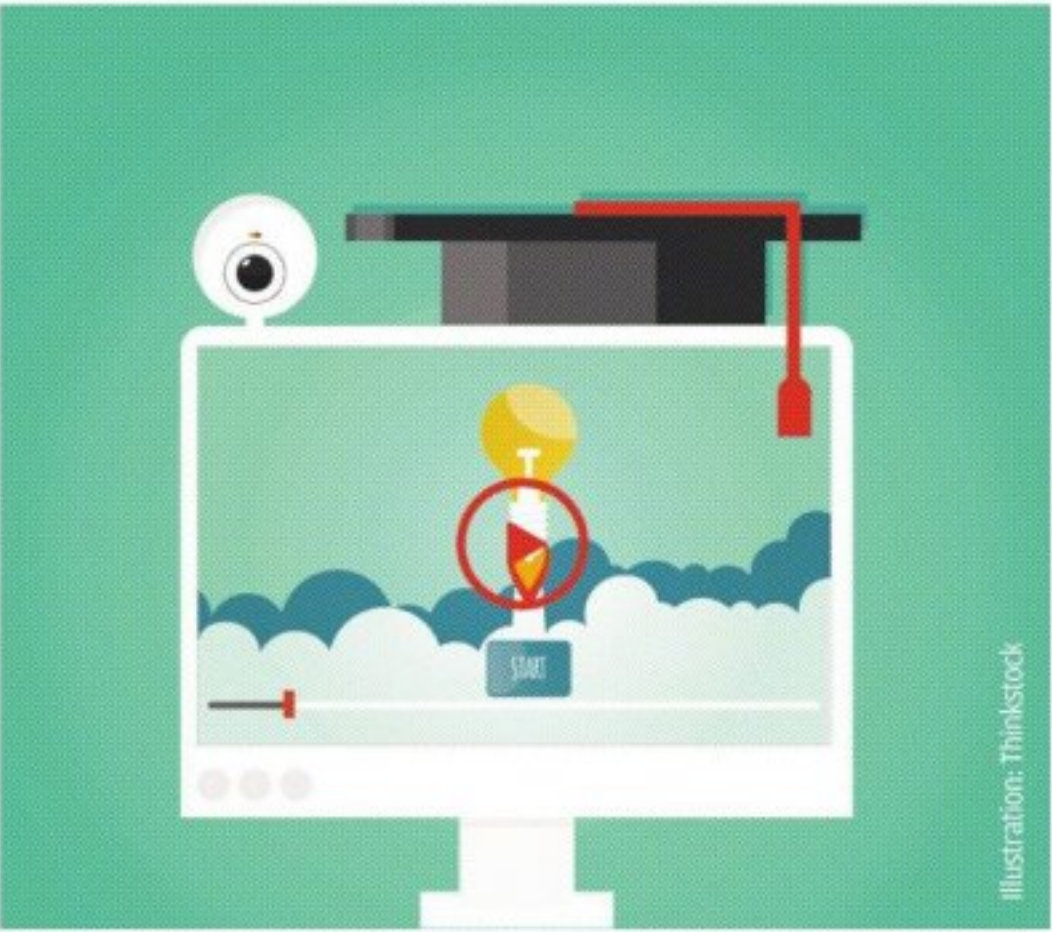


Illustration: Thinkstock



GENERAL

THE TREASURY

Contract Information Technology Officer II (Non-Civil Service Vacancy)

Salary: HK\$25,100 per month

Closing Date for Application:

28 October 2016

Tel. Enquiry: 2829 5117

Please visit GovHK at <http://www.gov.hk> or download “Government Vacancies” Mobile Application at Google Play/Apple App Store for information about the post.

We are int'l trade show organizer and have been organizing 2 successful int'l trade shows annually in Guangzhou and Shanghai since 1983. Our shows enjoy world-class status and are widely recognized by their respective industry sectors. Please visit [www.chinacoat.net](http://www.chinacoat.net) [www.schina.net](http://www.schina.net) for further information.

COMMUNICATIONS MANAGER

Job Responsibilities:

- Create sales, advertising and marketing materials for our 2 trade shows;
  - Develop and execute marketing and advertising plans for our 2 trade shows targeted at both visitors and exhibitors worldwide;
  - Plan and execute Visitor Promotion Campaign to invite int'l and domestic trade visitors.
- Skills and Qualifications:**
- Degree holder in a recognized university in Communications/Advertising/Marketing, with 5-10 years of working experience in related fields;
  - Must be able to write excellent English and Chinese, speak good standard of English and Chinese, while speaking Mandarin is an advantage;
  - Strong knowledge in advertising, copy-writing, marketing or event management;
  - Candidates with current/last annual salary less than HK\$600k are not suggested to apply (tax receipts will be required for proof at interview time).

EXECUTIVE / FINANCE MANAGER

Job Responsibilities:

- To work frequently in both our Hong Kong/Shenzhen/Shanghai operations;
- To supervise all fiscal matters for our mainland offices, while acting as financial controller and should also look after all budgeting, cash management, tax planning and related issues for the Group;
- To supervise daily office administration, e.g. staff discipline, performance, etc.

Skills and Qualifications:

- Degree holder in a recognized university in either Accounting, Business or Management, with at least 10 years of working experience, while at least 5-7 years managerial experience in a PRC business entity;
  - Familiar with PRC government requirements for staff's social benefits & tax compliances;
  - Speak & write good standard of English & Chinese. Speaking Mandarin is a MUST;
  - Able to demonstrate organizational capability and managerial skills.
- Please send resume with expected salary to [rachel.lui@sinostar-intl.com.hk](mailto:rachel.lui@sinostar-intl.com.hk)  
(Data collected will be used for recruitment purpose only)



Architectural Services Department

Technical Officer (Architectural) (Civil Service Vacancy)

Salary: Master Pay Scale Point 9 (HK\$20,060 per month) to Master Pay Scale Point 22 (HK\$39,350 per month)

Technical Officer Trainee (Architectural) (Civil Service Vacancy)

Salary: Training Pay Scale Point 4 (HK\$13,180 per month) to Training Pay Scale Point 6 (HK\$14,960 per month)

Closing Date for Application: 21 October 2016

Tel. Enquiry: 2867 5670

Please visit GovHK at <http://www.gov.hk> or download “Government Vacancies” Mobile Application at Google Play/Apple App Store for information about the post.



IMMIGRATION DEPARTMENT

Interpreter [Urdu & Punjabi (Pakistani)] (Non-Civil Service Vacancies)

Salary: \$51,300 per month

Closing Date for Application:

21 October 2016 (5:00p.m.)

Please visit GovHK on the Internet (<http://www.gov.hk>), Immigration Department's website (<http://www.immd.gov.hk>) or download “Government Vacancies” Mobile Application at Google Play/Apple App Store for information about the post.



LANDS DEPARTMENT

Contract Technical Officer (Cartographic) (Non-Civil Service Vacancies)

Salary: HK\$17,590 per month

Closing Date for Application: 31 October 2016

Tel. Enquiry: 2231 3204 / 2231 3182

Please visit GovHK at <http://www.gov.hk> or download “Government Vacancies” Mobile Application at Google Play/Apple App Store for information about the post.

westKowloon

西九文化區

The West Kowloon Cultural District, located on a dramatic harbour-front site in the heart of Hong Kong, is one of the largest cultural projects in the world, blending art, education and open space.

Our vision is to build a vibrant cultural quarter for Hong Kong, dedicated to bringing local and international artists together with audiences to be inspired by and to celebrate the arts.



To jointly realize this vision and be part of Hong Kong's cultural history in the making; We are now looking to hire the right talent and professionals who are interested in pursuing their career in arts and culture sector; WKCDA is offering a career not just a job because everything you've ever wanted in a career is right here.

We are now seeking experienced, high-caliber individuals with energy and passion to join the Authority in the following roles:

Senior Financial Analyst

Infrastructure Architect

Application Development Lead

Assistant Manager, Facilities Management

Performing Arts Assistant

For more information about these roles, the West Kowloon Cultural District and the Authority, please visit <https://careers.westkowloon.hk/jobsearch>.

[www.westkowloon.hk](http://www.westkowloon.hk)



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# Special Report | ENGINEERING & TECHNOLOGY

## Readying for new realities

**Cody Szeto** says that tech talent with skills suited for the AR/VR revolution are in the perfect position to make their mark

In 2015, 80 per cent of the world's largest tech companies according to Forbes had invested in R&D related to augmented reality and virtual reality (AR/VR) technology. In just the first half of 2016, venture capitalist consulting firm Digi-Capital recorded US\$1.1 billion in AR/VR investment. Following the explosion of smartphone technology, we foresee that the next technological revolution will come in AR/VR and is presenting an excellent opportunity for professionals with the right skills.

The AR/VR revolution is expected to change our lives and penetrate a broad range of industries. Apart from online games such as *Pokemon Go* and IBM's *Sword Art*, other sectors, ranging from engineering and finance to medical and tourism, are all set to benefit from this new technology.

In engineering, AR allows users to interact with design models and bring ideas to life at the design stage. Similarly, in the architecture, engineering and construction industries, VR allows 2D construction drawings to be converted to 3D building information models. This makes planning, design, construction and infrastructure maintenance much easier.

In fintech, some banks are already experimenting and combining VR

with data visualisation, with the aim to improve the customer experience when conceptualising complex wealth management and insurance portfolios. Some are designing apps to attract millennials who prefer to interact remotely; others are using technology to help users visualise their journey towards retirement. Some retail banks are even creating virtual malls, giving customers a whole new shopping experience.

I can imagine the Hong Kong Tourism Board (HKTb) developing an AR mobile phone app to allow visitors to experience Hong Kong before they set foot on a plane. Based on the specific interests of the traveller, the app could recommend walking routes that go past pre-selected restaurants and shops along the way.

The potential for AR/VR to fill industry voids and unmet customer needs is limitless. It is thus easy to foresee that AR/VR technical personnel will be in huge demand. The market will be craving for people with relevant skills, including software and content developers, visual software engineers, 3D animation designers, system product designers, data engineers, data designers, and UX/UI designers.

The technical requirements will vary by role. Similar to software developers in general, those who are keen to ride the AR/VR high-speed train will need to be proficient in at least one computer language: HTML, Java, .NET, C++, C#, JavaScript, WebGL, the Unity game development platform, and mobile developer software (iOS, Android). Reasonable knowledge in UX/UI will also be an advantage.

Hands-on experience in head-mounted displays and AR software development kits such as Vuforia, Wikitude and Metaio, and AR-related skills such as object recognition, object acquisition, object tracking and object rendering, will also be a plus.

Candidates with good soft skills, problem solving abilities, the passion to innovate, good teamwork, perseverance, and a proactive working attitude will be even more sought-after.

In five years, we foresee AR/VR to reach technical maturity, meaning technology will move from being an investment to generating revenue. At the initial stage, talent will be in short supply. The remuneration packages for those with relevant job experience will be considerably higher compared to inexperienced candidates.

For example, currently in the US, the annual salary of an AR/VR software developer new to the industry is US\$75,000-80,000, while those with relevant experience can earn up to US\$200,000.

Hong Kong is equipped with the world's fastest commercially offered internet speed and 87 per cent smartphone penetration, while 96 per cent of the population are mobile internet users – all favourable conditions for early adoption of AR/VR technology.

Should the Innovation and Technology Bureau, together with tech-focused education institutions, commit to creating a solid group of AR/VR technicians with practical hands-on experience, the AR/VR talent shortage can be eased.

It has been said that innovation is 1 per cent invention, 99 per cent entrepreneurial action. I hope the entrepreneurial, can-do spirit of Hong Kong can be revived with our visionary talents and companies, working hard together to make this city an innovative hotbed for the AR/VR revolution.



Illustration: Thinkstock



**Cody Szeto is director of the IT&T, engineering, supply chain and procurement divisions at Kelly Services Hong Kong.**

### AECOM

#### Civil Engineering & Development Department Liantang / Heung Yuen Wai Boundary Control Point Site Formation and Infrastructure Works

**AECOM Asia Co. Ltd.** invites applications for a range of Resident Site Staff positions for contract administration of the Liantang / Heung Yuen Wai Boundary Control Point (BCP), which comprises mainly site formation works for the development of the BCP and a 11km long dual two-lane trunk road (with at-grade roads, viaducts and tunnels) connecting the BCP with Fanling Highway and associated works.

#### SENIOR RESIDENT ENGINEER (GEOTECHNICAL) Ref. No: SRE(G)/9705/WUD

- Candidates should be Corporate Members of the Hong Kong Institution of Engineers in an appropriate discipline and elected after 5 December 1975 or equivalent; and have at least 5 years relevant post-professional qualification experience.

#### RESIDENT SENIOR INSPECTOR OF WORKS Ref. No: RSIOW/9706/WUD

- Candidates should have Diploma from a HKSAR technical institute or equivalent in an appropriate discipline with at least 11 years relevant post-qualification experience; or
- Higher Certificate from a HKSAR technical college or equivalent in an appropriate discipline with at least 12 years relevant experience inclusive of 9 years relevant post-qualification experience; or
- At least 4 years appropriate experience as Inspector of Works in a Government or quasi-Government project.
- Candidates with Viaduct construction experience preferred.

#### RESIDENT WORKS SUPERVISOR I (CIVIL) Ref. No: RWSI(C)/9707/WUD

- Candidates should have Certificate from a HKSAR technical institute or equivalent in an appropriate discipline or completed technician apprenticeship; and with at least 3 years relevant post-qualification experience.

#### RESIDENT WORKS SUPERVISOR II (CIVIL) Ref. No: RWSII(C)/9708/WUD

- Candidates should have Certificate from a HKSAR technical institute or equivalent in an appropriate discipline or completed technician apprenticeship.

#### RESIDENT ASSISTANT CLERICAL OFFICER Ref. No: RACO/9709/WUD

- Candidates should have 5 passes in HKCEE including English Language Syllabus B, Chinese Language and Mathematics at grade E or above or equivalent with at least 3 years relevant experience.

#### LABOUR RELATIONS OFFICER Ref. No: LRO/9710/WUD

- Candidates should have 5 passes in HKCEE including English Language Syllabus B, Chinese Language and Mathematics at grade E or above or equivalent; and
- Full time working experience on personnel management or human resources related duties with good inter-personal skills; and
- Good command of both oral and written English and Chinese; and
- Good command of computer skills and be adaptive to new software applications, experience on smart-card system is preferable; and
- Preferably completed a post secondary certificate programme on human resources or personnel management.

**Conditions:** Appointments will be made on Agreement Term with AECOM Asia Co. Ltd. in accordance with the prevailing Government's terms and conditions. Salary will be commensurate with qualifications and experience.

Confidential applications with full resume, availability and contact numbers should be sent by **28 October 2016** to the **Human Resources Department, AECOM, 8/F Grand Central Plaza, Tower 2, 138 Shatin Rural Committee Road, Sha Tin, N.T.** or email to [siterecruiter-hk@aecom.com](mailto:siterecruiter-hk@aecom.com). (Please quote the REF NO. on the application letter and envelope)

Personal data collected will be used for recruitment purposes only. The Company will retain the applications for a maximum period of 12 months after which their personal data will be destroyed.

### AECOM

#### Drainage Services Department Contract No. DC/2010/10 Sewerage in Ping Kong, Fu Tei Pai and Tai Wo

**AECOM Asia Co. Ltd.** - invites applications for a Resident Site Staff position for contract administration and construction supervision of the Sewerage in Ping Kong, Fu Tei Pai and Tai Wo. The works comprise construction of approximately 9 kilometers of gravity sewers in diameter 100mm to 375mm of village sewerage system at Ping Kong, Fu Tei Pai and Tai Wo. The works also include the civil works construction for two sewage pumping stations at Ping Kong and Tai Wo respectively.

#### RESIDENT CLERICAL ASSISTANT Ref. No: RCA/9712/WUD

- Candidates should have completed Form 4, subjects studied should include English, Chinese Language and Mathematics or equivalent, with at least 1 year relevant experience.

**Conditions:** Appointments will be made on Agreement Term with AECOM Asia Co. Ltd. in accordance with the prevailing Government's terms and conditions for the employment of Resident Site Staff. The incumbent may be required to work irregular hours, overtime and shifts (including Saturdays, Sundays and public holidays) to carry out supervision duties in relation to the works when required.

Interested parties please send full resume with availability, contact telephone no. and salary expected by **21 October 2016** to the **Senior Manager, Human Resources, AECOM, 8/F Grand Central Plaza, Tower 2, 138 Shatin Rural Committee Road, Sha Tin, NT.** or email to [siterecruiter-hk@aecom.com](mailto:siterecruiter-hk@aecom.com). Reference number should be quoted on the application and envelope.

Personal data collected will be used for recruitment purposes only. The Company will retain the applications for a maximum period of 12 months after which their personal data will be destroyed.

### AECOM

#### Drainage Services Department Contract No. DC/2012/04 Sewerage in Kau Lung Hang San Wai, Kau Lung Hang Lo Wai and Tai Hang

**AECOM Asia Co. Ltd.** - invites applications for a Resident Site Staff position for contract administration and construction supervision of the Sewerage in Kau Lung Hang San Wai, Kau Lung Hang Lo Wai and Tai Hang. The works comprise construction of approximately 11 kilometers of gravity sewers in diameter 150mm to 300mm in Kau Lung Hang San Wai, Kau Lung Hang Lo Wai and Tai Hang and a sewage pumping station at Tai Hang.

#### RESIDENT WORKS SUPERVISOR I (Civil) Ref. No: RWSI/9713/WUD

- Candidates should have Certificate from a HKSAR technical institute or equivalent in an appropriate discipline or have completed a technician apprenticeship, with at least 3 years relevant post-qualification experience.

**Conditions:** Appointments will be made on Agreement Term with AECOM Asia Co. Ltd. in accordance with the prevailing Government's terms and conditions for the employment of Resident Site Staff. The incumbent may be required to work irregular hours, overtime and shifts (including Saturdays, Sundays and public holidays) to carry out supervision duties in relation to the works when required.

Interested parties please send full resume with availability, contact telephone no. and salary expected by **21 October 2016** to the **Senior Manager, Human Resources, AECOM, 8/F Grand Central Plaza, Tower 2, 138 Shatin Rural Committee Road, Sha Tin, NT.** or email to [siterecruiter-hk@aecom.com](mailto:siterecruiter-hk@aecom.com). Reference number should be quoted on the application and envelope.

Personal data collected will be used for recruitment purposes only. The Company will retain the applications for a maximum period of 12 months after which their personal data will be destroyed.

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South China Morning Post Publishers Limited is a leading newspaper and magazine publisher in Asia. Its flagship publication, the **South China Morning Post**, is Hong Kong’s internationally recognised English language newspaper and has the city’s most affluent and influential readership. First published in 1903, the newspaper has developed an enviable reputation for authoritative, influential and independent reporting on Hong Kong, China and the rest of Asia. Available in print, mobile, tablets and online through [scmp.com](http://scmp.com) and e-reader editions, the **South China Morning Post** reaches a global audience with daily breaking news, analysis and opinion, multimedia articles and interactive forums. The South China Morning Post received over 200 awards in 2015-16 for excellence in editorial, marketing and technical capabilities. Other titles in the company include the **Sunday Morning Post**, **STYLE**, **Destination Macau** and **THE PEAK**.

Through the joint venture partnership with Hearst, SCMP Hearst publishes the Chinese editions of **Cosmopolitan**, **CosmoBride**, **Harper’s BAZAAR**, **Harper’s BAZAAR Art**, **Harper’s BAZAAR Bride**, **Esquire**, **ELLE**, **ELLE Men**, **ELLE Wedding**, **ELLE Decoration**, and **ELLE Accessories**; and operates [Cosmopolitan.com.hk](http://Cosmopolitan.com.hk), [Cosmogirl.com.hk](http://Cosmogirl.com.hk), [Harpersbazaar.com.hk](http://Harpersbazaar.com.hk), [ELLE.com.hk](http://ELLE.com.hk) and [EsquireHK.com](http://EsquireHK.com) in Hong Kong.

With an expanding business across a number of print and digital platforms, we are looking for candidates of high caliber to fill the following positions:

- Editorial

▶

1. Washington / New York Correspondents  
(Ref: CTL-ED-WNYC)

The South China Morning Post is recruiting experienced full-time reporters in Washington and New York to expand our coverage of the business, trade, economic and diplomatic ties between China and the United States. These exciting openings at Asia’s leading English-language newspaper, established in 1903 in Hong Kong, aim to provide a fresh international perspective on relations between the world’s two most critical powers.

Responsibilities & Requirements:

- Develop contacts and sources in Washington, New York and other U.S. cities on Sino-U.S. relations. Establish regular contacts with government agencies, businesses, institutions and think-tanks for China-related issues
  - Cover key China-related news in the United States, including conferences, seminars and summits. Write news and analysis informed with anecdotal detail and evidence gathered through on-the-spot reporting
  - Coordinate closely with colleagues in Hong Kong and mainland China on major cross-border stories, including the South China Sea and renminbi internationalization
  - Spot China-related themes and angles from events as they unfold in the United States, such as the presidential campaign and U.S.-based meetings of the twice annual U.S.-China Strategic and Economic Dialogue
  - For New York, correspondent will cover listings of major Chinese companies, their fund-raising events and mergers and acquisitions. Monitor and cover Chinese corporate leaders when they visit for road shows and investor conferences. Also will cover important United Nations meetings including the General Assembly and other conferences and events on Sino-U.S. relations
  - Generate enterprise stories from North America relating to Asia and China. Will require travel around the United States on reporting trips

- Must have strong understanding of the latest Chinese political, economic and business developments, as well as the dynamics affecting the Sino-U.S. relations and the global balance of power. The candidate also needs to understand American politics and know who the influential thinkers are on American strategy towards Asia. For New York roles, basic business knowledge and reporting experience and the ability to read a financial statement are much preferred
  - Bachelor’s degree or above. At least five years China coverage experience with established media organizations, a proven track-record for breaking news and developing contacts
  - Fluency in English and Chinese with strong ability to produce clean and high-quality English news copy. Must be able to read Chinese. Other languages helpful
  - Ability to work both independently and as part of a global team, and to keep focused and deliver while under deadline pressure
  - Multi-media skills, including video producing and photographing, will be a strong advantage
  - One correspondent will be based in Washington D.C. and one will be in New York
- ▶

2. Experienced News Sub-Editors  
(Ref: CTL-ED-SE)

The SCMP is expanding and we are looking for talented, experienced and passionate sub-editors with online and print skills for our China, Business and International news desks.

Responsibilities & Requirements:

- Editing, checking facts, rewriting and improving copy with care and sensitivity and ensuring copy is error-free
  - Crafting top-notch SEO and print headlines, standfirsts and captions
  - Ensuring all stories have the appropriate, accurate and eye-catching visual elements
  - Using analytical tools to make sure the right stories are delivered in a timely way
  - Curating skills to help manage homepages

- Minimum 3 years of experience in a real-time online news operation, a wire service or a newspaper is essential: no beginners considered
  - Applicants for China desk positions should ideally have worked in China
  - Financial news experience, preferably in China, required for Business desk positions
  - International news and commissioning experiences would be ideal for International desk position
  - Awareness of media law and legal dangers in copy, and of social media as a news dissemination tool
  - Strong familiarity with the Asia context of news
  - Can-do attitude with top-notch English subbing skills and zero tolerance for errors in grammar, spelling and content
  - Solid news judgment and the ability to communicate clearly and concisely
  - Capable of turning around raw copy fast when needed and the patience and good humour to work constructively with reporters for whom English is a second language
- ▶

3. Experienced China Reporters  
(Ref: CTL-ED-CR)

Responsibilities & Requirements:

- Bring the news with coverage of China macro-economy, politics and/or international relations to the world via our print and online editions. Interviewing people in a range of different circumstances
  - Build contacts to maintain a flow of news in the specific area
  - Seeking out and investigating stories via different contacts, press releases and other media
  - Attend press conferences and asking questions
  - Conduct exclusive interviews with government officials and corporate executives
  - Answer the phones on the news desk and reacting to breaking news stories, write and research accurate stories

- Degree holder in Journalism with 5 – 8 years of relevant working experience
  - Good knowledge about the nation’s history and its social, economic and political developments
  - Good contacts for articles about China’s politic/and or international relations
  - Good English writing skills, Putonghua speaker is strongly preferred
  - Travelling to Mainland is required
- ▶

4. Senior China Business/Finance Writers  
(Ref: CTL-ED-SCBW)

We are looking for a top notch, versatile senior writer to deliver a range of business topics from the region surrounding the world’s second-largest economy for a global readership. The position can be based in Hong Kong, Beijing or Shanghai. Be prepared and be willing to travel wherever the story takes you.

Have a keen nose for news, ability to crunch numbers and analyze data, the temperament to interview and extract comments from non-English speakers, and the skills to weave reporting into coherent narratives.

Responsibilities & Requirements:

- Deliver the best business coverage from Asia’s most important financial market for a global readership
  - Plan, prepare and organize different packages of medium- and long-term story ideas, based on your own reporting and interviews by our entire team of reporters
  - Spot trends and get the stories behind the news and behind the personalities driving China Inc
  - Must be familiar with business news coverage, from commodities to financial markets to property

- Degree holder with at least 5 years’ reporting experience, and with a proven track record of delivering exclusives and deep analysis on Chinese companies and financial markets
  - Top notch English writing skills and the ability to deliver to deadline are absolute musts
  - Good knowledge of the economies of mainland China, Hong Kong and Taiwan as well as the companies that operate in the region
  - Must be able to conduct an interview in Mandarin, and be able to read a document written in Chinese
  - Able to work with our online news organization that also publishes a daily newspaper, ideally have some experience straddling the two formats
  - Self-starting professional and team player, willing to pitch in where needed and take on any task
- ▶

5. Senior Asia Correspondent  
(Ref: CTL-ED-SAC)

The SCMP is recruiting candidates for leading our coverage of regional diplomatic and security issues, specifically on the interactions between China and the rest of the region. The correspondent will write news for both the newspaper and for This Week in Asia, a new product to be launched in August as part of the revamped Sunday Morning Post. The Asia correspondent will be expected to break exclusive news as well as write analysis and commentary on critical issues. They will cover important territorial wranglings over the South China Sea and regional forums such as ASEAN and APEC, and shed light on the critical geopolitical relationship between China and the United States and Washington’s diplomatic efforts in Asia.

Responsibilities & Requirements:

- Investigate and write exclusives and original stories on Asia and the region
  - Offer commentaries and analysis
  - Produce content across all platforms
  - Lead teams for special coverage of regional events

- Journalists with specialist Northeast or Southeast Asian knowledge and reporting experience preferred
  - Experience in covering China and North Asia diplomacy critical; Chinese language an advantage
  - Minimum 5 years of writing and/or team-leading experience
  - Proven ability to produce original content on Asia and the region
  - Applicants should have strong contacts among newsmakers across the region
  - Excellent writing skills to convey complex stories in a simple engaging manner
  - Candidate with less experience may consider for Asia Correspondent



▶ **6. Social Media Editor**  
(Ref: CTL-ED-SME)

Responsibilities & Requirements:

- Implement and deliver a strong social media strategy for a newly-integrated newsroom, identify new ways in which connect with readers and build SCMP's community
- Be a game-changer who packages content and deliver it to our growing audience of local and international readers, encouraging greater engagement and driving traffic to SCMP.com
- Use Google analytics to develop best-practice social tools

- Degree holder preferably in Journalism or related, experience in an online or real-time news environment would be a distinct advantage
- With proven track record in implementing a successful social media strategy or campaign in editorial
- Familiar with social media tools and platforms, and an eye for the latest social medial trends
- Self-starting professionals with good understanding of Asia news, with a focus on China, Hong Kong and Business issues
- Cantonese/Mandarin speaker preferred but not essential, as is a strong news background

▶ **7.Video Editor**  
(Ref: CTL-ED-VE)

Responsibilities & Requirements:

- Supervise video team members in Hong Kong and Beijing
- Plan and implement strategies to maximize video potential across all digital products
- Coordinate with newsroom editors to generate video for breaking news, current affairs and features
- Lead the creative direction of original video content for SCMP.com and social media platforms, and oversee quality control
- Explore live streaming initiatives
- Advise team on best practices, nurture video talent

- Degree holder with minimum 8 years' experience in video journalism, including 3 years in a leadership role
- Must work effectively with others in a team-oriented environment
- Ability to ad-lib and improvise effortlessly in various types of situations
- Independent with strong problem solving and multi-tasking skills
- Meet deadlines under pressure
- Video animation experience an advantage

▶ **8. Production Editor, Sports**  
(Ref: CTL-ED-SPES)

Responsibilities & Requirements:

- Editing, checking facts, rewriting and improving copy with care and sensitivity and ensuring copy is error-free
- Crafting top-notch SEO and print headlines, standfirsts and captions
- Ensuring all stories have the appropriate, accurate and eye-catching visual elements
- Using analytical tools to make sure the right stories are delivered in a timely way
- Curating skills to help manage homepages across a variety of sports
- Capable of turning around raw copy fast when needed
- Solid news judgment and the ability to communicate clearly and concisely

- Minimum 3 years of experience in a real-time online news operation, a wire service or a newspaper is essential
- Capable of undertaking reporting assignments
- A knowledge of page design, print production and working to print deadlines
- Strong familiarity with sports across Asia and keen interest in a wide variety of sports
- Knowledge/understanding of horse racing
- Late shift work is required

▶ **9. Video Reporter, Sports**  
(Ref: CTL-ED-VRS)

Responsibilities & Requirements:

- Reporting and shooting sports and horse racing, with subtitles and voiceovers
- Shoot, edit and file video from the field as required
- Build and maintain strong list of story ideas
- Contribute to team members on best practice
- Write and edit video scripts
- Instigate live-streaming video initiatives

- Degree holder with 5 years of experience in video journalism
- Work effectively with others in a team-oriented environment
- Ability to tell and write stories with video
- Independent with strong problem solving and multi-tasking skills
- Must work well under pressure with an ability to meet deadlines

▶ **Advertising & Marketing Solutions**

▶ **10. Editor, Custom Publishing**  
(Ref: CJY-AMS-ECP)

• Plan, write, execute, and manage the content and production schedules of all related projects for a quarterly top-quality bespoke publishing magazine for Macau

• Generate content ideas, edit and re-write articles, commission articles from freelance and inhouse writers

• Have knowledge of the Macau market and be able to identify, commission and manage a selection of freelance writers and photographers

• Represent the magazine at client events and work closely with the sales team to create revenue-driven opportunities

• Work closely with photographers and stylists to generate quality shoots for the magazine, work closely with client team to produce a high-quality magazine

• Help formulate and lead digital editorial plans

- Degree holder with preferably 8-10 years' relevant working experience in a reputable media company
- Knowledge of magazine production cycles
- Excellent editing, copywriting and headline writing skills
- Able to multi-task and thrive in a deadline-driven environment
- Excellent leadership, interpersonal; and teamwork skills
- Chinese editing skills an advantage

▶ **Legal & Corporate Secretarial**

▶ **11. Assistant Legal Counsel / Paralegal**  
(Ref: CFL-LCS-ALC)

Responsibilities & Requirements:

- Work in Legal team and support day to day operation in relation to corporate, commercial and other operational legal matters in media industry
- Draft and review agreements and legal documents
- Manage trademark portfolio including attendance to registration, renewal, and related matters
- Conduct legal research, legal due diligence and English/Chinese translation

- Minimum 3-4 years' experience in commercial, intellectual property and company secretarial matters. Degree holder in law
- Solid experience in drafting, reviewing and commenting on commercial agreements and documentation
- Good command of spoken and written English and Chinese, including Putonghua
- Meticulous to details, with effective organisational and communication skills
- Self-motivated with the ability to work independently and in a team
- Experience in online media is a plus

▶ **Recruitment & Education Business**

▶ **12. Senior Sales Manager / Sales Manager, Executive Training**  
(Ref: CFL-REB-SSMET)

Responsibilities & Requirements:

- Generate revenue for Executive Training business
- Build long term relationships by understanding clients' need on learning and development and offer appropriate customized training solutions
- Work with strategic partners to deliver training programs to corporate clients
- Develop new business opportunities by offering customized executive training solutions

- Degree holder with at least 2 years' corporate selling experience in learning & development field
- Proven track record in developing new business opportunities and maintaining client relationships
- Excellent presentation, communication and interpersonal skills
- Exceptional customer service attitude
- Result-oriented, committed and willing to learn
- Proficient in both written and spoken English and Chinese

▶ **Digital Innovation & Technology**

▶ **13. Senior Analyst Programmer**  
(Ref: CAF-DIT-SAP)

Responsibilities & Requirements:

- Responsible for system maintenance and troubleshooting to ensure systems reliability
- Perform application testing and liaise with internal users and external vendors to ensure deliverables meet requirements
- Gather and analyse business requirements and propose sound solutions
- Participate in business application development and enhancement
- Frequent communication to users for understanding their needs on systems support

- Higher Diploma or above in Software Engineering, Computer Science or related discipline with minimum 4 years' experiences in programming
- Experience on Data Analytics Project with minimum 2 years' experiences as Senior Analyst Programmer or equivalent
- Experience in the delivery of technically complex IT projects. Proficient in PHP, MySQL, XML, HTML5, JScrip, JAVA and PHP Framework
- Excellent presentation skills with the ability to explain technical details effectively
- Highly motivated individual that encourage team cooperation and able to carry out the tasks with minimal supervision and meet tight deadlines
- Good command of both spoken and written English and Cantonese; Mandarin speaker is highly preferred

▶ **14. System Engineer**  
(Ref: CAF-DIT-SE)

Responsibilities & Requirements:

- Responsible for development and operations (DevOps) works on cloud platforms
- Design, build and maintain development tools such as industrial standard continuous integration system, source control system, and system monitoring tools
- Assist the system architect in infrastructure design and server related operational works to ensure the technical feasibility of infrastructure
- Optimize server components to help application for maximum speed and scalability
- Conduct research and integrate suitable tools for the team

- Degree holder in Software Engineering, Computer Science or related discipline with minimum 3 years of system maintenance experience
- Expertise in cloud computing cluster design and familiar with Git
- Programming experience is a must. Language such as Golang, Python, Ruby or Java
- Good understanding of web development flow and comfortable with command line environment and shell scripting. Experience in implementing projects on Drupal, and node.js would be beneficial
- Flexible, proactive and able to work under fast paced environments. Excellent analytical skills in problem identification and resolution
- Good command of both spoken and written English and Cantonese; Mandarin would be an advantage

Work location for position 1 will be at US Bureau; positions 2 - 9 will be at Causeway Bay office; positions 10 - 14 will be at Tai Po office, shuttle bus service is provided.

Interested parties please send curriculum vitae with full career details, salary history, availability and expected salary to the Human Resources Division, Morning Post Centre, 22 Dai Fat Street, Tai Po Industrial Estate, New Territories, Hong Kong or by email to career@scmp.com.

Please mark 'Private & Confidential' and quote reference.

Personal data provided by job applicants will be used strictly in accordance with our Personal Information Collection Statement, a copy of which will be provided upon request sent to us at the address indicated above. You may consider your application unsuccessful if you do not hear from us within 6 weeks.

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EDUCATION BUREAU

Non-Civil Service Contract Vacancy

Senior Curriculum Officer (Science)

EDB Job Code : EDB/CDI/216/16

Salary : \$84,385 per month (Gratuity : 15%) (Contract Period : 2.5 Years)

Duties : To take charge of the development and implementation of the biology curriculum and various biology related parts in science curricula. Major duties include : (a) to plan, develop and evaluate the curricula; (b) to plan, organise and evaluate professional development programmes for teachers and training activities for laboratory technicians in support of the implementation of the curricula; (c) to plan, develop and evaluate learning and teaching resources in support of the implementation of the curricula; (d) to collaborate with the Hong Kong Examinations and Assessment Authority to ensure alignment between curriculum and assessment for the curricula; (e) to plan and conduct school visits and curriculum-related activities to support schools in their planning, development and implementation of the curricula; (f) to initiate, organise and evaluate curriculum-related activities to promote science education; (g) to initiate, conduct and monitor research and development projects in relation to the science curricula; (h) to review textbooks and resource materials of the curricula; and (i) to undertake any other duties as assigned.

Entry Requirements : (a) A Hong Kong bachelor's degree, majoring in Biology, or equivalent; and a certificate in education from a Hong Kong tertiary educational institution, or equivalent. [see Note (ii)]; (b) Met the language proficiency requirements of 'Level 2' results in the two language papers [Use of Chinese (UC) and Use of English (UE)] in the Common Recruitment Examination (CRE), or equivalent [see Notes (iii) and (iv)]; (c) at least 10 years' relevant post-qualification [as specified in (a)] experience in teaching and/or curriculum development [see Note (v)]; (d) sound knowledge of science education, Biology education and the local education system; (e) high level of awareness of current trends in local and international science education and Biology education; and (f) good leadership and interpersonal skills.

Notes :

- (i) The application period for the post of Senior Curriculum Officer (Science) is from 14 October 2016 (Friday) to 28 October 2016 (Friday).
- (ii) Candidates should mark clearly on their application forms the major and minor subjects studied in their degree courses. Candidates possessing additional qualifications (e.g. a second/ higher degree in a relevant subject) should include details in their applications.
- (iii) The results of the Use of Chinese (UC) and Use of English (UE) papers in the Common Recruitment Examination (CRE) are classified as 'Level 2', 'Level 1' or 'Fail', with 'Level 2' being the highest. 'Level 5' or above in Chinese Language of the Hong Kong Diploma of Secondary Education Examination (HKDSEE); or Grade 'C' or above in Chinese Language and Culture or Chinese Language and Literature of the Hong Kong Advanced Level Examination (HKALE) are accepted as equivalent to 'Level 2' in the UC paper of the CRE. 'Level 5' or above in English Language of the HKDSEE; or Grade 'C' or above in Use of English of the HKALE; or Grade 'C' or above in English Language of the General Certificate of Education (Advanced Level), are accepted as equivalent to 'Level 2' in the UE paper of the CRE. Applicants with an overall band of 6.5 or above with no subtest score below band 6 obtained in the same sitting in the Academic Module of the International English Language Testing System (IELTS) within the two-year validity period of the test result is accepted as equivalent to 'Level 2' in the UE paper of the CRE. The IELTS test result must be valid on any date during the application period.
- (iv) Candidates without the requisite CRE results as stated in item (b) of the entry requirements but who have met the other entry requirements by the closing date of the application period (i.e. 28 October 2016) may also apply. However, they will only be considered for appointment subject to their enrolment and obtaining the requisite results in the relevant papers in the CRE held on 8 October 2016.
- (v) Candidates should state the nature and relevancy of the post-qualification experience.
- (vi) For the purpose of heightening public awareness of the Basic Law (BL) and promoting a culture of learning of the BL in the community, applicants for all Curriculum Officer jobs in Education Bureau will be assessed on their BL knowledge. The BL test result will constitute an appropriate weighting in an applicant's overall assessment.
- (vii) Candidates should be responsible, self-motivated and enthusiastic; have a fine character and integrity; be committed to serve in the education field; and be able to communicate effectively in Chinese and English.

Closing date of application : 28 October 2016

How to apply : Application Forms [G.F. 340 (Rev.3/2013)] are obtainable from any Home Affairs Enquiry Centre of District Offices, Home Affairs Department and any Job Centre of the Employment Services Division, Labour Department. The said form can also be downloaded from the Civil Service Bureau's web site (<http://www.csb.gov.hk>). Application should reach the following enquiry address (Curriculum Development Institute, Education Bureau, Room 1318, 13/F., Wu Chung House, 213 Queen's Road East, Wanchai, Hong Kong) on or before the closing date for application. Please ensure that sufficient postage is paid to avoid unsuccessful delivery of application. Any underpaid mail items will be disposed of by the Hongkong Post. Bilingual advertisements of the post, including other information such as gratuity (if any) and fringe benefits etc., are available at the Civil Service Bureau's Internet web site (<http://www.csb.gov.hk>). \*[On-line application is accepted.]

Enquiries

Address : Curriculum Development Institute, Education Bureau, Room 1318, 13/F., Wu Chung House, 213 Queen's Road East, Wanchai, Hong Kong.

Tel : 2892 5846

利比 RLB Rider Levett Bucknall

SITE STAFF required for the following post to work for construction project for Architectural Services Department

Contract No.	Project Title	Location of Project	Work Location
SS A501	Design and Construction of Centre of Excellence on Paediatrics	HK Island, Kowloon and the New Territories	Site Office at Site C in South Apron of the Kai Tak Development

LABOUR RELATIONS OFFICER

- Attaining five subjects at grade 'E' or above in the Hong Kong Certificate of Education Examination (HKCEE) (including Chinese, English (Syllabus B) and Mathematics) or equivalent
- Minimum of 2 years' full-time working experience on personnel management or human resources related duties and good job records
- Good command of both oral and written English and Chinese
- Good computer knowledge preferably with past experience on the operation of a computerized card system
- Preferably have completed a post secondary certificate programme on human resources or personnel management

The employment will be on contract basis for an initial period of twelve months subject to further extension

Salary commensurate with qualifications. Please apply in strict confidence by post or e-mail enclosing full resume, copy of testimonial from previous employer, copy of Certificate qualification, present and expected salary to the **HR & Personnel Department, 20/F Eastern Central Plaza, 3 Yiu Hing Road, Shaueiwan, Hong Kong** or e-mail to [personnel@hkr.b.com](mailto:personnel@hkr.b.com)

All information received will be kept in strict confidence and only for employment-related purposes.



FIRE SERVICES DEPARTMENT

(Non-Civil Service Vacancies)

Position 1:

Contract Information Technology Services Manager

(Information Systems Strategy Study)

Position 2:

Contract Information Technology Services Manager

(Next Generation Mobilizing System)

Salary: HK \$65,740 per month

Closing Date for Application: 27 October 2016

Tel. Enquiry: 2733 7519

Please visit the Hong Kong Fire Services Department's website at <http://www.hkfsd.gov.hk> for information about the posts.



HONG KONG MONETARY AUTHORITY

The Hong Kong Monetary Authority (HKMA) is charged with the responsibility for maintaining the stability and integrity of the monetary and financial systems of Hong Kong. There is now an excellent opportunity for eligible candidates to apply for the following position:

Systems Analyst (Infrastructure Services)

Key Responsibilities

- Manage and support the HKMA's critical IT systems facilitating the management of the Exchange Fund
- Assist in various system upgrade projects and related implementation
- Provide emergency support and perform system maintenance during non-office hours

Requirements

- University degree in information technology or related fields. Relevant advanced degree an advantage
- At least three years' solid experience on providing support of UNIX based systems, plus knowledge and work experience on the following areas:
  - UNIX system administration
  - Storage Area Network (SAN) management
  - Backup management
  - Disaster recovery
  - Patch management
  - Operation automation
- IBM Certified System Administrator and Cisco Certified Network Associate an advantage
- Work experience on supporting mission critical systems in financial institution an advantage
- Result-oriented with flexible work approach
- Well-developed interpersonal and communication skills

Closing Date for Application: 22 October 2016.

Please visit our website at [www.hkma.gov.hk](http://www.hkma.gov.hk) for more information about the post.

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## HOTELS, CATERING & TOURISM



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Guest Services Agent

Responsibilities:

- To provide a full range of personalized front desk services including check-in, check-out, answering inquiries, promoting in-house events, baggage and mail delivery to guests;
- To professionally handle confidential information including guests' records with a high degree of integrity;
- To maintain great rapport and trust with all guests.

Requirements:

- Diploma or above in hospitality management or related disciplines;
- Minimum 1 year customer service experience mainly gained from frontline customer interaction, hospitality or property management industry;
- Customer focused with a pleasant, positive and outgoing personality;
- Good communication skills in English and Chinese, preferably Mandarin also;
- Able to work independently and handle shift duties;
- Immediate available is a definite advantage.

Candidates with higher caliber will be considered for senior position.

We offer competitive remuneration package including 6 days off per month, year-end double pay, duty meal and free shuttle bus to and from Central, and excellent career opportunities to the right candidate.

Please send full resume, expected salary and contact telephone number to

Hong Kong Parkview

Human Resources Department

88 Tai Tam Reservoir Road, Hong Kong

Confidential Fax No. 28123490

Email: [hr@hongkongparkview.com](mailto:hr@hongkongparkview.com)

[www.hongkongparkview.com](http://www.hongkongparkview.com)

(All data collected will be used for recruitment purpose only)

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1-day (All Access)	HK\$4,700	HK\$5,800

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GOVERNMENT

A well developed garment group with large production establishments in different parts of Mainland invites high-calibre and experienced candidates to fill the following vacancies:

**MANAGER ASSISTANT**

- University graduate is preferred
- Have some experience in Garment fields, Import & Export Business
- Have strong communication & interpersonal skills with customers and manufacturers
- Base in Guangzhou, frequent traveling to Europe is required
- Good command of English and Putonghua, German language is helpful

Interested parties please send full resume with expected salary to **Hinwing Garment Group** by Email: **personnelhwhk@gmail.com** or Fax **27978245** or Phone **22602715**. 資料保密

**L.C. INDUSTRIAL (HK) LTD**

Established in 1977, LC Industrial is a diversified trading company in the fields of building hardware, garments, furniture, sundries, electronics and personal computers, head office in Hong Kong and branch offices in Shenzhen, Guangzhou in China and Australia.

**Assistant Merchandiser**

**Responsibilities:**

- Communicate with overseas customers, Chinese vendors and clerical duties
- Source and assess vendors in china and coordinate OEM projects for customers.
- Coordinate samples, pricing, orders and inspection

**Requirements and personal attributes:**

- Form 5 or above, Diploma or degree holders will be considered for senior role & 1-2 years related experience
- Fluent in both verbal and written English & Chinese (Cantonese and Mandarin) & PC knowledge

Please send full CV with expected salary and position applied to **mandy.tsang@lci.com.hk**

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**Non-Civil Service Vacancy**

**AGRICULTURE, FISHERIES AND CONSERVATION DEPARTMENT**

**Senior Animal Health Technician**  
(Salary : \$40,140 per month)

**Entry Requirements :** The applicant should (a) have a bachelor degree in Medical Laboratory Science from a recognized institution/university in Hong Kong, or equivalent; (b) be registered under Part I of the Register of the Medical Laboratory Technologists Board of Hong Kong; (c) have at least seven years of post-qualification experience in diagnostic laboratory, or equivalent, at least three years of which should be at supervisory level; (d) met the language proficiency requirements of Level 2 or above in Chinese Language and English Language in Hong Kong Diploma of Secondary Education Examination (HKDSEE) or Hong Kong Certificate of Education Examination (HKCEE), or equivalent. Preference would be given to those candidates with at least three years working experience in a laboratory accredited under the Hong Kong Laboratory Accreditation Scheme (HOKLAS), or equivalent.  
*(Note: For non-civil service appointment purpose, 'Grade E' in Chinese Language and English Language (Syllabus B) in the HKCEE before 2007 are accepted administratively as comparable to 'Level 2' in Chinese Language and English Language in the 2007 HKCEE and henceforth.)*

**Duties :** A Senior Animal Health Technician is mainly deployed on (a) undertaking laboratory work in connection with the laboratory diagnostic and surveillance testing for avian influenza and/or other livestock diseases; (b) reporting laboratory test results; (c) preparing statistical reports, compiling laboratory data and preparing laboratory documents; (d) assisting in the evaluation of new diagnostic methods for the detection of disease in animal samples; (e) implementing laboratory management system to ensure full compliance with the guidelines on laboratory accreditation system as set out by the National Association of Testing Authorities, Australia; (f) carrying out laboratory administrative work including supervision of junior staff, procurement and inventory management; and (g) carrying out any other duties as required.  
*(Note: Required to work on shift in remote area of the New Territories and irregular hours including evenings, weekends, Sundays and public holidays.)*

**Terms of Appointment :** Successful candidates will be appointed on 1 year non-civil service contract terms.

**Fringe Benefits :** Rest days, public holidays (or substituted holidays), maternity leave, paternity leave, sickness allowance, where appropriate, will be granted in line with the provisions of the Employment Ordinance. 14 days paid annual leave will be granted. A gratuity plus the Government's Mandatory Provident Fund (MPF) contributions equivalent to 10% of the total basic salary drawn may be granted if the contract is satisfactorily completed with consistently high standard of performance and conduct.

**How To Apply :** Application Forms [G.F. 340 (Rev. 3/2013)] are obtainable from any Home Affairs Enquiry Centre of District Offices, Home Affairs Department or any Job Centre of the Employment Services Division, Labour Department. The said form can also be downloaded from the Civil Service Bureau's website (<http://www.csb.gov.hk>). Completed forms should reach the enquiry address of the recruiting department on or before the closing date for application. Please mark on envelope the title of the job applied for. On-line application can also be made available through the Civil Service Bureau's website (<http://www.csb.gov.hk>). Holders of academic qualifications other than those obtained from Hong Kong institutions / Hong Kong Examinations and Assessment Authority should deliver or send by post copies of their official transcripts, diplomas / certificates and other relevant qualification documents to the department at the enquiry address within one week after close of application (please clearly state the internet application number on every page of the documents). Applications which are incomplete, late or submitted by fax / email will not be considered. Please ensure that sufficient postage is paid if the completed application form and required supporting documents are sent by post. Underpaid mail items will not be delivered by Hongkong Post. Candidates who are selected for interview will normally receive an invitation in about ten to twelve weeks from the closing date for application. Those who are not invited for interview may assume that their applications are unsuccessful. For enquiries, please call the telephone number indicated.

**Address and Enquiry Tel :** Agriculture, Fisheries and Conservation Department, 5/F., Cheung Sha Wan Government Offices, 303 Cheung Sha Wan Road, Kowloon (2150 6685).

**Closing Date for Application :** 4 November 2016

**General Notes :**

(A) Candidates must be permanent residents of the Hong Kong Special Administrative Region at the time of appointment unless specified otherwise.

(B) As an Equal Opportunities Employer, the Government is committed to eliminating discrimination in employment. The vacancy advertised is open to all applicants meeting the basic entry requirement irrespective of their disability, sex, marital status, pregnancy, age, family status, sexual orientation and race.

(C) Non-civil service vacancies are not posts on the civil service establishment. Candidates appointed are not on civil service terms of appointment and conditions of service. Candidates appointed are not civil servants and will not be eligible for posting, promotion or transfer to any posts in the Civil Service.

(D) The entry pay, terms of appointment and conditions of service to be offered are subject to the provisions prevailing at the time the offer of appointment is made.

(E) Where a large number of candidates meet the specified entry requirements, the recruiting department may devise shortlisting criteria to select the better qualified candidates for further processing. In these circumstances, only shortlisted candidates will be invited to attend recruitment examination and/or interview.

(F) It is Government policy to place people with a disability in appropriate jobs wherever possible. If a disabled candidate meets the entry requirements, he/she will be invited to attend the selection interview/written examination without being subject to any further shortlisting criteria.

(G) Holders of academic qualifications other than those obtained from Hong Kong institutions/ Hong Kong Examinations and Assessment Authority may also apply but their qualifications will be subject to assessments on equivalence with the required entry qualifications. They should submit copies of their official transcripts and certificates by mail to the above enquiry address.

(H) Towards the application deadline, our on-line system would likely be overloaded due to large volume of applications. To ensure timely completion of your on-line application, it is advisable to submit the application as early as possible.

**HONG KONG MONETARY AUTHORITY**

The Hong Kong Monetary Authority (HKMA) is charged with the responsibility for maintaining the stability and integrity of the monetary and financial systems of Hong Kong. There is now an excellent opportunity for eligible candidates to apply for the following posts:

**Manager (Consumer Education)**

**Key responsibilities**

The Manager (Consumer Education) is responsible for planning, organising and implementing educational initiatives of the HKMA to promote smart and responsible use of banking and related products and services by the public. Responsibilities include:

- Assist in the development of the strategic plan of the HKMA's consumer education initiatives
- Deliver effective consumer education initiatives including programmes on the mass media and other platforms, marketing collaterals for consumer education, outreach projects at the community level and youth programmes for students of different levels
- Plan, manage and execute community and publicity events from creative concept/idea development to event execution and post-event publicity
- Develop the initiative content and deliver talks at outreach events and youth programmes
- Manage procurement and external service providers, and collaborate with various stakeholders in implementing consumer education initiatives
- Conduct consumer researches and gather market intelligence for consumer education programme development

**Requirements**

- University degree, preferably in communications, marketing, public relations or finance
- At least 3 years' relevant experience with proven track records in above-the-line and below-the-line publicity and event management. Previous experience in public education/publicity in the financial sector an advantage
- Good networking with media, press and a wide range of stakeholders
- Good understanding of banking and related products and services
- High proficiency in written and spoken English and Chinese, including Putonghua
- Excellent presentation and communication skills
- Able to deliver education initiatives and projects under pressure

**Counsel**

**Key responsibilities**

- Report to the General Counsel whose office provides legal advice in relation to all aspects of the HKMA's functions
- Required to advise on a wide range of central banking issues, both domestic and international, primarily in the areas of investment, commercial, financial, banking, resolution and regulatory work

**Requirements**

- Should be duly admitted as a legal practitioner in a recognized jurisdiction as stipulated under the Legal Officers Ordinance with an insolvency/investment/financial/regulatory law background
- At least 2 years' post qualification experience (part of which may be gained overseas)
- Excellent command of spoken and written English; proficiency in Cantonese and Putonghua an advantage

**Systems Analyst (Information Technology)**

**Key responsibilities**

- Perform business requirements analysis, system analysis, technical and database design, and prepare technical specifications for business application systems
- Perform user administration, system administration and application system support including market data download, incident management and patch management
- Develop user acceptance test plans and provide support to users in various user acceptance test phases
- Liaise with external consultants or service providers to improve quality of services and resolve problems
- Assist IT managers in the implementation, maintenance, support and acquisition of computer hardware, software and related services


**Requirements**

- University degree, major in business information systems, information technology, computer science or related disciplines
- At least 3 years' relevant IT experience
- Knowledge of trading and treasury management systems (e.g. Calypso, Murex or Simcorp) and market data providers (e.g. Bloomberg or Reuters) is highly desirable
- Solid understanding of financial products (e.g. FX and Money Markets, Fixed Income)
- Good knowledge of AIX and Oracle database
- Good knowledge of the system development life cycle and related methodologies
- A good team player with well-developed interpersonal and communication skills
- Good command of both written and spoken English and Chinese
- Able to work independently with minimum supervision
- Willing to work outside office hours

Closing Date for Application: **29 October 2016.**

Please visit our website at [www.hkma.gov.hk](http://www.hkma.gov.hk) for more information about the posts.

GENERAL

**醫院管理局  
HOSPITAL  
AUTHORITY**

<i>Vision</i>	<i>Mission</i>	<i>Values</i>
• Healthy People • Happy Staff • Trusted by the Community	• Helping People Stay Healthy	• People-centred Care • Professional Service • Committed Staff • Teamwork

**Hospital Authority Head Office  
Officer (Communication & Publications)**  
(Ref : AIO/HO1610002/11641)

**Pay**  
HK\$27,690 to HK\$53,871 per month (including Monthly Allowance).

**Job**

1. Undertake the production of HA's bilingual staff newsletter HASLink, including reporting, writing, editing, distribution and production of e-versions through co-ordination with internal and external parties.
2. Co-ordinate editorial meeting logistics including liaison, preparing papers, agenda and minutes.
3. Develop regular posts for social media platforms, including but not limited to Facebook, YouTube and mobile apps through research and creative writing.
4. Assist in write-up of corporate communication collateral materials including speeches, messages, apothegms, blog, publications, promotional leaflets and websites.
5. Perform and execute other corporate communication duties.
6. Perform duties outside office hours as required.

**Requirements**

1. University degree or equivalent in communications, journalism, translation, or languages studies.
2. At least 2 years of experience in print and online publications.
3. Excellent command of written and spoken English and Chinese.
4. Proficiency in common computer applications e.g. MS Word, Excel, PowerPoint and Chinese word processing.

**Preferred Attributes/ Exposure**

1. Experience in news, magazine or social media reporting.
2. Familiar with workflow and procedures and possess a flair for layout and design in publications.
3. Creative, self-motivated, detail-oriented and be able to work independently under tight deadlines and multi-tasking.
4. Tactful in inter-personal communication and confident in working with senior executives.

**Remarks**

1. Appointment will be on contract terms for 3 years. Up to 15% of total basic salary (after deducting the contribution of Mandatory Provident Fund by Hospital Authority) as end-of-contract gratuity may be offered upon completion of contract with satisfactory performance.
2. Please submit application online on or before **22 October 2016** via website <http://www.ha.org.hk> (click Careers). For enquiries, please telephone 2300 7257.

**General Notes**

1. We support the employment of people with a disability.
2. Information provided by applicants will be treated in strict confidence and will only be used for recruitment related purposes. Applicants who do not hear from us before 31 December 2016 may consider their applications unsuccessful. All information on unsuccessful candidates will be deleted from our files within 24 months.

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Classified Post



HEALTHCARE



醫院管理局

HOSPITAL AUTHORITY

**Vision**

• Healthy People  
• Happy Staff  
• Trusted by the Community

**Mission**

• Helping People Stay Healthy

**Values**

• People-centred Care  
• Professional Service  
• Committed Staff  
• Teamwork

Associate Consultant Positions for Experienced Doctors without Full Registration

(Anatomical Pathology / Obstetrics & Gynaecology)

(Ref: HO1609023/11641)

The Hospital Authority (HA) invites applications from experienced doctors who are not fully registered with the Medical Council of Hong Kong (MCHK) and yet have acquired relevant postgraduate qualifications set out in the requirements below.

**Job**

To provide clinical and patient care related services.

**Requirements**

1. Possess full registration with an approved medical authority outside Hong Kong;

2. Certified or registered as a specialist or equivalent, in relevant specialty in the country of practising Medicine. The certification or registration system for the specialist status should be a nationally or officially recognized system;

3. Proficiency in English; and

4. Proficiency in Cantonese (except for Anatomical Pathology)

**Pay**

HK\$136,732 to HK\$157,529 per month (including Monthly Allowance)

**Medical Registration and Employment Visa**

The HA will arrange selection interviews with shortlisted candidates and will support applications of suitable candidates to MCHK to practice under Limited Registration.

The HA will also assist successfully registered candidates who are non-Hong Kong residents in obtaining employment visas from the Hong Kong Immigration Department prior to commencement of work.

**Remarks**

1. Appointment will be on contract terms initially for one year which is renewable subject to annual renewal of Limited Registration with MCHK, satisfactory performance and mutual agreement.

2. Up to 15% of total basic salary (after deducting the contribution of Mandatory Provident Fund by HA) as end-of-contract gratuity will be offered upon satisfactory completion of contract.

3. Overseas candidates together with his/her eligible family members (up to four persons), may be granted economy class air passage from country of origin to Hong Kong as well as an economy class air passage on return upon completion of the terminal contract.

4. A one-off "Relocation Allowance", which is set at the employee's two months basic salary or \$40,000, whichever is the lower, may be granted to overseas recruits of doctors in Anatomical Pathology / Obstetrics & Gynaecology on a reimbursement basis.

5. Salaries tax in Hong Kong is currently charged at progressive rates of up to 17%, or standard rate of 15%, whichever is lower.

6. May be required to work shifts and irregular hours as well as to perform on-call duties.

7. Application should be submitted on or before **18 November 2016** via our website <http://www.ha.org.hk> (click Careers).

8. Shortlisted applicants will be invited for selection interview which will be arranged in February/March 2017 tentatively.

9. Applicants invited for selection interview will be required to provide the below documents (scanned copy by email or photocopy by mail) before interview:

(a) Certificate of professional qualifications;

(b) Certificate of registration or other document evidencing the applicant's registration with a medical authority outside Hong Kong at the date of the application;

(c) Documentary proof of all full-time post-qualification clinical experience (include internship); and

(d) 1-2 reference letters from current / previous employers.

**Enquiries**

Please contact Ms Wing LAU, HA Head Office at +852 2300 7394 or send email to [lwy584@ha.org.hk](mailto:lwy584@ha.org.hk)

**General Notes**

1. We support the employment of people with a disability.

2. Information provided by applicants will be treated in strict confidence and will only be used for recruitment related purposes. Applicants who do not hear from us by March 2017 may consider their applications unsuccessful. All information on unsuccessful candidates will be deleted from our files within 24 months.



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Service Resident Positions for Experienced Doctors without Full Registration

(Anaesthesia / Anatomical Pathology / Emergency Medicine / Family Medicine / Intensive Care / Internal Medicine / Obstetrics & Gynaecology / Orthopaedics and Traumatology / Paediatrics)

(Ref: HO1609024/11641)

The Hospital Authority (HA) invites applications from experienced doctors who are not fully registered with the Medical Council of Hong Kong (MCHK) and yet have acquired relevant postgraduate qualifications set out in the requirements below.

**Job**

To provide clinical and patient care related services.

**Requirements**

1. A qualification comparable to the Intermediate Examinations of constituent Colleges of the Hong Kong Academy of Medicine.

2. Three years of clinical experience as post-internship registered medical practitioner.

3. Proficiency in English.

4. Proficiency in Cantonese (except for Anaesthesia, and Anatomical Pathology)

**Pay**

HK\$63,704 to HK\$132,484 per month (including Monthly Allowance). Applicants having three years of clinical experience as post-internship registered medical practitioner and possessing a qualification comparable to the Intermediate Examinations will normally receive no less than HK\$73,125 per month (including Monthly Allowance).

**Medical Registration and Employment Visa**

The HA will arrange selection interviews with shortlisted candidates and will support applications of suitable candidates to MCHK to practice under Limited Registration.

The HA will also assist successfully registered candidates who are non-Hong Kong residents in obtaining employment visas from the Hong Kong Immigration Department prior to commencement of work.

**Remarks**

1. Salary to be offered will be commensurate with relevant experience and qualification of the selected candidate.

2. Appointment will be on contract terms initially for one year which is renewable subject to annual renewal of Limited Registration with MCHK, satisfactory performance and mutual agreement.

3. Up to 15% of total basic salary (after deducting the contribution of Mandatory Provident Fund by HA) as end-of-contract gratuity will be offered upon satisfactory completion of contract.

4. Salaries tax in Hong Kong is currently charged at progressive rates of up to 17%, or standard rate of 15%, whichever is lower.

5. May be required to work shifts and irregular hours as well as to perform on-call duties.

6. Refer to this link ([http://hohesdcds/hesd/haho/ho/hrd\\_jv/lrq1617\\_2.pdf](http://hohesdcds/hesd/haho/ho/hrd_jv/lrq1617_2.pdf)) for examples of qualifications comparable to the Intermediate Examinations of constituent Colleges of the Hong Kong Academy of Medicine.

7. Application should be submitted on or before **18 November 2016** via our website <http://www.ha.org.hk> (click Careers).

8. Shortlisted applicants will be invited for selection interview which will be arranged in February/March 2017 tentatively.

9. Applicants invited for selection interview will be required to provide the below documents (scanned copy by email or photocopy by mail) before interview:

(a) Certificate of professional qualifications;

(b) Certificate of registration or other document evidencing the applicant's registration with a medical authority outside Hong Kong at the date of the application;

(c) Documentary proof of all full-time post-qualification clinical experience (include internship); and

(d) 1-2 reference letters from current / previous employers.

**Enquiries**

Please contact Ms Wing LAU, HA Head Office at +852 2300 7394 or send email to [lwy584@ha.org.hk](mailto:lwy584@ha.org.hk)

**General Notes**

1. We support the employment of people with a disability.

2. Information provided by applicants will be treated in strict confidence and will only be used for recruitment related purposes. Applicants who do not hear from us by March 2017 may consider their applications unsuccessful. All information on unsuccessful candidates will be deleted from our files within 24 months.



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Various Clusters Pharmacist

(Ref: Pharm/HO1610004/11642)

**Pay**  
HK\$50,643 to HK\$120,458 per month (including Monthly Allowance).

**Job**

1. Perform and supervise the medication-use process.

2. Direct the development, implementation and maintenance of clinical pharmacy services.

3. Plan, develop and deliver educational/training and development programs for pharmacy staff and other health care professionals.

4. Assist the Department Manager/Senior Pharmacist in the development and operation of pharmaceutical service.

**Requirements**

1. A Certificate of Registration and a valid Practising Certificate issued by the Pharmacy and Poisons Board, Hong Kong.

2. 4 years' post-registration experience as a pharmacist# or 2 years' post-registration experience as a pharmacist# plus a relevant postgraduate professional degree or equivalent.

#Experience acquired as a pharmacist after registration with recognised overseas registration authorities but prior to registration with the Pharmacy and Poisons Board of Hong Kong can also be accepted as post-registration experience.

**Remarks**

1. Appointment will be on contract terms for a period of 1 – 3 years. Up to 15% of total basic salary (after deducting the contribution of Mandatory Provident Fund by Hospital Authority) as end-of-contract gratuity may be offered upon completion of contract with satisfactory performance.

2. Required to work shifts or perform on-call duties.

3. The posting of the selected candidates will be decided by the Selection Committee.

4. Please submit application on-line together with full curriculum vitae and reference letter on or before **28 October 2016** via website <http://www.ha.org.hk> (click Careers). For enquiries, please telephone 2300 6336.

**General Notes**

1. We support the employment of people with a disability.

2. Information provided by applicants will be treated in strict confidence and will only be used for recruitment related purposes. Applicants who do not hear from us before 6 January 2017 may consider their applications unsuccessful. All information on unsuccessful candidates will be deleted from our files within 24 months.



菲臘牙科醫院

The Prince Philip Dental Hospital

Comptroller

**Entry Requirements:** Candidates should have a university degree; considerable experience in administration, financial and human resources management of which at least 10 years should be at a senior management level, preferably in public or non-profit making organisations (including health care organisations) in Hong Kong; strong leadership; good strategic and analytical ability; excellent interpersonal and managerial skills; and good command of spoken and written Chinese and English.

**Responsibilities:** The Comptroller shall assist the Director in the management, conduct, administration and strategic planning of the Hospital and shall be directly responsible to the Board of Governors of the Hospital for the financial matters and budgets.

**Package:** Successful candidate will be offered appointment on contract terms with a salary equivalent to the Directorate Pay Scale Point 1 (currently \$135,950 per month). The remuneration package also includes annual leave, medical and dental benefits as well as employer's provident fund contribution. An end-of-contract gratuity may be granted upon satisfactory completion of the contract with consistently high standard of performance and conduct. The amount of gratuity payable will be the sum which, when added to the Hospital's contribution to a Mandatory Provident Fund (MPF) scheme as required by the MPF Schemes Ordinance (Cap. 485), equals to 15% of the total basic salary drawn during the contract period.

Applicants should send a **letter in English**, with a duly completed **Application Form** (downloadable from our website [www.ppdh.org.hk](http://www.ppdh.org.hk)), and **full résumé** indicating clearly their academic qualifications and working experience to the **Board Chairman, The Prince Philip Dental Hospital, 34 Hospital Road, Sai Ying Pun, Hong Kong by 28 October 2016**. Applicants should mark "Application for Comptroller" clearly on the envelope and the Application Form. Applicants who have not been invited for interviews within three months from the closing date may consider their applications unsuccessful.

Enquiry : 2859 0335

(Personal data collected will be used for recruitment related purpose only.)

SOCIAL SERVICES



香港小童群益會

The Boys' & Girls' Club Association of Hong Kong

服務兒童 建立未來

Nurture the Young Create the Future

Our Association was founded in 1936. Our mission "Nurture the Young Create the Future" has always guided our work in facilitating the wellbeing of children and young people. To further our development, we are now inviting competent candidate to join our team. For details, please visit our website [www.bgca.org.hk](http://www.bgca.org.hk).

**Head of Administration**

Reporting to the Executive Director, the Head of Administration will lead, develop and manage the Administration Department. To review and improve policies and procedures to ensure smooth and effective operation in headquarters and the service units.

**Responsibilities**

**Office Administration**

• To ensure effective usage and management of office space and resources

• To review, propose and implement upgrading of current administrative systems

• To ensure efficient support and communications among teams of staff

• To ensure and maintain comprehensive insurance coverage for the organization as a whole

• To manage and closely observe related financial budget items

**Building Management**

• To monitor the work of service vendor and maintenance of the facilities

• To plan and accommodate additional projects and improvement / alteration works

• To seek legal advice on land lease agreement

**Corporate Governance**

• To oversee the Corporate Governance Department's operation and its development

• To serve and provide support to the Executive Committee (the Board) as Secretary and other related committees

• To liaise with relevant Government departments

**Others**

• To organise and handle large scale event as required

**Requirements**

• Recognized Degree preferable in Business Administration with at least 15 years working experience, and over 5 years in senior management level

• Knowledge of liability insurance, Occupational Safety and Health Ordinance, and procurement compliance

• Proactive driven, and demonstrate the ability to bring about positive change and results

• Receptive to new ideas, and a flexible approach to problem-solving

• Good leadership skills with ability to communicate with people at all levels

• Excellent planning, organising and advisory skills

• Able to identify and manage risks

• May require to work at odd hours and handle emergency

• Good command of both written and spoken English and Chinese

• Specialized knowledge in social service sector is an asset

Please apply in writing with detailed resume and the application form with e-mail address and expected salary to the Human Resources Manager (Recruitment), The Boys' & Girls' Clubs Association of Hong Kong, 8/F., 3 Lockhart Road, Wanchai, Hong Kong by October 28, 2016 or email to [recruitment@bgca.org.hk](mailto:recruitment@bgca.org.hk). Application form can be downloaded from our website: <http://www.bgca.org.hk>. Personal data collected will be treated in strict confidence and used exclusively for recruitment purpose.





基督教懷智服務處

WAI JI CHRISTIAN SERVICE

<http://www.wjcs.org.hk>

**Chief Executive**

(Ref. Code: CE/HO/20161031/4)

Founded in 1979, Wai Ji Christian Service (WJCS) is a government-subsented non-governmental organization (NGO) providing a range of services mainly for people with disabilities to help them develop their potential and integrate into the community. WJCS runs 23 service units and a social enterprise known as Wai Ji Hong Yip. The organization now invites application for the position of Chief Executive.

**The position**

Reporting to the Board of Directors, the Chief Executive, as the administrative and service head of the agency, is required to provide leadership in strategic planning, service development, and establishing strong links with the government, the public and private sectors, the academia and other professional bodies. With the support of more than 540 multi-disciplinary staff members, the appointee will be required to oversee all aspects of the services, administration, financial and human resources management.

**Requirements**

The applicants should:

• hold a bachelor degree in social work, social science or other relevant disciplines. An advanced degree would be desirable; and

• have 10 years' work experience in a senior managerial position.

Work experience in NGO, government/public service or rehabilitation services, and experience in fund-raising and in setting up self-financed and profit-generating services is preferred.

**Salary**

Salary will be commensurate with qualifications and experience, within MPS40-44.

**Application**

Interested parties should send full resume showing current salary, expected salary and date of availability, with envelope marked 'Application – Chief Executive' and 'Private and Confidential' and [Wai Ji Job reference], to **The Chairman, Board of Directors, Wai Ji Christian Service, 9-15, G/F, Tung Hoi House, Tai Hang Tung Estate, Shek Kip Mei, Kowloon** on or before 31/10/2016.

WJCS reserves the right to invite application for this position and extend the closing date for application until the position has been filled.

The information supplied will be kept in strictest confidence and used for recruitment purposes only.

Their personal data will be destroyed within three months' time.

**WJCS is an EQUAL OPPORTUNITIES EMPLOYER**



Using analytics to connect you with quality jobseekers.

[cpjobs.com](http://cpjobs.com)

Call us now at 2680 8866

Email: [advertise@cpjobs.com](mailto:advertise@cpjobs.com)



LANDS DEPARTMENT

Contract Assistant Land Surveyor (Non-Civil Service Vacancies)

**Salary:** HK\$25,320 per month

**Closing Date for Application:** 24 October 2016

**Tel. Enquiry:** 2231 3232

Please visit GovHK at <http://www.gov.hk> or download “Government Vacancies” Mobile Application at Google Play/App Store for information about the post.

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