

Vacancy for
Commission Against Corruption Officer (Upper)
(Senior Staff Officer / Human Resource Development)
(Ref: RE 2026/04)

The Independent Commission Against Corruption (“ICAC”) is looking for suitable candidates to fill the vacancy of Commission Against Corruption Officer (Upper) (Senior Staff Officer / Human Resource Development).

Salary: ICAC Pay Scale Point 37 (HK\$115,185 per month) to
ICAC Pay Scale Point 43 (HK\$148,775 per month).

Entry Requirements:

Candidates **should have** –

- (a) a bachelor’s degree from a Hong Kong university, or equivalent [*Note (1)*];
- (b) a good command of written Chinese and English, as well as spoken English, Cantonese and Putonghua, with the following language proficiency requirements met –
 - (i) Level 4 or above in Chinese Language and English Language in the Hong Kong Diploma of Secondary Education Examination (“HKDSEE”), or equivalent; or
 - (ii) Level 1 in the two language papers [Use of Chinese (“UC”) and Use of English (“UE”)] in the Common Recruitment Examination (“CRE”) conducted by the Civil Service Bureau (“CSB”), or equivalent [*Notes (2) and (3)*];
- (c) **at least ten years of relevant post-degree full-time work experience, with the latest five years in a managerial/supervisory position responsible for formulation and execution of policies and programmes in the training and development field;** and
- (d) a pass result in the Basic Law and National Security Law Test (“BLNST”) (Degree / Professional Grades).

Candidates should be specialised in the training and development field with strong leadership, communication and interpersonal abilities, as well as being resourceful and innovative in instructional design and technological application. Preference may be given to candidates who possess post-degree or professional qualifications in training and development, human resource management, public administration, or related fields.

Notes

- (1) *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. At this stage of application, all applicants are not required to attach any*

originals/copies of diplomas/certificates, transcripts or other qualification documents issued by the academic institutions.

- (2) *Candidates' results of UC and UE papers of the CRE are classified as Level 2, Level 1 or Fail, with Level 2 being the highest. Level 2 and Level 1 results of the two language papers obtained from December 2006 onwards (being of permanent validity) are deemed to have met the entry requirement (b)(ii) of the post. For appointment purpose, Level 4 in Chinese Language of the HKDSEE; or Grade D in Chinese Language and Culture or Chinese Language and Literature of the Hong Kong Advanced Level Examination ("HKALE"), are accepted as equivalent to Level 1 in the UC paper of the CRE. Level 4 in English Language of the HKDSEE; or Grade D in Use of English of the HKALE; or Grade D in English Language of the General Certificate of Education (Advanced Level), are accepted as equivalent to Level 1 in the UE paper of the CRE.*
- (3) *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 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.*

Basic Law and National Security Law Test:

A pass result in the BLNST is an entry requirement for all ICAC jobs. Only those candidates who have passed the BLNST will be considered for appointment.

For candidates who have not taken the relevant BLNST or have not attained a pass result in the relevant BLNST at the time of application, they may still apply for the job and arrangements will be made for them to take the relevant BLNST during the recruitment process.

Candidates may also choose to take the Digitalised BLNST organised by the CSB and provide proof on the attainment of a pass result before the selection interview for meeting the entry requirement. Please refer to the CSB's [Digitalised BLNST](#) webpage for further details.

Duties:

Appointee of the vacancy advertised will oversee a team/section in the discharge of a spectrum of human resource development and management functions of the ICAC, with the following major responsibilities –

- (a) acting as a training consultant and promoting a continuing learning culture in the ICAC;
- (b) devising and implementing training and development strategies, plans and programmes in alignment with the Government's rules and regulations as well as the ICAC's vision and mission;
- (c) conducting and organising training courses, as well as evaluating and monitoring their effectiveness and the performance of service providers;
- (d) identifying and addressing staff development needs, with up-to-date methodologies and technologies brought in to synergise human resource capabilities;

- (e) managing training facilities and learning resources of the ICAC; and
- (f) scrutinising budget and spending, procurement and contract administration in relation to training activities and facilities.

Successful candidate is subject to posting in the ICAC or deployment on other management / administrative-related duties and may be required to work overtime and irregular hours in view of operational needs.

Terms of Appointment:

Appointment will normally be on 2½ years' agreement terms, including a probationary period for the initial 24 months. Subject to the appointee's consistently high standard of performance and conduct, an end-of-contract gratuity may be granted and the agreement may be renewed. The amount of gratuity payable will be the sum which, when added to the ICAC's contribution to a Mandatory Provident Fund ("MPF") Scheme for the appointee as required by the MPF Schemes Ordinance (Cap. 485), equals to 25% of the total basic salary of the substantive office drawn during the period of agreement.

Enquiry Telephone Number: 2826 3128 / 2826 3129

Closing Date for Application: 22 May 2026

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 ICAC 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) 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.
- (d) The information on the monthly salary and maximum pay point is for reference only and may be subject to changes.
- (e) Fringe benefits include paid leave, medical and dental benefits, and where appropriate, assistance in housing.
- (f) Where a large number of candidates meet the specified entry requirements, the ICAC may devise shortlisting criteria to select the better qualified candidates for further processing. In these circumstances, only shortlisted candidates will be invited to attend the selection interview and/or other assessment procedures.

- (g) An invitation to the selection interview and/or other assessment procedures does not imply that a candidate has met the entry requirements of the post.
- (h) It is the Government's 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 by the ICAC to attend the selection interview and/or other assessment procedures without being subject to further shortlisting. Applicants who have declared disabilities found suitable for appointment may be given an appropriate degree of preference over other applicants whose suitability for appointment is considered comparable to that of the former. The Government's policy and other related measures on employment of persons with disabilities are set out in the booklet "Employ People Based on Their Abilities – Application for Government Jobs by Persons with Disabilities" which is available for reference on the CSB's website at <http://www.csb.gov.hk> under "Administration of the Civil Service – Appointments".
- (i) 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.

How To Apply:

Applications should be made online **on or before 22 May 2026** through the **ICAC's Electronic Recruitment System** ("the System"). Applications which are incomplete or **not submitted through the System will not be considered**. Applicants are responsible for verifying their applications and will bear any consequences arising from any inaccuracies or discrepancies therein.

Candidates who are selected for further consideration will normally receive an invitation in about four to eight weeks from the closing date for application **by email**. Applicants should provide a valid email address in the application form. To avoid missing any invitation or notification, candidates are responsible for (i) ensuring that the settings of their email accounts do not block emails from the ICAC; and (ii) checking each incoming mailbox (including the spam folder) regularly. Those who do not receive any invitation may assume that their applications are unsuccessful.

Information provided will be treated in the strictest confidence.