

**Vacancies for**  
**Post (1): Commission Against Corruption Officer (Middle/Lower) and**  
**Post (2): Assistant Commission Against Corruption Officer**  
**(Ref: RE 2026/02)**

The Independent Commission Against Corruption (“ICAC”) is looking for suitable candidates with distinguished abilities/potential to fill vacancies of –

Post (1): Commission Against Corruption Officer (Middle/Lower); and  
Post (2): Assistant Commission Against Corruption Officer.

Candidates of diverse background and varied calibre who have keen interest and aspiration to build a clean and just society, promote integrity values and drive positive changes are invited to apply. Those with broad vision, acute sense, strong commitment, exemplary personality traits and the ability to thrive in a dynamic and rapidly evolving environment will have an advantage. Appointees of either position will be provided with unique and ample development opportunities in pursuing a profession in the graft-fighting arena along a clear and rewarding career path within an anti-corruption agency which offers satisfying exposure, promising promotion prospects and competitive remuneration package with an array of staff welfare and fringe benefits.

**Post (1): Commission Against Corruption Officer (Middle/Lower)**

**Salary:** ICAC Pay Scale Point 19 (HK\$54,700 per month) to  
ICAC Pay Scale Point 36 (HK\$111,005 per month) [*Note (1)*].

**Entry Requirements:**

Candidates should –

- (a) have a bachelor’s degree from a Hong Kong university, or equivalent [*Notes (2) and (3)*];
- (b) have met the language proficiency requirements of –
  - (i) Level 4 or above in Chinese Language and English Language in the Hong Kong Diploma of Secondary Education Examination (“HKDSEE”) or the Hong Kong Certificate of Education Examination (“HKCEE”), or equivalent; or
  - (ii) Level 1 results in the two language papers [Use of Chinese (“UC”) and Use of English (“UE”)] in the Common Recruitment Examination (“CRE”) organised by the Civil Service Bureau (“CSB”), or equivalent [*Notes (4) and (5)*];
- (c) pass a physical fitness test; and
- (d) have a pass result in the Basic Law and National Security Law Test (“BLNST”).

## **Post (2): Assistant Commission Against Corruption Officer**

**Salary:** ICAC Pay Scale Point 5 (HK\$27,620 per month) to  
ICAC Pay Scale Point 17 (HK\$50,070 per month) [Note (6)].

### **Entry Requirements:**

Candidates should –

- (a) (i) have Level 2 or equivalent [Note (7)] or above in five subjects in the HKDSEE [Notes (2) and (8)], or equivalent; or
- (ii) have Level 2 [Note (9)] / Grade E or above in five subjects in the HKCEE [Notes (2) and (8)], or equivalent;
- (b) have met the language proficiency requirements of Level 2 or above in Chinese Language and English Language in the HKDSEE or the HKCEE, or equivalent [Notes (4) and (9) to (11)];
- (c) pass a physical fitness test; and
- (d) have a pass result in the BLNST.

Candidates of both posts may be invited to sit a written test in April 2026. Only those who have passed the test will be further considered. General information on the selection process and schedule can be found in the [ICAC Recruitment](#) thematic webpage.

### **Notes**

- (1) *Successful candidates will be on the Lower segment at ICAC Pay Scale Points 19 to 29 upon appointment; and by passing the relevant examination with consistently effective performance and attaining advancement, be eligible for the Middle segment at ICAC Pay Scale Points 30 to 36. One incremental jump will be granted upon renewal of appointment after satisfactory completion of the first agreement period.*
- (2) *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.*
- (3) *Students pursuing a bachelor's degree or equivalent and graduating in the academic year of 2025-26 or 2026-27 may also apply. They should state in their applications the qualifications they would attain on completion of the final examination. If selected, appointment will be subject to, among others, the attainment of requisite academic qualifications in the academic year of 2025-26 or 2026-27 respectively.*

- (4) *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 are of permanent validity and are deemed to have met the entry requirement (b) of both posts. 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.*
- (5) *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.*
- (6) *Two incremental jumps will be granted upon renewal of appointment after satisfactory completion of the first agreement period.*
- (7) *For appointment purpose, "Attained" in Applied Learning ("ApL") subjects (subject to a maximum of two ApL subjects) is accepted as equivalent to Level 2 in the New Senior Secondary ("NSS") subjects in the HKDSEE. Additionally, Grade E in Other Languages subjects in the 2024 HKDSEE or before is accepted as equivalent to Level 2 in the NSS subjects. A2 or above in French / German / Spanish; or N3 or above in Japanese; or TOPIK II Grade 3 or above in Korean in the Other Languages subjects in the 2025 HKDSEE and onwards are accepted as equivalent to Level 2 / Level 3 in the NSS subjects.*
- (8) *The subjects may include Chinese Language and English Language.*
- (9) *For 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 respectively in the 2007 HKCEE and henceforth.*
- (10) *For appointment purpose, "Attained" in ApL Chinese (for non-Chinese speaking students) subject in the HKDSEE is accepted as meeting the Chinese language proficiency requirement of Level 2 in Chinese Language in the HKDSEE.*
- (11) *For appointment purpose, Grade 4 in the International Baccalaureate Diploma Programme ("IBDP") (Higher Level), or Grade 5 in the IBDP (Standard Level), are accepted as meeting the language proficiency requirements of Level 2 in the HKDSEE on a subject-to-subject basis.*

## **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.

For those who are holders of degree or will have attained a degree (not including Associate Degree) in the academic year of 2025-26 or 2026-27, they may 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:**

Under the ICAC's statutory mandate in combating grafts and promoting integrity, appointees of either position will be deployed on diversified operational duties [also planning and supervisory duties for Post (1)] in connection with mainly law enforcement, community education and systemic prevention, which include –

- (a) investigating corruption and kindred crimes, and assisting in prosecutions;
- (b) implementing education and publicity strategies and programmes to entrench a probity culture in all strata of society;
- (c) reviewing procedures and practices of public and private sectors and recommending preventive measures against corruption; and
- (d) supporting international training, liaison and research activities.

Appointees of either position –

- (a) are required to undergo an accredited 20-week full-time induction course; upon satisfactory completion of which they will undertake law enforcement duties and other duties subject to operational and/or staff development needs; and
- (b) may be required to work irregular hours, shifts and overtime.

### **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:** 23 March 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 written test, selection interview and/or other assessment procedures.
- (g) An invitation to the written test, 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 written test, 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.
- (j) Suitable candidates will have to undergo and pass the pre-employment medical examination (including eyesight test) before formal appointment. Successful candidates of Post (1) will not be further considered for Post (2).

### **How To Apply:**

Applications should be made online **on or before 23 March 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 three to four 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.**