



澳門特別行政區政府  
Governo da Região Administrativa Especial de Macau  
人才發展委員會  
Comissão de Desenvolvimento de Quadros Qualificados

## Professions in Short Supply applicable to the Advanced Professionals Programme of the Modern Finance Industry

Professional Fields	Professional Subcategory	Professions in Short Supply
Development of bond market business	Bond issuance	<ul style="list-style-type: none"><li>• Specialists in issuance, underwriting and pricing of bonds</li><li>• Legal professionals in providing legal services for bond issuance</li><li>• Specialists in credit rating of bonds or bond issuers</li><li>• Specialists in planning and organising the marketing of bonds</li></ul>
	Bond trading	<ul style="list-style-type: none"><li>• Specialists in bond trading and analysis</li><li>• Management professionals of bond exchanges</li><li>• Management professionals of bond platforms</li><li>• Specialists in bond clearing, settlement and depository</li></ul>



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Professional Fields	Professional Subcategory	Professions in Short Supply
	Compliance and risk management related to bonds	<ul style="list-style-type: none"> <li>Specialists in bond issuance and trading compliance and risk management</li> </ul>
	Bond products planning	<ul style="list-style-type: none"> <li>Specialists in bond related investment products planning</li> </ul>
Development of wealth management business	Establishment and management of publicly offered and private equity funds	<ul style="list-style-type: none"> <li>Specialists in investment funds planning</li> <li>Fund managers who manage investment funds</li> <li>Legal professionals specialised in providing legal services for the establishment and operation of investment funds</li> </ul>
	Development and management of wealth management products	<ul style="list-style-type: none"> <li>Specialists in planning of wealth management products</li> </ul>
	Asset allocation	<ul style="list-style-type: none"> <li>Financial planning specialists in asset allocation in</li> </ul>



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Professional Fields	Professional Subcategory	Professions in Short Supply
		accordance with the financial status and risk bearing ability of clients
	Wealth preservation and inheritance	<ul style="list-style-type: none"> <li>Financial planning specialists in wealth preservation, inheritance and succession etc</li> <li>Legal professionals in providing legal services for the establishment and operation of trusts</li> <li>Management professionals in execution of trust investment and allocation policies</li> </ul>
	Compliance and risk management related to wealth management	<ul style="list-style-type: none"> <li>Specialists in the establishment, operation, and compliance and risk management of investment funds, financial products and trusts</li> </ul>
Development of	Sustainable financial	<ul style="list-style-type: none"> <li>Specialists in</li> </ul>



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Professional Fields	Professional Subcategory	Professions in Short Supply
sustainable finance business	products development	sustainable financial products planning
	Standards formulation and accreditation	<ul style="list-style-type: none"> <li>• Specialists in research and formulation of Environmental, Social and Governance (ESG) standards</li> <li>• Specialists in conducting accreditation of Environmental, Social and Governance (ESG) related financial products, projects or enterprises</li> </ul>
	Information disclosure and reporting	<ul style="list-style-type: none"> <li>• Specialists in Environment, Social and Governance (ESG) related information disclosure and reporting</li> </ul>
	Compliance and risk management related to sustainable finance	<ul style="list-style-type: none"> <li>• Specialists in compliance and risk management related to the establishment, accreditation and information disclosure of sustainable</li> </ul>



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Professional Fields	Professional Subcategory	Professions in Short Supply
		financial products
Development of banking business	Management of banking institutions	<ul style="list-style-type: none"> <li>• Management professionals of banks</li> </ul>
	Compliance and risk management of banks	<ul style="list-style-type: none"> <li>• Specialists in the compliance and risk management of banks</li> </ul>
	Banking business development	<ul style="list-style-type: none"> <li>• Specialists in financial leasing business development and planning</li> <li>• Specialists in full-process advisory services for cross-border mergers and acquisitions</li> <li>• Specialists in providing services for international structured finance</li> <li>• Specialists in equity investment analysis</li> <li>• Specialists in banking business development</li> </ul>



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Professional Fields	Professional Subcategory	Professions in Short Supply
Development of insurance business	Management of insurance institutions	<ul style="list-style-type: none"> <li>• Management professionals of insurance companies or insurance brokers</li> </ul>
	Insurance actuary	<ul style="list-style-type: none"> <li>• Actuarial specialists of insurance companies</li> </ul>
	Compliance and risk management of insurance businesses	<ul style="list-style-type: none"> <li>• Specialists in the compliance and risk management of insurance companies or insurance brokers</li> </ul>
	Insurance business development	<ul style="list-style-type: none"> <li>• Specialists in insurance business development</li> </ul>
Development of financial technology application	Application development of financial technologies	<ul style="list-style-type: none"> <li>• Specialists in application development and solution providers to establish and promote a universal payment platform for different payment methods, connecting global networks of payment products or mobile payments</li> <li>• Specialists in cyber</li> </ul>



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Professional Fields	Professional Subcategory	Professions in Short Supply
		security technology application <ul style="list-style-type: none"> <li>• Specialists in blockchain technology research and application development</li> <li>• Information technology specialists in financial technology products development</li> <li>• Information technology specialists in building up and operating the infrastructure of financial systems</li> <li>• Specialists in big data mining and application</li> </ul>
Financial research	Financial legislation	<ul style="list-style-type: none"> <li>• Specialists in providing services for financial legislation</li> </ul>
	Macroeconomic and industry research and analysis	<ul style="list-style-type: none"> <li>• Specialists in researching global macroeconomic trends, policies, and financial markets and industries</li> </ul>



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Professional Fields	Professional Subcategory	Professions in Short Supply
	Teaching and research in finance	<ul style="list-style-type: none"><li>Teaching and research personnel in finance at higher education institutes</li></ul>

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*Disclaimer: The official Chief Executive Order is provided in Chinese and Portuguese. The English translation is intended solely for reference purposes and has no legal effect. In case of any discrepancies or differences between the official texts and the English translation, the official texts shall prevail.*