



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 for the Modern Finance Industry

Professional Field	Professional Sub-field	Professions in Short Supply
Financial research	Financial legislation	<ul style="list-style-type: none"><li>Professionals in providing services for financial legislation</li></ul>
	Macroeconomic and industry research and analysis	<ul style="list-style-type: none"><li>Professional research personnel in global macroeconomic trends, policies, and financial markets and industries</li></ul>
	Teaching and research in finance	<ul style="list-style-type: none"><li>Teaching and research personnel in modern finance at higher education institutions</li></ul>
Development of bond market business	Bond issuance	<ul style="list-style-type: none"><li>Professionals in issuance, underwriting and pricing of bonds</li><li>Legal professionals in providing legal services for bond issuance</li><li>Professionals in credit rating of bonds or bond issuers</li><li>Professionals in</li></ul>



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Professional Field	Professional Sub-field	Professions in Short Supply
		planning and organising the marketing of bonds
	Bond trading	<ul style="list-style-type: none"><li>• Professionals in bond trading and analysis</li><li>• Management personnel of bond exchanges</li><li>• Management personnel of bond platforms</li><li>• Professionals in bond clearing, settlement and depository</li></ul>
	Compliance and risk management related to bonds	<ul style="list-style-type: none"><li>• Professionals in bond issuance and trading compliance and risk management</li></ul>
	Bond products planning	<ul style="list-style-type: none"><li>• Professionals in bond-related investment products planning</li></ul>
Development of wealth management business	Establishment and management of public investment funds and private investment funds	<ul style="list-style-type: none"><li>• Professionals in investment funds planning</li><li>• Fund managers who manage investment funds</li><li>• Legal professionals specialised in providing legal</li></ul>



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Professional Field	Professional Sub-field	Professions in Short Supply
		services for the establishment and operation of investment funds
	Development and management of wealth management products	<ul style="list-style-type: none"><li>• Professionals in planning of wealth management products</li></ul>
	Asset allocation	<ul style="list-style-type: none"><li>• Financial planning professionals in asset allocation in accordance with the financial status and risk bearing ability of clients</li></ul>
	Wealth preservation and inheritance	<ul style="list-style-type: none"><li>• Financial planning professionals 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 personnel who execute trust investment and allocation policies</li></ul>
	Compliance and risk	<ul style="list-style-type: none"><li>• Professionals in the</li></ul>



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Professional Field	Professional Sub-field	Professions in Short Supply
	management related to wealth management	establishment, operation, and compliance and risk management of investment funds, financial products and trusts
Development of sustainable finance business	Sustainable financial products development	<ul style="list-style-type: none"><li>Professionals in sustainable financial products planning</li></ul>
	Standards formulation and accreditation	<ul style="list-style-type: none"><li>Professionals in research and formulation of Environmental, Social and Governance (ESG) standards</li><li>Professionals 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>Professionals in Environment, Social and Governance (ESG) related information disclosure and reporting</li></ul>



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	Compliance and risk management related to sustainable finance	<ul style="list-style-type: none"><li>• Professionals in compliance and risk management related to the establishment, accreditation and information disclosure of sustainable financial products</li></ul>
	Management of banking institutions	<ul style="list-style-type: none"><li>• Senior management personnel who make decisions for bank operations</li></ul>
	Compliance and risk management of banks	<ul style="list-style-type: none"><li>• Professionals in the compliance and risk management of banks</li></ul>
Development of banking business	Banking business expansion	<ul style="list-style-type: none"><li>• Professionals in full-process advisory services for cross-border mergers and acquisitions</li><li>• Professionals in providing services for international structured finance</li><li>• Professionals in equity investment analysis</li></ul>



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Professional Field	Professional Sub-field	Professions in Short Supply
Development of insurance business	Management of insurance institutions	<ul style="list-style-type: none"><li>Management personnel of insurance companies or insurance brokers</li></ul>
	Insurance actuary	<ul style="list-style-type: none"><li>Actuarial professionals of insurance companies</li></ul>
	Compliance and risk management of insurance businesses	<ul style="list-style-type: none"><li>Professionals in the compliance and risk management of insurance companies or insurance brokers</li></ul>
	Insurance business development	<ul style="list-style-type: none"><li>Professionals in insurance business development</li></ul>
Development of financial technology application	Application development of financial technologies	<ul style="list-style-type: none"><li>Professionals 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>Professionals in cyber security technology application</li></ul>



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Professional Field	Professional Sub-field	Professions in Short Supply
		<ul style="list-style-type: none"><li>• Professionals in blockchain technology research and application development</li><li>• Information technology professionals in financial technology products development</li><li>• Information technology professionals in building up and operating the infrastructure of financial systems</li><li>• Professionals in big data mining and application</li><li>• Professionals in business system application development for financial institutions</li></ul>
Development of financial leasing business	Financial leasing asset transfer and acquisition	<ul style="list-style-type: none"><li>• Professionals in financial leasing asset transfer and acquisition</li></ul>



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	Financial leasing asset management	<ul style="list-style-type: none"><li>• Professionals in financial leasing asset management</li></ul>
	Financial leasing business expansion	<ul style="list-style-type: none"><li>• Professionals in financial leasing business development and planning</li><li>• Professionals in financial leasing projects evaluation and screening</li></ul>
	Compliance and risk management for financial leasing	<ul style="list-style-type: none"><li>• Professionals in compliance and risk management for financial leasing transactions</li></ul>

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*Disclaimer: The official Dispatch of the Chief Executive is available in Chinese and Portuguese. This 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 former shall prevail.*