

**GOVERNMENT OF THE HONG KONG SPECIAL ADMINISTRATIVE REGION
OF THE PEOPLE'S REPUBLIC OF CHINA
VARIOUS SECRETARIAT BUREAUX & GOVERNMENT DEPARTMENTS**

ADMINISTRATIVE OFFICER

Salary:

Master Pay Scale Point 27 (HK\$61,865 per month) to Master Pay Scale Point 44 (HK\$119,650 per month)

Entry Requirements:

Candidates should have -

- (a) (i) A first or second class honours bachelor's degree from a Hong Kong university, or equivalent [Note (1)]; or
 - (ii) A postgraduate degree from a Hong Kong university, or equivalent, where the qualifications considered in totality are comparable to the requirement in (a)(i);
- (b) A pass result in the Aptitude Test in the Common Recruitment Examination (CRE) [Notes (2) and (6)];
- (c) A good command of both Chinese and English and have met the language proficiency requirements of Level 2 in the two language papers (Use of Chinese and Use of English) in the CRE, or equivalent [Notes (2) to (6)]; and
- (d) A pass result in the Basic Law and National Security Law Test (Degree / Professional Grades) (BLNST) [Note (7)].

(Remark: Candidates will be required to pass the Joint Administrative Officer / Executive Officer / Labour Officer / Trade Officer / Management Services Officer Recruitment Examination (JRE) to be held tentatively on 29 November 2025 [Notes (8) to (11)].)

Duties:

Administrative Officers are professional public administrators who play a key role in the HKSAR Government. They are involved in policy formulation, resource allocation,

implementation of major government programmes and promotion of the interests of Hong Kong in the Mainland and overseas. Posted around different bureaux and departments at regular intervals, they enjoy variety in their career and contribute to different areas of work in the Government.

Terms of Appointment:

A new appointee to the Administrative Officer rank will normally be appointed on civil service probationary terms for three years. Upon passage of probation bar, he/she may be considered for appointment on the prevailing permanent terms.

Prospects:

We recruit the best candidates who possess directorate potential, and we offer them excellent career prospects. The most able and aspiring officers may fill leading positions in bureaux or departments.

ENQUIRY ADDRESSES AND TELEPHONE NUMBERS:

For Administrative Officer Post –

Administrative Service Division, Civil Service Bureau (Address: Room 918, 9/F., West Wing, Central Government Offices, 2 Tim Mei Avenue, Tamar, Hong Kong. / Tel. No.: (852) 2810 3155 / E-mail address: csbasd@csb.gov.hk)

NOTES:

- (1) Students pursuing a bachelor's degree or equivalent and graduating in 2025-26 or 2026-27 academic years may also apply. If selected, appointment will be subject to, among others, the attainment of requisite academic qualification in 2025-26 or 2026-27 academic year respectively.
- (2) Candidates' results in the Aptitude Test (AT) paper of the CRE are classified as Pass or Fail, while the results of the Use of Chinese (UC) and Use of English (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 and Pass result of the AT paper obtained from December 2006 onwards are of permanent validity. Applicants with valid requisite results in the AT, UC and UE papers obtained in previous CREs are

deemed to have met the entry requirements (b) and (c) of the five posts.

- (3) Level 5 or above in **Chinese Language** of the **Hong Kong Diploma of Secondary Education Examination (HKDSEE)** is accepted as equivalent to Level 2 in the UC paper of the CRE. Level 5 or above in **English Language** of the **HKDSEE** is accepted as equivalent to Level 2 in the UE paper of the CRE.
- (4) Grade C or above in **Chinese Language and Culture** or **Chinese Language and Literature** of the **Hong Kong Advanced Level Examination (HKALE)** is accepted as equivalent to Level 2 in the UC paper of the CRE. Grade C or above in **Use of English** of the **HKALE** or in **English Language** of the **General Certificate of Education (Advanced Level) (GCE A Level)** is accepted as equivalent to Level 2 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) Applicants who have not attained the requisite CRE results, or equivalent, may also apply for the post(s). They will be arranged to take the relevant paper(s) in a designated CRE on the same day of JRE or another date within November 2025. Their applications will be processed subject to their obtaining the requisite CRE results.
- (7) All applicants for civil service jobs will be assessed on their knowledge of the Basic Law and the National Security Law. Attaining a pass result in the BLNST is an entry requirement for all civil service jobs. Only those candidates who have passed the BLNST (Degree / Professional Grades) will be considered for appointment. Local 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 post(s). They must separately apply for Digitalised BLNST (application details are available in www.csb.gov.hk/eng/dblnst.html) and obtain a pass result before the specified date (i.e. 29 November 2025) in order to be considered for appointment. Their applications will be processed subject to their obtaining the requisite BLNST results.
- (8) Eligible applicants will be arranged to sit the JRE to be held tentatively on 29

November 2025. Candidates residing or studying outside Hong Kong may take the JRE on the same date outside Hong Kong.

- (9) As it takes time to process all applications, an invitation to the JRE does not imply that an applicant has met the entry requirements of the post(s) being applied for.
- (10) Eligible applicants should immediately contact the Civil Service Examinations Unit by phone at (852) 2537 6429 or by e-mail to csbcseu@csb.gov.hk if they do not receive the e-mail notifying them of the relevant details of the JRE by 17 November 2025.
- (11) Any request for review of examination results of the JRE should be sent by e-mail to Civil Service Examinations Unit (e-mail address: csbcseu@csb.gov.hk) within 7 calendar days from the date of notification as to whether an applicant is invited to attend selection interview. Requests submitted by post, fax or in person will NOT be accepted. Late requests will not be entertained. Please note that a review of JRE results may lead to upward, downward or no adjustment to the original marks.

HOW TO APPLY:

Each applicant should submit only ONE application on or before the deadline through on-line application system on the Civil Service Bureau website at www.csb.gov.hk. Applications submitted by post, fax, e-mail or other means will NOT be accepted.

Deadline for Application:

3 October 2025 (Friday) at 11:59 p.m. Hong Kong Time. Late or incomplete applications will **NOT** be accepted. Towards the deadline for application, the on-line system would likely be heavily loaded with large volume of applications, and it may render applicants unable to complete their on-line applications in time. Applicants should therefore submit their applications as early as possible.

GENERAL NOTES:

- (a) Candidates must be permanent residents of the HKSAR at the time of appointment.
- (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) Civil service vacancies are posts on the civil service establishment. Candidates selected for these vacancies will be appointed on civil service terms of appointment and conditions of service and will become civil servants on appointment.
- (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) The information on the monthly salary and maximum pay point is for reference only and may be subject to changes.
- (f) Fringe benefits include paid leave, medical and dental benefits, and where appropriate, assistance in housing.
- (g) Where a large number of candidates meet the specified entry requirements, the recruiting departments may devise shortlisting criteria to select the better qualified candidates for further processing. In these circumstances, only shortlisted candidates will be invited to attend selection interview.
- (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 (including passing the JRE to be held tentatively on 29 November 2025), he/she will be invited to attend the selection interview 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 www.csb.gov.hk under "Administration of the Civil Service - Appointments".
- (i) 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. Current final year / penultimate year undergraduate students should state in their applications the qualifications they would attain on completion of the final examination. At this stage of application, all applicants are not required to attach any originals/copies of diplomas/certificates, transcripts and other qualification documents issued by the academic institutions.
- (j) Civil service vacancies information contained in this column is also available on GovHK on the internet at www.gov.hk.