

CIVIL SERVICE VACANCY
MARINE DEPARTMENT

Marine Officer

Salary : Master Pay Scale Point 32 (\$77,855 per month) to Master Pay Scale Point 44 (\$119,650 per month)

Entry Requirements : Candidates should have -

- (a) a Bachelor's degree in a relevant discipline relating to the maritime field from a university in Hong Kong or equivalent, acceptable to the Director of Marine [See Note (1)];
- (b) a Certificate of Competency (Deck Officer) Class 1 (Master Mariner) issued by or a certificate acceptable to the Director of Marine;
- (c) one year's experience as Chief Officer or above on sea-going ships;
- (d) met the language proficiency requirements of 'Level 2' 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 [See Note (2)]; and
- (e) a pass result in the Basic Law and National Security Law Test [See Note (3)].

Notes :

- (1) Students who have met the entry requirements as specified in paragraphs (b), (c) and (d) above by the close of the application period, and are pursuing a Bachelor's degree **or equivalent** as specified in paragraph (a) above (i.e. a Bachelor's degree in a relevant discipline relating to the maritime field from a university in Hong Kong **or equivalent**, acceptable to the Director of Marine) and are graduating in 2025, 2026 or 2027 respectively may also apply. If selected, appointment will be subject to, among others, the attainment of requisite academic qualification specified in paragraph (a) above within the year in 2025, 2026 or 2027 respectively and qualification assessment (if applicable).
- (2) For civil service appointment purpose, 'Grade E' in Chinese Language and English Language (Syllabus B) in the HKCEE before 2007 is accepted administratively as comparable to 'Level 2' in Chinese Language and English Language in the 2007 HKCEE and henceforth.
- (3) All applicants for civil service jobs will be assessed on their knowledge of the Basic Law and the National Security Law. A pass result in the Basic Law and National Security Law Test is an entry requirement for all civil service jobs. Only those candidates who have passed the Basic Law and National Security Law Test will be considered for appointment. For candidates who have not taken the relevant Basic Law and National Security Law Test or have not attained a pass result in the relevant Basic Law and National Security Law Test at the time of application, they may still apply for the job and arrangements will be made for them to take the relevant Basic Law and National Security Law Test during the recruitment process.

Duties : A Marine Officer is mainly deployed on the following types of work at the professional level -

- (a) controlling and regulating ports, shipping and local craft, public cargo working areas and ferry terminals, and co-ordinating search and rescue operations in the region;
- (b) examining local masters for certificates of competency;
- (c) managing Government Fleet operations and district marine offices;
- (d) planning the development of the port;
- (e) training officers in the Department;
- (f) combating marine pollution; and
- (g) providing harbour mooring services and hydrographic charting services.

[Remarks : All Marine Officers may be required to work shifts or undertake stand-by duties.]

Terms of Appointment : A new recruit 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.

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 Government is committed to eliminating discrimination in employment. The vacancy advertised is open to all applicants meeting the basic entry requirements 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 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 department may devise shortlisting criteria to select the better qualified candidates for further processing. In these circumstances, only shortlisted candidates will be invited to attend recruitment examination and/or interview.
- (h) It is Government 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 to attend the selection interview/written examination 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 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 Civil Service Bureau's website at <https://www.csb.gov.hk> under “Administration of the Civil Service – Appointments”.

- (i) Academic qualifications other than those obtained from Hong Kong institutions / Hong Kong Examinations and Assessment Authority will be subject to assessments on equivalence with the required entry qualifications. Holders of such qualifications should submit copies of their official transcripts and certificates by e-mail to the Marine Department.
- (j) Towards the application deadline, our online system would likely be overloaded due to large volume of applications. To ensure timely completion of your online application, it is advisable to submit the application as early as possible.

How to Apply :

Applicants must apply online through the [G.F. 340 Online Application System](https://www.csb.gov.hk) of the Civil Service Bureau (<https://www.csb.gov.hk>) on or before the closing date for application.

Applications which are incomplete or submitted in person, by post, by fax or by e-mail will not be accepted.

After submission of online application, applicants should submit copies of the required supporting documents mentioned below by e-mail to recruitment@mardep.gov.hk on or before 27 October 2025. The title of the post being applied for and the online application number should be quoted in the e-mail subject and on the copies of the supporting documents.

The required supporting documents are as follows -

- (a) copies of certificates and transcripts showing the subjects studied in support of the academic / professional qualification;
- (b) supporting documents of work experience showing the nature of work / positions held; and
- (c) a pass result of the Basic Law and National Security Law Test (Degree / Professional Grades) (if any).

If candidates fail to provide the supporting documents as required, their applications will not be considered. Applicants are encouraged to provide their e-mail addresses on the application forms. Candidates who are selected for interview are required to attend a written test which will be held on the same day. They will normally receive an invitation (by e-mail or by post) in about eight to ten weeks from the closing date for application. Those who are not invited for interview may assume that their applications are unsuccessful.

Contact Address : Appointments Unit, Marine Department, 21/F, Harbour Building, 38 Pier Road, Central, Hong Kong

Enquiry Tel No. : 2852 4904

Closing Date for Application : 20 October 2025

Newspaper(s) Advertised (with date) : Ming Pao Daily News (3 October 2025) and South China Morning Post (4 October 2025 and 11 October 2025)

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