

RECRUITMENT ADVERTISEMENT FOR NON-CIVIL SERVICE VACANCY

The Government of the HKSAR

Transport and Logistics Bureau

Deputy Chief Accident and Safety Investigator

Salary: HK\$ 163,925 per month

Main Duties and Responsibilities

The Deputy Chief Accident and Safety Investigator (DCASI) is the deputy head of Air Accident Investigation Authority (AAIA), an independent authority under the Transport and Logistics Bureau (TLB) of the Government of the HKSAR responsible for the investigation of accidents and serious incidents which occur in Hong Kong or which involve Hong Kong-registered civil aircraft outside Hong Kong, and the enhancement and promotion of civil aviation safety. Reporting to Chief Accident and Safety Investigator (CASI), the responsibilities of the DCASI include –

- a) To assist CASI in leading and managing AAIA, including staff deployment, staff training, procurement and maintenance of investigation equipment, facility maintenance and record management, etc., as well as to formulate strategies and measures to enhance accident and incident investigation and safety management procedures, thereby ensuring Hong Kong's capability and readiness in conducting aircraft accident and incident investigations in compliance with the Hong Kong Civil Aviation (Investigation of Accidents) Regulations (CAP. 448B) and Annex 13 to the Convention on International Civil Aviation;
- b) To deputize CASI during his/her absence and/or his/her overseas duty visits/training, including standing in CASI's capacity to carry out the statutory functions and exercise the statutory powers granted under the Hong Kong Civil Aviation (Investigation of Accidents) Regulations (Cap. 448B);
- c) To assist CASI in overseeing the collection, protection and analysis of relevant aviation safety information and data with a view to identifying potential safety hazards and disseminating aviation safety messages to the industry for safety improvement and education purposes;

- d) To conduct aircraft accident/incident investigations or supervise investigations conducted by other investigators as directed by CASI; and to assist CASI in providing support and professional advice to overseas air accident investigation authorities when necessary (e.g. when aircraft registered in Hong Kong are involved in accidents or incidents occurred overseas);
- e) To assist CASI in regularly reviewing and updating the legal provisions, arrangements and procedures for aircraft accident and incident investigations, in order to ensure Hong Kong's capability and readiness in accident and incident investigations in compliance with the Hong Kong Civil Aviation (Investigation of Accidents) Regulations (Cap. 448B) and Annex 13 to the Convention on International Civil Aviation;
- f) On behalf of the Government of the HKSAR, to participate in international organisations and activities in relation to air accident and incident investigations and aviation safety; and to maintain close liaison with international organisations on relevant issues; and
- g) To assist CASI in supervising the reporting (e.g. progress of investigation, information relating to the accident investigation) to be made to survivors and families of victims of air accidents.

Entry Requirements

Candidates should meet the following requirements:

- (a) (i) a Bachelor's degree (or equivalent) or above in civil aviation management, aeronautical engineering or other aviation professional disciplines; **OR**
- (ii) currently holding or previously held a professional pilot licence (Commercial Pilot's Licence, Multi-crew Pilot's Licence or Airline Transport Pilot's Licence), aircraft maintenance licence or air traffic control licence issued in accordance with Annex 1 to the Convention on International Civil Aviation; **AND**
- (b) completed a formal training course on air accident investigation conducted by a well-established training institute or university, or a relevant training course run by a local or overseas air accident investigation authority, with relevant documentary proof; **AND**

- (c) extensive knowledge and experience in air accident investigation, with proven track record as investigator-in-charge and experience in managing teams on accident and/or serious incident investigations and safety management related matters; **AND**
- (d) good knowledge of Hong Kong and international aviation safety legislation and standards, in particular in respect of Annex 13 to the Convention on International Civil Aviation and associated guidance documents promulgated by the International Civil Aviation Organization (ICAO); **AND**
- (e) sound knowledge of the operational aspects of the aviation industry. Relevant local knowledge, experience and network would be a plus; **AND**
- (f) strong leadership capabilities with proven experiences at the senior management of an aviation-related organisation, excellent interpersonal skills to build and maintain effective teamwork and work successfully with people from different backgrounds; **AND**
- (g) strong command of written and spoken English. Proficiency in the Chinese language would be an advantage.

Terms of Appointment

The successful candidate will be appointed on non-civil service agreement for a term of three years.

Fringe Benefits

The DCASI will be entitled to housing benefits, vacation leave with leave passage allowance, and other benefits commensurate with a position of such seniority subject to the meeting of the eligibility criteria as stipulated in the regulations relating to the provision of such benefits. He/she will be subject to the provisions of the Mandatory Provident Fund Schemes Ordinance (Cap. 485) and will be required to make employee's contribution to a Mandatory Provident Fund (MPF) scheme. Upon satisfactory completion of the agreement, the DCASI may be eligible for an end-of-agreement gratuity which, when added together with the Government's contribution to the MPF scheme, equals 15% of the total basic salary drawn during the agreement period.

General Notes

- (a) 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 disabilities, sex, marital status, pregnancy, age, family status, sexual orientation and race.
- (b) Non-civil service vacancies are not posts on the civil service establishment. Candidates appointed are not on civil service terms of appointment and conditions of service. Candidates appointed are not civil servants and will not be eligible for posting, promotion or transfer to any posts in the Civil Service.
- (c) People who are not permanent residents of the HKSAR may also apply for the position but will be appointed only when no suitable and qualified candidates who are permanent residents are available.
- (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) Where a large number of candidates meet the specified entry requirements, TLB 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 interviews.
- (f) 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 recruitment 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”.
- (g) The non-civil service vacancy information contained in this advertisement is also available on the GovHK on the internet at <https://www.gov.hk>, TLB’s website (<https://www.tlb.gov.hk/eng/service/job/index.html>), AAIA’s website

(<https://www.tlb.gov.hk/aaia/eng/index.html>) and FlightGlobal/FlightJobs online platform (<https://jobs.flightglobal.com>).

How to Apply

All applications must be made in **English**. Applicants must apply **online** through the G.F. 340 Online Application System of the Civil Service Bureau (<https://www.csb.gov.hk>). [Note: Please choose “Recruitment” in the Civil Service Bureau’s website (<https://www.csb.gov.hk>) and click “Government Vacancies”; or click “Application Procedures” and then click “G.F.340 On-line Application System” to access to the G.F. 340 On-line Application System.]

Applicants are encouraged to provide their email addresses on the online application forms.

After successful submission of your online application, you should submit the following documents in English by email to **recruitment@tlb.gov.hk** on or before the application deadline (i.e. 28 July 2025, Hong Kong time):

- (a) a full curriculum vitae, copies of qualification and experience supporting documents;
- (b) a letter of application written in English setting out why the applicant considers himself/herself suitable for the position; **and**
- (c) an account (not more than 2,000 words) of air accident investigations he/she has led or participated with particular emphasis on past experience relevant to the position.

Please clearly mark in the subject of the email “Application for the position of Deputy Chief Accident and Safety Investigator (DCASI)” and your online application number. Your online application number should also be quoted on every page of the abovementioned required documents (a) to (c).

Applications which are late, incomplete, without the required documents, or submitted in paper form (e.g. by person, by post, by fax) or by e-mail will **not** be considered.

Candidates who are selected for interview will normally receive an invitation in about six to eight weeks from the closing date for applications, but this timing is subject to change without prior notification to applicants. Those who are not invited for interview and do not receive any response within two months of the close of the application may assume that their applications are unsuccessful.

Enquiry Address: Administration Unit, Transport and Logistics Bureau, 20/F, East Wing, Central Government Offices, 2 Tim Mei Avenue, Tamar, Hong Kong

Enquiry Telephone: (852) 3509 7205 or (852) 3509 7207

Closing Date for Application: 28 July 2025 (Hong Kong time)