



The Equal Opportunities Commission (EOC) is a statutory body charged with the mandate to eliminate discrimination on the grounds of sex, marital status, pregnancy, breastfeeding, disability, family status and race, as well as to eliminate sexual harassment, breastfeeding harassment, and harassment and vilification on the grounds of disability and race. The EOC promotes equality of opportunities between men and women, between persons with and without a disability and irrespective of family status and race. It is the EOC's vision to create a pluralistic and inclusive society free of discrimination where there is no barrier to equal opportunities. We are now looking for candidates who are passionate and committed to our mission and vision to apply for the following post in our **Policy, Research and Training Division (PRTD)**.

Senior Policy, Research and Training Officer (Monthly salary of HK\$82,330 to HK\$119,650)

The Duties

- Plan, undertake and deliver equality projects independently, such as guidelines and small-scale/ territory-wide research projects assigned to meet the objectives of the EOC, and devise recommendations based on evidence-based research and social discussions for addressing issues relating to equal opportunities;
- Develop research plans and draft research briefs on topics related to anti-discrimination and equal opportunities;
- Prepare tender documents for the invitation, evaluation and selection of service providers for research projects;
- Liaise with research bodies and provide advice on research methodology, questionnaire design, analysis on findings and recommendations, and monitor the progress of surveys and research commissioned or undertaken by the Commission;
- Edit research reports where necessary to further the mission of the EOC;
- Conduct policy analysis, and prepare policy submissions to advocate for policy changes to promote equal opportunities;
- Assist the Head (Policy, Research & Training) in formulating the work plan of the PRTD;
- Provide support to the Head (Policy, Research & Training), as well as in other administrative tasks, such as preparing meeting papers, progress reports, and budgetary management etc.; and
- Undertake any other duties as assigned, including but not limited to internal transfer to other divisions within the EOC.

The Person

- A master's degree in a relevant discipline, PhD/Doctorate degree may be an advantage;
 - At least 8 years' post-degree relevant full-time work experience, of which no less than 3 years in overseeing research projects;
 - Good mastery of SPSS and Microsoft packages;
 - Experience in both quantitative and qualitative research projects;
 - A self-starter with excellent analytical, writing, and communication skills; good attention to accuracy, team player with motivation to work independently;
 - Good understanding and knowledge of discrimination issues, legislation, policy formulation processes and structures, international human rights instruments and their application in Hong Kong;
 - Proficient in written English and Chinese (knowledge of Putonghua an added advantage); and
 - Motivated and committed to EOC's vision, mission and values.
- *Appointment will be on three-year agreement terms renewable depending on service needs and performance. The remuneration package will consist of a basic salary and a cash allowance in accordance with the Commission's policy. The appointee will also be eligible for a gratuity on completion of the agreement subject to satisfactory performance and conduct.*
 - *Candidates with less experience may be considered for the post of Policy, Research and Training Officer with salary range from HK\$64,780 to HK\$81,510.*

To Apply

Interested applicants should send **their application letters enclosed with a detailed CVs, marked confidential and specifying the post applied for**, to Director (Corporate Planning & Services), Equal Opportunities Commission, **16/F, 41 Heung Yip Road, Wong Chuk Hang, Hong Kong on or before 23 March 2026**. Applicants shortlisted for further consideration will normally be contacted in around six weeks from the closing date of application. The information provided will be treated in strict confidence and will be used for employment purpose only. Information of unsuccessful applicants will be destroyed two years after the recruitment exercise is completed. For more information on the EOC, please visit our website at <https://www.eoc.org.hk>.