



Hong Kong Institute of
Certified Public Accountants
香港會計師公會

The Hong Kong Institute of Certified Public Accountants is the only statutory licensing body of CPAs in Hong Kong recognized globally as the pre-eminent body of top-tier accountants that leads and serves businesses and the public interest of Hong Kong. At the Institute, we say a CPA is a "success ingredient" in a career, in the business world, and in society as a whole. In building a strong accounting profession, the Institute helps to establish and continuously enhance Hong Kong's reputation as a world-class financial centre.

To meet our business development needs, we are inviting high calibre professionals to join us for the following position:

ASSOCIATE DIRECTOR (AUDIT, ASSURANCE AND ETHICS), STANDARD SETTING

Key responsibilities

1. Lead Major Technical Projects

- Lead complex standard-setting projects from inception to publication.
- Develop project plans, research strategies and stakeholder engagement plans.
- Manage multiple multi-year projects involving stakeholder sensitivities and competing public-interest considerations simultaneously.

2. Conduct Advanced Technical Research

- Research emerging technical, regulatory and public-interest issues, involving the analysis of a variety of local and international legislations, regulations, professional standards, academic research, consultation feedback, existing practices and latest developments.
- Assess implications for Hong Kong and develop evidence-based recommendations.

3. Develop High-Quality Technical Papers

- Draft lucid, structured and persuasive technical papers on complex matters.
- Develop clear recommendations supported by robust analysis and evidence.
- Anticipate and address counterarguments and stakeholder concerns.

4. Stakeholder Engagement

- Work with stakeholders from different backgrounds, including regulators, government bodies, audit firms, SMPs, industry associations and international organisations.
- Design and lead stakeholder engagement activities.
- Identify issues requiring stakeholder input or agreement and facilitate resolution.

- Present technical analyses and recommendations to stakeholders with different backgrounds.
- Refine proposals in response to stakeholder feedback.

5. Implementation Support

- Develop implementation guidance and educational resources.
- Respond to technical queries and implementation issues.

6. Modernise through AI and technology

- Support departmental modernisation and stakeholder engagement through appropriate use of AI and technology.

Qualifications and Required Attributes

- A minimum of 9 to 11 years' experience gained in audit firms, standard setters, corporates, regulators, academia or relevant research bodies. Experience gained in audit technical departments, standard-setting bodies, policy development or other relevant environments would be an advantage.
- Demonstrated experience in drafting audit technical or policy-related publications.
- Proficient in the technical details and application of auditing and assurance standards as well as the HKICPA Code of Ethics.
- Excellent written and oral communication skills in English. Good command of Putonghua and/or Cantonese would be an advantage.

Applications should be marked "Confidential" quoting the reference [AD-SS(AAE)] with full details of education, professional qualification, work experience, present and expected salaries, contact telephone number and earliest date available. Please apply in writing to the **Head of Human Resources, Hong Kong Institute of Certified Public Accountants, 37/F, Wu Chung House, 213 Queen's Road East, Wanchai, Hong Kong** or by email to hr@hkipa.org.hk.

*Personal data provided will be used for recruitment purpose only.
For more information, please visit our website at www.hkipa.org.hk.*