



**RADIO TELEVISION HONG KONG**  
**Non-Civil Service Vacancy**

**Engineer II (Engineering Section, Production Services Division)**  
**(Salary: HK\$52,410 – \$72,180 per month, depending on experience)**

**Entry Requirements:** Candidates should have –

- (a) (i) a Bachelor's degree from a university in Hong Kong, preferably in Electronics, Telecommunications, Computer Science, Information Technology, System Engineering or Engineering Management, or equivalent; and 5 years of relevant hands-on post-qualification experience in the planning, development and implementation of wireless communication / TV broadcast / radio broadcast engineering projects in the wireless communication / TV broadcasting / radio broadcasting / multimedia environment; OR
- (ii) an accredited Associate Degree or an accredited Higher Diploma, preferably in Electronics, Telecommunications, Computer Science, Information Technology, System Engineering or Engineering Management, from a Hong Kong tertiary institution, or equivalent; and 6 years of relevant hands-on post-qualification experience in the planning, development and implementation of wireless communication / TV broadcast / radio broadcast engineering projects in the wireless communication / TV broadcasting / radio broadcasting / multimedia environment; OR
- (iii) an accredited Diploma or Higher Certificate, preferably in Electronics, Telecommunications, Computer Science, Information Technology, System Engineering or Engineering Management, from a Hong Kong tertiary institution, or equivalent; and 7 years of relevant hands-on post-qualification experience in the planning, development and implementation of wireless communication / TV broadcast / radio broadcast engineering projects in the wireless communication / TV broadcasting / radio broadcasting / multimedia environment; AND
- (b) met the language proficiency requirement of Level 2 or above in English Language in the Hong Kong Certificate of Education Examination (HKCEE) / Hong Kong Diploma Secondary Education Examination, or equivalent [See Note].

Candidates who –

- (i) are strong at broadcast project planning, technical performance monitoring and cost modeling;
- (ii) possess good understanding of the latest broadcast technologies including Digital Video / Audio Broadcast, Broadcast Production, Post Production, Digital Playout System, Media Asset Management, Digital Newsroom, Data Networks for Media Production and Streaming, Transmission, Storage System such as object storage, SAN storage and Network Attached Storage, AI models adoption, Building and Managing Cloud Infrastructure;
- (iii) possess 1 year's experience specialising in two or more of the following fields:
  - (a) Broadcast based IT Network and System; (b) Streaming Technology; (c) Media Asset Management System; (d) Digital Video / Audio Broadcast; (e) Engineering Strategic Planning; (f) System Development and Integration; (g) Digital Playout System; (h) media workflow development; (i) Virtual / Augmented / Extended Reality Studio production; (j) IP, cloud production system; and (k) RF Transmission

will have an advantage.

[Note: "Grade E" in English Language (Syllabus B) in previous HKCEE is accepted administratively as comparable to "Level 2" in English Language in the 2007 HKCEE and henceforth.]

**Duties:** (a) to carry out detailed planning and development for digital broadcast systems and related automation systems, covering playout system, ingestion and transcoding systems, video and audio mixing systems, camera systems, outside broadcast systems, virtual production and extended reality systems, media asset management system as well as transmission systems; (b) to undertake engineering feasibility studies in relation to the application of digital broadcast systems in production, post-production and transmission; (c) to evaluate new broadcast technologies and report on their performance; (d) to coordinate with internal and external bodies in engineering development and supervise external contractors; (e) to prepare and evaluate engineering-related tenders; and (f) to undertake project management of engineering projects involving functional teams across multiple sections. (Note: The post holder may be required to work irregular hours including Sundays and public holidays.)

**Terms of Appointment & Fringe Benefits:** Successful candidate will be appointed on one-year non-civil service contract terms. If the contract is satisfactorily completed with consistently high standard of performance and conduct, the officer may be granted a gratuity which, when added together with the Government's contribution to MPF scheme, equals 15% of the total basic salary drawn during the contract period. Rest days, general holidays, annual leave, maternity leave, paternity leave, sickness allowance, where appropriate, will be granted on terms not less favourable than the provisions of the Employment Ordinance.

**Contact Address and Enquiry Tel No.:** Head of Engineering Section, New Block A, Broadcasting House, Radio Television Hong Kong, 30 Broadcast Drive, Kowloon. (Enquiries: 2339 6569).

**Closing Date for Application:** 27 March 2024

**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) 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.
- (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, 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.
- (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 selection interview / written examination without being subject to any further shortlisting. Applicants who have declared disabilities and are 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 <http://www.csb.gov.hk> under "Administration of the Civil Service – Appointments".
- (G) 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. They should submit copies of their official transcripts and certificates by mail to the above contact address.

**How to Apply:** Application forms (G.F. 340 (Rev. 7/2023)) are obtainable from any Home Affairs Enquiry Centres of District Offices, Home Affairs Department or any Job Centre of the Employment Services Division, Labour Department. The said form can also be downloaded from the Civil Service Bureau's website (<http://www.csb.gov.hk>) or Radio Television Hong Kong's website ([http://app3.rthk.hk/recruit/index\\_e.php](http://app3.rthk.hk/recruit/index_e.php)). Applications submitted in person or by post should reach the above contact address during office hours (Monday to Friday 8:45 a.m. – 6 p.m.; Lunch break 1 p.m. – 2 p.m.). Please specify the title of the post being applied for on the envelope. To avoid delayed or unsuccessful delivery of applications by post, please ensure that the correct address is clearly printed or written on the envelope and sufficient postage has been affixed before posting. Mail items bearing insufficient postage will not be delivered to this Department and will be returned to the sender or disposed of by the Hongkong Post, where appropriate. Applicants will bear any consequences arising from paying insufficient postage. For applications received by post, the postmark date on the envelope will be regarded as the date of submission of application. Applicants may also apply online through the Civil Service Bureau's website (<http://www.csb.gov.hk>). Applications submitted by fax or e-mail will not be accepted. If candidates fail to provide the supporting documents as required, their applications will not be considered. Applicants are encouraged to provide their email addresses on the application forms. Candidates who are selected for interview will normally receive an invitation (by email or by post) in about six to eight weeks from the closing date for application. Those who are not invited for interview may assume that their applications are unsuccessful.