



MANDATORY PROVIDENT FUND SCHEMES AUTHORITY (MPFA)

The MPFA was set up in September 1998 under the Mandatory Provident Fund Schemes Ordinance (Cap. 485). Our mission is to regulate and supervise privately managed provident fund schemes; to educate the working population about saving for retirement and the role of the MPF System as one of the pillars supporting retirement living; and to lead improvements to provident fund schemes to make them more efficient and user-friendly, and better meet the needs of the working population.

At MPFA, we take pride in our people and aim to provide a unique environment where talents could reach their potential and fulfil their career aspirations. We focus on enhancing retirement protection of Hong Kong people and living our core values – Community Perspective, Commitment, Quality and Teamwork. If you share these concerns and are keen to practise and promote creativity, collaboration, communication and agility, looking to gain broad perspective from businesses, eager to sharpen your leadership and professionalism, and put stakeholders at heart, this is the place for you.

Senior Legal Counsel

(Ref. 40/2026)

The Job

- Advising on a wide range of legal and regulatory issues in relation to the functions of MPFA with the following key areas of focus:
 - regulatory and enforcement regimes for MPF schemes and occupational retirement schemes (ORSO), including compliance with regulatory requirements, procedural issues and exercise of investigatory and enforcement powers;
 - proposed legislative amendments, investment regulation and policy development;
 - overseeing of the eMPF platform and supervision of the performance of functions by eMPF Platform Company Limited (a wholly-owned subsidiary of MPFA);
- Providing legal support in the implementation of various organizational projects;
- Drafting, updating and/or advising on the preparation of various documentation including rules or guidelines issued by MPFA, documents required for the purposes of the MPF / ORSO legislation specified or approved by MPFA, and internal guidance, codes and manuals of MPFA;
- Drafting and reviewing full range of commercial agreements, and advising internal clients on key contractual terms to collaboratively assess legal and other risks;
- Advising on the relevant legislation and case laws relating to provident fund / retirement schemes, trustees, regulated activities, disciplinary proceedings, personal data etc.; monitoring the development in legislation and case law relevant to the functions of MPFA and undertaking research-related work;
- Working as a team with internal clients in providing legal analysis so as to assist them in making decisions to meet operational needs;
- Leading and supervising a team of junior legal counsel in providing legal support and advisory services to MPFA;
- Providing training to staff on legal matters;
- Speaking on MPF/ORSO matters at seminars and conferences; and
- Perform ad-hoc duties as required.

The Person

- A Bachelor's degree in laws, with good academic record;
- A qualified barrister or solicitor in Hong Kong holding a valid practising certificate, with a minimum of 15 years of post-qualification experience in Hong Kong;
- Possess relevant experience in the handling of regulatory work and law drafting, preferably gained from financial or other regulators, the Government or law enforcement bodies;
- Candidates with slightly less experience with the right calibre will also be considered;
- Solid understanding of the regulatory regimes for MPF and ORSO;
- Excellent command of written and spoken English and Chinese;
- Experience in supervising junior lawyers preferred, with proficiency in two-way communication vertically and horizontally, and being skillful in steering team members to diagnose complex issues;
- Excellent legal drafting, analytical and problem solving skills, able to work independently on complex matters and provide sound, well-reasoned, well-organized and well-researched legal advice with pragmatic recommendation, and working to deadlines;
- Expert communicator at executive level, with ability and willingness to lead the changes and navigate the complexities of gaining buy-in, building rapport and resolving differences; and
- Be a highly collaborative team leader with a sense of mission.

Remuneration Package

A competitive remuneration and benefits package including a discretionary performance-linked variable pay, annual leave, medical, dental and life insurance coverage, and MPF will be offered. All new appointments will be made on a two-year fixed-term contract initially prior to consideration for appointment on a non-fixed-term basis.

To Apply

Interested candidates are invited to apply via our [online application](#). The closing date for application is **5 June 2026**. Applicants not contacted for follow-up within 3 months after the closing date for application may assume that their applications are not successful. Applications not selected for further processing may be considered for other relevant openings in the future but their applications will not be retained for more than a period of two years after the closing date. For enquiries, please email at hrdmpfa@mpfa.org.hk.

The information provided will be kept confidential and only be used for those purposes relating to your application. Please visit our website for the details of the MPFA's Personal Information Collection Statement at <https://www.mpfa.org.hk/en/mpfa/joining-mpfa/job-vacancies/personal-information-collection-statement>. The MPFA and its subsidiary are equal opportunities employers and welcome applications from all qualified candidates.