

The Technology Talent Admission Scheme (TechTAS) of the Innovation and Technology Commission provides a fast-track arrangement to admit overseas and Mainland technology talent to undertake research and development work. Companies engaged in R&D in the 13 specified technology areas (artificial intelligence, biotechnology, cybersecurity, data analytics, financial technologies, material science, robotics, 5G communications, digital entertainment, green technology, integrated circuit design, Internet-of-Things or microelectronics) are eligible to apply for quotas. The allotment of quotas to companies provides certainty to their recruitment work and the streamlined visa application process enables non-local talent to come to take up the position the earliest possible. Companies using quotas will need to hire the required number of local employees who would engage in technology-related work. This arrangement helps nurture local technology talent and encourages cross-fertilisation of local and non-local talent facilitating Hong Kong's technology development.

Ricky Chiu (Chief Executive Officer, Phase Scientific):

As a biotechnology company with headquarters in Hong Kong and developing rapidly in the world, we take professional talent as our core competency. I think the biggest advantages of "TechTAS" are that its procedures are clear, its operation is simple and the processing time is short. Earlier this year, our company hired from the U.S. a Bioengineering PhD holder from the University of California. It took only seven days from application to approval. We were very satisfied with the operating procedures. In addition to hiring overseas experts, the scheme encourages us to recruit local employees and interns, enabling our local employees to exchange ideas with overseas experts, and they could learn from each other, ensuring diversity of our company.

Harsha Kittur (Research Scientist, Phase Scientific):

I'm a PhD graduate in Bioengineering from UCLA and I am a research scientist. My company asked me to transfer from Southern California to Hong Kong where I am responsible for setting up a lab here and training and mentoring the researchers to plan and execute experiments. I'm very impressed with the very smooth and easy application process of TechTAS which is a lot faster than some other places.

And with the local colleagues, it's been a good experience. My team in particular is very curious, hardworking and fun.

Tenny Chung (Research Associate, Phase Scientific):

I am a PhD graduate in Biomedical Science from the Chinese University of Hong Kong working as a full-time Research Associate at the moment mainly responsible for products research and development and conducting experiments. We are now researching into products for gene extraction from blood. Overseas experts will bring to use more professional knowledge and share with us the technology in person enabling more effective communication.

Tom Lau (Director of Talent Acquisition, Crypto.com):

We are an information technology start-up focusing on payment system and blockchain. As our business nature and products are rather unique, we need to hire overseas talent to assist us. Using TechTAS in our recruitment, I believe it is beneficial to both employers and employees. Firstly, to employers, since the scheme involves a pre-approval process, it is easier for us to conduct headcount and manpower planning. As for the employees, I believe it's quite a big decision for any person to relocate to another region to work if he knows that there is pre-approval, he would have greater confidence in taking up the offer.

Andy Kuo (Senior Backend Developer, Crypto.com):

I am from Taiwan. I have been working in the blockchain-related field. Hong Kong is a very important international financial centre with ample job opportunities, so I have decided to come to Hong Kong for career development. I came to work in Hong Kong through TechTAS and came across challenging tasks at work. My colleagues are very willing to help so that I can quickly get used to the fast-paced working environment here.

All these companies have brought in talent through TechTAS. The application procedure is simple. Fill-in a simple form and submit all the necessary documents. For details, please visit [techtas.itc.gov.hk](http://techtas.itc.gov.hk).