



The Insurance Authority (IA) is the independent statutory body whose principal function is to regulate and supervise the Hong Kong insurance industry to promote its stable development and to protect existing and potential policy holders.

We are looking for talents who share the same vision to join us!

IA now invites applications for the following position:

Senior Legal Counsel

Reporting to the General Counsel, the incumbent will assume the following duties as part of a high performance legal team:

Key Responsibilities

- Deliver legal advice on exercising of the IA's statutory powers and functions, with primary coverage for long term (life) insurance supervision
- Advise on insurer authorizations, including captives and special purpose insurers/vehicles, insurance securitization transactions (including review of structuring, documentation and disclosures) and insurance portfolio transfers
- Provide legal support for policy studies on captive domicile development, evaluating structures like Protected Cell Companies (PCCs)
- Support innovation initiatives in insurance (e.g. AI adoption, Insurtech and Regulatory Sandbox)
- Advise on the development and implementation of legislation, subsidiary legislation, codes, rules, and guidelines for emerging regulatory frameworks
- Collaborate with divisions across the IA to develop practical and legally robust solutions for regulatory and operational challenges
- Review and advise on internal policies, practices and procedures
- Undertake other duties as assigned by the General Counsel

Requirements

- Bachelor's degree in Law from a recognized university, preferably from a common law jurisdiction (e.g. Hong Kong, Australia, England & Wales, or Singapore), and admission as a solicitor or barrister in Hong Kong
- Minimum ten (10) years' post-qualification experience in a regulatory authority, leading law firm, or reputable in-house legal department, ideally within the insurance or broader financial services sector
- Sound knowledge of insurance and financial services laws and regulations
- Practical exposure to one or more of: life insurance supervision, authorizations, portfolio transfers, alternative risk transfer, captive insurance, SPIs/SPVs, insurance-linked securities, reinsurance/segregated structures (e.g. PCCs) and Insurtech is a strong advantage
- Proven ability to navigate complex legal issues, exercise sound judgment, and deliver clear, balanced, and well-reasoned written/oral legal advice
- Strong analytical, problem-solving, communication, and stakeholder management skills; thrives under pressure collaboratively
- High integrity, professionalism, and commitment to public service
- Excellent command of spoken and written English and Chinese

Remuneration Package

A competitive remuneration package commensurate with the successful candidates' experience and qualifications will be offered.

Application

Review of applications will start as soon as possible and continue until **10 March 2026**, or until the post is filled. Interested applicants may send a letter of application quoting the reference number, together with a full resume stating current and expected salaries by clicking "[Apply](#)".

The Insurance Authority is an equal opportunities employer. Applicants not invited for an interview within 2 months from the closing date may assume their applications unsuccessful. Applications may be considered for other suitable positions within the IA. All applications will be handled in strict confidence and all information collected will only be used for recruitment purposes. All information on non-shortlisted applicants will be destroyed after 6 months from the close of application.

