

**Hong Kong Monetary Authority**  
**“Four Faces of Talents in Central” Video Series**

**Interview Video 2 - Green and Sustainable Finance**

Super: Human-powered vehicles  
Are you the visionary type?  
Then green and sustainable finance may suit you well!

BabyJohn: Are you concerned about environmental protection  
and green development?  
Green and sustainable finance may suit you well  
Today I am joined by Tracy and Tim  
to talk about this industry

Super: Tracy Wong Harris  
Vice President and Deputy Secretary General  
Hong Kong Green Finance Association

Tim Chan  
Asia Sustainability Analyst, Vice President  
Morgan Stanley Asia Limited

BabyJohn: What is green and sustainable finance?  
What is the actual work? It is very popular now

Super: What is the work of Green & Sustainable Finance?

Tracy: Green and sustainable finance  
refers to different activities in the financial market  
such as issuing bonds, providing loans  
or launching other financial products  
to provide capital for green, blue and social projects  
What do green projects include?  
They include green buildings and renewable energy  
such as wind and solar power

Super: Green projects  
E.g. : Investment in renewable energy

Tracy: Blue projects are related to the oceans  
such as marine transplantation or seaside development

Super: Blue projects  
E.g. : Promoting ocean sustainability

Tracy: Social projects include essential services  
For example, during the pandemic  
capital was used to produce  
and transport vaccines and oxygen

Super: Social projects  
E.g. : Maintaining essential services

BabyJohn: Academically, is it a must  
to have studied Environmental Sciences  
before entering the industry?

Super : Do I need to study Environmental Sciences to get into the industry?

BabyJohn: Comparatively speaking  
is financial knowledge less important?

Tim: That is a good question

BabyJohn: Thanks

Tim: Actually, green and sustainable finance  
is an inter-disciplinary subject  
I can share my own experience  
As I am a science graduate  
I believe my strength is that  
for example, when discussing climate change  
and sustainable development  
it would be much easier for me to get the financial practitioners

to understand these topics  
Of course, basic financial knowledge is also important  
So I have taken the Chartered Financial Analyst course  
to enhance my financial knowledge  
ESG has become a buzzword in recent years  
ESG stands for Environmental, Social and Governance

Super: ESG  
Environmental, Social, Governance

Tim: Basically, what it means is  
during the investment process  
apart from financial considerations  
a lot of investors are also concerned about ESG  
which includes climate change, labour issues  
and the independence or diversity of the board  
We have found that there are graduates  
of diverse academic background working in the ESG  
or green and sustainable finance fields

BabyJohn: What factors do you consider  
when deciding to hire an applicant?

Super: What factors do you consider in recruitment?

Tracy: I consider four major factors when hiring  
Firstly, I want to learn about the applicants' values  
on green and sustainable development  
They must understand  
the value of green and sustainable finance  
towards the ecological civilization of the earth  
Secondly, like what Tim mentioned  
the applicants have to be equipped  
with knowledge about different financial products  
Thirdly, they must be aware of  
environmental and social issues  
Fourthly, language ability is also very important

BabyJohn: Imagine that I am a university graduate interested in green and sustainable finance  
What jobs can I do?

Super: What positions can university graduate take in field?

Tracy: There are actually many different areas in green and sustainable finance  
Fundraising is the largest area which is the origination of the projects, where my team will issue bonds and arrange loans for clients

Super: Capital Market

Tracy: My other team is responsible for managing the environmental and social risk

Super: Environmental Risk Management

Tracy: We also have a special team on product development because we need to keep innovating financial products to suit the fast growing market

Super: Product Development

Tim: Just now, Tracy shared that there is a high demand for talents in green and sustainable finance in Hong Kong and around the world  
Working in equity research  
of course I am aware of the demand for talents in this area  
To my understanding  
listed companies are also looking for a lot of talents to help achieve regulatory compliance and so there are plenty of job opportunities

BabyJohn: As a university graduate in Hong Kong what are the advantages to working in this industry?

Super: What are the advantages of Hong Kong graduates in this industry?

Tracy: If you are a graduate in Asia or Hong Kong that is already a great advantage in itself because Hong Kong is an international financial centre Secondly, there are more opportunities in the green and sustainable finance industry within Asia You will be very popular if you go abroad and definitely have a competitive advantage

BabyJohn: After your sharing it seems this is a hot industry severely in need of talents If you are interested you might consider joining the industry To learn more about other areas of the financial market click the links to watch other interview videos

Super: Visit the HKMA YouTube Channel to learn more about other areas of the financial market!  
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