

Hong Kong Monetary Authority
“Fact Chat with HKMA MTs ft. Do Do Cheng” Video Series

Interview Video 2

Super: Fact Chat with HKMA MTs ft. Do Do Cheng
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Do Do Cheng: In the last episode
I chatted with three Manager Trainee graduates
about their work experiences and job duties
Today, we have another three guests
Two are Manager Trainee graduates
and one is still a Manager Trainee
Apart from their work
I will invite them to share tips on applying
for the HKMA’s Manager Trainee Programme
We have Eric, Steven and Yoyo
Hello

Super: Yoyo Wong
2020 intake
Manager
Banking Conduct Department

Steven Yu
2017 intake
Manager
External Department

Eric Ko
2021 intake
Manager Trainee
Corporate Services Department

Do Do Cheng: I would like to know
before joining the HKMA
were you determined to join the HKMA?
Have you considered other professions?
Why did you pick the HKMA in the end?

Super: Why did you decide to join the HKMA amongst other opportunities?

Steven Yu: Honestly speaking
for a fresh graduate
the utmost concerns
are promotion opportunities and remuneration

Compared with other Manager Trainee programmes
the HKMA's Manager Trainee Programme is very attractive
in terms of remuneration and career prospect

Super: Attractive remuneration and career prospect

Steven Yu: Apart from remuneration and career prospect
the work of the HKMA inextricably links
with currency, the banking system, foreign reserves
and maintaining Hong Kong's status
as an international financial centre
To me, these tasks are meaningful
This is an important reason
for me to join the HKMA

Do Do Cheng: Yoyo, Eric
You've been interns at the HKMA
How did the internship experience
help you as Manager Trainees?

Super: Is internship experience useful?

Yoyo Wong: Let me go first
I was exposed to the HKMA's daily work
and corporate culture through the Internship Programme
It helped me understand
if I truly wanted to develop my career here
Besides, it is important
to get acquainted with different colleagues
through the internship
All my colleagues were friendly
including Manager Trainees at that time
They were willing to share with me
their work experiences in other departments
This helped me understand the HKMA better

Eric Ko: My views are similar to Yoyo's
I think the Internship Programme is like
a pilot scheme of the Manager Trainee Programme
It enables interns to understand
the HKMA's work within a short period

Super: Internship experience is a competitive advantage

Eric Ko: As Yoyo said
you can understand whether
the HKMA's work matches your interest
This is even more important

Do Do Cheng: Steven
Application for the Manager Trainee Programme
involved several selection processes
How did you present yourself on your CV (curriculum vitae)
to stand out from the crowd?
Any tips for the applicants?

Super: How to stand out from the crowd with your CV?

Steven Yu: You have to know the HKMA and yourself well
You need to get a sense of the HKMA's work
and understand yourself in terms of your academic qualification
work experience, strengths and capabilities
Once you have gathered all the information
you have to organise it systematically on your CV
so that the Human Resources Division or interviewers
can read the information clearly

Super: A well-structured CV is essential

Steven Yu: To prepare for the interviews
candidates need to
read through the HKMA's website
The website carries a lot of information
It may take several days to read all the information
In addition, you should pay attention
to local and international news
You should have your own opinions
Don't parrot what others say

Super: Pay attention to local and international news

Do Do Cheng: Yoyo
Can you demystify the interview process?
What was most challenging?

Super: Demystifying the interview process

Yoyo Wong: The most challenging part
was the final interview
During the final interview
I was interviewed by an interview panel
consisting of Deputy Chief Executive and Executive Directors
To my surprise, several senior executives were engaged as interviewers
To select the most suitable candidates
they asked me questions
that assessed intelligence and quick-wittedness

Super: Analytical ability and communication skill are assessed in interviews

Yoyo Wong: During the final interview
I was so impressed by
the panel with several senior executives as members
This makes me believe that the HKMA will dedicate
a lot of resources to develop Manager Trainees

Do Do Cheng: You just mentioned that the interview questions
assessed intelligence and quick-wittedness
Do you still remember the questions?

Yoyo Wong: The final interview took place during the pandemic
Many stakeholders in society
had voiced out different opinions on financial measures
The interview panel
sought my view on these proposals
and whether they should be adopted
If not, whether I had any counter proposals
This question was challenging
but it inspired me to think about this issue

Do Do: I'm going to show you two short videos
about the work of the HKMA
Afterwards, I'll ask you some questions
Okay?

STEPS Video: The engine is overheated because the radiator is out of water
That's impossible, I just checked a few days ago
I'm sorry, boss
You don't need to explain
With such an attitude like yours
even you have checked, it's still unreliable
Arranging transportation is such a simple task
You can still mess this up
Think about it
The entire banking system carries
the life savings and assets of citizens
Different parts of a bank's operation are inter-connected
If any part malfunctions
or if examinations are conducted so recklessly like you
the whole system will be affected

Do Do Cheng: After watching the video
First of all
would your seniors lose their temper like that?

Yoyo Wong: That is just a dramatic effect

Do Do Cheng: The fault tolerance level is extremely low in banking supervision work
What is the HKMA's role in practice?

Yoyo Wong: The HKMA adopts a risk-based approach in regulating and supervising banks
We require banks to maintain adequate capital and conduct their business prudently
They have to manage their credit, liquidity technology, money-laundering and other risks properly
This is because we are facing the entire financial system of Hong Kong
We cannot bear any faults
That's why all the colleagues in the HKMA are very meticulous with everything we do

Do Do Cheng: Steven, what is your job at the HKMA?

Steven Yu: I am mainly responsible for assisting the HKMA in collaborating with international and regional organisations
My department liaises with various international organisations such as the Financial Stability Board or the Bank for International Settlements
We need to coordinate with various departments to express our views on different international issues or assist them in participating in various working committees in these international organisations
This role offers the opportunity of networking with peers from other central banks all over the world to understand their work and the views of senior management from overseas financial regulators on different international issues

Super: Networking with international organisations to broaden exposure

Do Do: Let's watch one more video

STEPS Video: Apart from what you have mentioned printing banknotes and selecting security features are also part of our work
Here are six \$1,000 banknotes
One of them is a counterfeit note
You now have three chances to identify it
If you can't
I will arrange a tutorial for you this weekend

Do Do Cheng: Eric, in the video, the protagonist can identify

a counterfeit banknote by just looking at it
Is it realistic?

Eric Ko: It is just a dramatic presentation
But the HKMA has a designated team
to manage work relating to banknotes and coins

Do Do Cheng: I understand the Manager Trainee Programme includes mentorship
Eric, can you talk about it?

Super: How would you describe your relationship with mentors?

Eric Ko: We do have a mentorship programme
with senior colleagues acting as mentors
For example, my mentor is an experienced Executive Director
We often meet for meals and chat
which enhances our understanding of the career path

Super: Mentors provide valuable guidance

Eric Ko: After completing the Manager Trainee Programme
we have the opportunity to get promoted step by step
Through dialogues with mentors
we can learn more about our career paths

Do Do Cheng: There is also a buddy programme

Eric Ko: Yes, we have a buddy programme
I have a senior colleague being my mentor
Under the buddy programme, we are paired with
a colleague who is a recent Manager Trainee graduate
Actually, Steven is my buddy
Sorry to have revealed your age

Steven Yu: No problem

Super: Mentors and buddies give generous support to Manager Trainees

Eric Ko: The co-existence of the buddy and mentorship programmes is good
They provide you with information
about every step of your career path
situations you may encounter
and opportunities that may arise

Do Do Cheng: Apart from job satisfaction
career prospect is also important
How is the career prospect at the HKMA?

Super: How is the career prospect at the HKMA?

Steven Yu: Upon completing the two-year programme
with satisfactory performance
Manager Trainees will be promoted to Managers
It is quite fast

Super: Promotion to Managers after the 2-year Programme

Steven Yu: Future prospect depends on your efforts
Currently, there are many Senior Managers
Department Heads and Executive Directors
who joined the HKMA through the Manager Trainee Programme

Do Do Cheng: Thanks to the three of you
After this chat
I realise that the HKMA's work is highly diverse
and challenging
After listening to the three Manager Trainee graduates
are you confident to join them?
If you have the confidence, you should prepare yourself
for a bright future
Please note the application period and deadline of
the HKMA's Manager Trainee Programme
I hope to see you soon

Super: HKMA website: www.hkma.gov.hk
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