

# Technology Talent Admission Scheme (TechTAS)

## (1) Introduction

TechTAS provides a fast-track arrangement for eligible companies to admit non-local technology talent to undertake research and development (R&D) work for them in the HKSAR. Eligible companies would first have to apply for a quota. A company allotted with a quota by the Innovation and Technology Commission (ITC) can accordingly sponsor an eligible person to apply for an employment visa/entry permit within the 12-month quota validity period. It also has to fulfil the requirement to employ new local employees in technology-related work.

Talent admitted under TechTAS will normally be granted an initial stay of 24 months on employment condition, or in accordance with the duration of the employment contract (whichever is shorter), upon entry. They may apply for extension of stay in Hong Kong within four weeks before expiry of their limit of stay and extension of stay, if approved, will normally follow the 3-3 years' pattern, also on employment condition, or be in accordance with the duration of the employment contract (whichever is shorter).

For talent who have been permitted to take up employment under TechTAS for not less than two years and have an assessable income for salaries tax of not less than HK\$2 million in the previous year of tax assessment, they may be granted, upon application, an extension of stay for a period of six years on time limitation only without other conditions of stay.

TechTAS does not apply to nationals of Afghanistan, Cuba, Laos, Korea (Democratic People's Republic of), Nepal and Vietnam.

## (2) Eligibility Criteria

### **1、 To apply for a quota under TechTAS, the company must –**

- a. have substantive business in Hong Kong and with a valid Business Registration Certificate; and
- b. be engaged in R&D in the area of 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.

### **2、 An application for a visa/entry permit to take up employment under TechTAS may be favourably considered if:**

- a. there is no security objection and no known record of serious crime in respect of the applicant;
- b. the employing company has a valid quota approved by ITC at the time of application;
- c. the applicant is employed as a full-time employee in the HKSAR by the employing company;
- d. the applicant is engaged principally in conducting R&D in the areas of 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;
- e. the applicant is a degree-holder in science, technology, engineering or mathematics (STEM) from a well-recognised university, which is among the top 100 universities for STEM-related subjects in the latest publication of any of the following world university ranking tables:

<b>Ranking table</b>	<b>STEM related subjects</b>
Quacquarelli Symonds (QS) ( <a href="https://www.topuniversities.com/qs-world-university-rankings">https://www.topuniversities.com/qs-world-university-rankings</a> )	- Engineering and Technology - Life Sciences and Medicine - Natural Sciences
Academic Ranking of World Universities (Shanghai Jiao Tong University) (also known as Shanghai Ranking) ( <a href="http://www.shanghairanking.com/">http://www.shanghairanking.com/</a> )	- Natural Sciences and Mathematics (SCI) - Life and Agriculture Sciences (LIFE) - Engineering/Technology and Computer Sciences (ENG) - Clinical Medicine and Pharmacy (MED)
Times Higher Education ( <a href="https://www.timeshighereducation.com/world-university-rankings">https://www.timeshighereducation.com/world-university-rankings</a> )	- Engineering and Technology - Computer Science - Life Sciences - Physical Sciences - Clinical, Pre-clinical and Health

- f. Work experience is not compulsory for those with a Master's or Doctoral degree, whereas those with a Bachelor's degree only should possess a minimum of one year of work experience in the relevant technology area. Persons not meeting the academic requirements but possessing good technical skills in specialty areas, proven professional abilities and/or relevant experience and achievements can be considered on a case-by-case basis with full justifications. In such case, relevant documentary evidence should be provided;
- g. the applicant is offered remuneration not lower than the prevailing market level for comparable jobs in the HKSAR;

- h. the applicant meets the specific particulars pertaining to the job position set out in the quota allotment letter issued by ITC; and
- i. the bona fides of the employing company and the applicant are not in doubt.

### **(3) Precautions**

Eligible companies can submit quota applications throughout the year, and each company can be issued a quota to import up to 100 people per year. When making a quota application, the applicant company must undertake to also employ the requisite number of new local employees – i.e. for every one to three non-local persons approved to be admitted for employment by the Immigration Department under TechTAS, the applicant company would need to employ one new local full-time employee, plus two local interns. Companies are welcome to employ more local full-time employees in lieu of local interns. The detailed requirements are as follows –

	Local Full-time Employee	Local Intern
<b>Duration</b>	With employment contract for at least one year	Internship period of at least three months
<b>Qualifications</b>	Bachelor's degree-holder or above	Undergraduate or above

All these local employees should be engaged in technology-related work. Besides R&D, technology-related work includes positions such as technology or intellectual property lawyer, technology transfer personnel, etc., but does not include general supporting positions such as administration clerk.

Employment of local persons with contracts signed within three months before quota application and three months after the quota expiry date would count towards satisfying the local talent employment requirement.

If the matched local employee/intern resigns within the stipulated employment period, the company should hire a local replacement within a reasonable time limit.

**The applicant company needs to submit Interim Progress Updates and Final Report:**

#### **Interim Progress Update**

By the end of the sixth month of the quota validity period, the Innovation and Technology Commission (ITC) will (through telephone interviews or other appropriate means) collect from a successful applicant company information on its use of quotas and employment of local talent. A successful applicant company will also be required to, during the ninth month of the quota validity period, provide ITC with a written update on the use of quotas and employment of local talent.

### **Final Report**

As soon as a successful applicant company has fulfilled the local talent employment requirement and has used up all the quota(s) allotted, and in any case, no later than four months after the expiry of the quota validity period, it is required to submit to ITC proofs of local persons employed (e.g. appointment letters) in the Final Report.

All the above information / update / report will be collected through the Hong Kong Science and Technology Parks Corporation (HKSTPC) / Hong Kong Cyberport Management Company Limited (Cyberport) if the successful applicant company is a tenant / incubatee / grantee / occupant of HKSTPC / Cyberport.

Applicants which are tenants / incubatees / grantees / occupants of the Hong Kong Science and Technology Parks Corporation (HKSTPC) (including Hong Kong Science Park, InnoCentre, or the industrial estates managed by HKSTPC) or the Hong Kong Cyberport Management Company Limited (Cyberport) should submit their completed quota application forms to the Innovation and Technology Commission (ITC) via HKSTPC / Cyberport.

Applicants which are NOT tenants / incubatees / grantees / occupants of HKSTPC or Cyberport should submit their completed quota application forms to the ITC via the Government e-Form portal.

The Innovation and Technology Commission will decide whether an "adverse record" will be attached to the company if it, without reasonable justification, has not well utilised the quota(s) allotted, or has not employed sufficient number of local persons. An adverse record may lead to the following consequences –

- a. any new quota application from the company will not be processed until it has complied with the local talent employment requirement;
- b. any unused quota allotted to the company would be suspended until it has complied with the local talent employment requirement;
- c. the credibility of the company in making any new quota application will be affected.

● The following activities are **NOT** considered to be R&D activities for the purpose of TechTAS :

- a. any efficiency survey, feasibility study, management study, market research or sales promotion;
- b. the application of any publicly available research findings or other knowledge to a plan or design, with an anticipated outcome and without any scientific or technological uncertainty;
- c. an activity that does not seek to directly contribute to achieving an advance in science or technology by resolving scientific or technological uncertainty;
- d. any work to develop the non-scientific or non-technological aspect of a new or substantially improved material, device, product, process, system or service;
- e. quality control;
- f. routine testing of materials, devices, products, processes, systems or services;
- g. routine data collection;
- h. routine, cosmetic or stylistic modifications or changes to materials, devices, products, processes, systems or services;
- i. market survey for the purpose of ascertaining the needs of customers where no systematic, investigative or experimental activity is involved; and
- j. production and distribution of goods and services.

The above list is not exhaustive.

In general, an R&D activity takes place when a project seeks to achieve an advance in science or technology. Any activity which does not directly contribute to achieving this advance in science or technology through the resolution of scientific or technological uncertainty is not an R&D activity.

#### **(4) Process**

1、Apply to the Innovation and Technology Commission for a quota	After receiving all the required information and documents, the quota application normally takes 2 weeks to process. However, on-site inspections may require additional time to process quota applications. (issued by the Innovation and Technology Commission)
2、Apply for a visa at the Immigration Department	An application confirmation notice will be sent to the applicant within 2 weeks of receipt of the application. (issued by immigration)
3、Issuing the 《Notice of Approval》	Approval takes about 2 weeks. If the application is approved, an "Approval Notice" will be received. (issued by immigration)

4、 Issuance of visa/entry permit	The visa/entry permit label will be collected by the applicant, or by an agent, or hired by a company to collect it from the Immigration Department and then forwarded to the applicant. (issued by immigration)
----------------------------------	--

## **(5) Charges**

For details, welcome to contact our company.

## **(6) Application time**

It will take about 8-9 months from submitting the documents.

## **Requirements for the entry of scientific and technological talents**

### **Q & A 【For Due Diligence Purpose】**

#### **Please answer the below questions by Applicant**

1. Have you ever been denied of any Citizenship By Investment in any country ?  
Have you ever been denied of a visa application in any country ?

Ans:

2. Did you changed your name ?

Ans:

3. Do you have any work experience or record in a Fortune 500 company?

Ans:

4. Have you ever violated any law in any countries ?  
Is there any record from the government department or court ?

Ans:

5. How many nationalities owned ? (both previous & present)  
Did u have any termination of nationality record ?

Ans:

6. How is the level of English ? Beginner/ Intermediate/ High ?

Ans:

7. The highest educational level/ certificate/ qualification/ honour/ training ?

Ans:

8. Do you have any political parties record (Wherever in any place) ?

Ans:

9. Are you able to provide non-criminal record ?

Ans:

10. Do you have any company references?

Ans:

11. Do you have military services record (in any countries reference) ?

Ans:

12. Are you married? Whether to apply for dependents to come to Hong Kong?

Ans:

13. Did you have any investment records (both personal & company owned) ?  
Including: Stocks, Bonds, Insurance, Financial Products (wherever)

Ans:

14. Are there individuals developing patents or apps?

Ans:

15. Do you have any special request ?

Ans:

## **Forms/ Documents Required**

### **Information required by the hiring company**

Documents required by eligible Hong Kong companies (applicable to the applicant company)

#### **Hong Kong company information**

1. Company operation plan
2. Hong Kong Ltd company license, official seal (company partner, directors and shareholder information)
3. Bank account statement - the past 6 months
4. Employment contract and MPF reference

5. Company lease contract or property prove
6. Latest company tax certificate (Audit Report) - if any
7. All relevant business supporting documents. For example, contracts (sales or purchases), commercial documents (invoices), transportation documents (any cargo receipt), company promotional documents (catalogue, brochure, samples), company websites, corporate partner information (if any), office photos (approx. 10 pcs), the office space (standard on 50 square meters or more), the organization chart of the R&D team (including the job responsibilities and experience of each recruitment position)
8. Asset proof of the company (including property, vehicle, investments, insurance, etc.)
9. Patented invention and registration documents
10. The “Application Form for Visa/Entry Permit under the Technology Talent Admission Scheme” (Part C of ID1024) duly filled out by the employing company;
11. Photocopy details of the employment contract or letter of appointment between the company and the applicant, indicate the position, salary, benefits and employment periods
12. Quota allotment letter issued by the Innovation and Technology Commission;

**China or Overseas company information: (if any, please provide)**

1. The Chinese & English name of the company;
2. Shareholders, Directors information (ie, Memorandum and Articles of Association);
3. Company license (full set);
4. Company lease contract or property prove;
5. Company profile (summary);
6. Annual return and Capital Registration Report issued by CPA;
7. Social security certificates for all employees (one year record, if any);
8. Bank account statement (one year);
9. All relevant business supporting documents. For example, contracts (sales or purchases), commercial documents (invoices), transportation documents (any cargo receipt), company promotional documents (catalogue, brochure, samples), company websites, corporate partner information (if any), office photos (approx. 10 pcs), the office space (standard on 70 square meters or more);



10. Asset proof of the company (including property, vehicle, investments, insurance, etc.);
11. Patented invention and registration documents.

**Checklist of Documents to be Submitted for Quota Application:**

- (1) Business Registration Certificate
- (2) Remuneration package reference of each job position concerned
- (3) Information set on business and R&D activities of the applicant company Note
  - 3A. Latest filed “Profits Tax Return – Corporations” (BIR51) / “Profits Tax Return – Persons Other than Corporations” (BIR52) and “Supplementary Form – Expenditure on Research & Development” (BIRS3) showing “Type B expenditure” for in-house R&D activity that can be used for claiming enhanced tax deduction for R&D expenditures.

**If 3(A) is not available:**

- 3B. At least three of the following items:
  - a. Payroll proof (latest month) and documentary proof showing R&D-related job duties (e.g. offer letter, employment contract, company letter) of at least one existing R&D staff;
  - b. Tenancy agreement or other documentary proof showing the premises for conducting R&D activities;
  - c. Rental agreement / receipts / instalment payment records / invoices of facilities / equipment used for R&D activities;
  - d. Record of previous R&D outcome (e.g. research report, competition entry form / award, contract on provision of R&D service to clients, etc.).

**If neither 3(A) nor 3(B) is available:**

- 3C. Business plan (including information on nature / mode of business activities, technology area(s), details of R&D plan, target customers, proposed creation of R&D position(s), source of funding, etc.) with at least the following documents:
  - a. organisation chart of R&D team (including job duties and academic background / experience of each of the planned R&D positions); and

- b. tenancy agreement or other documentary proof showing the premises for conducting R&D activities; and
- c. list of R&D facilities / equipment to be purchased / leased; and
- d. contract / agreement on possible capital injection / business cooperation / technology cooperation with business partners, if any.

(4) Signed Declaration with company chop

**Note :** ITC is more likely to visit the applicant company if it could only submit information set 3(B) or 3(C).

Upon receipt of all necessary information and documents, the normal processing time of a quota application will be two weeks. Site visit would render additional processing time of the quota application.

### **Checklist of Forms and Documents to be Submitted for Entry Application**

A. Form and documents to be submitted by the applicant for entry application:

1. Technology Talent Admission Scheme - Application for Visa / Entry Permit (ID 1024), with Part A duly completed by the applicant and applicant's recent photograph affixed
2. Photocopy of applicant's valid travel document containing personal particulars, date of issue, date of expiry and / or details of any re-entry visa held (if applicable). A Chinese resident of the Mainland who has not been issued with a travel document may submit a photocopy of his / her People's Republic of China ("PRC") resident identity card
3. Photocopy of applicant's Hong Kong identity card (if any)
4. Photocopy of proof of academic qualifications and relevant work experience, or proof of good technical skills in specialty areas, proven professional abilities and / or relevant experience and achievements (if applicable)
5. Other documents where applicable
  - a. Macao Special Administrative Region ("SAR") residents - Photocopy of the applicant's Macao identity card
  - b. Taiwan residents - Photocopy of the applicant's household registration in Taiwan and Taiwan identity card
  - c. PRC passport holders living overseas - Photocopy of proof of the applicant's overseas residence, such as copy of official documents showing the applicant's conditions of stay and limit of stay endorsed by overseas

authorities (only applicable to overseas Chinese who have obtained overseas permanent residence; or have been residing overseas for at least one year immediately before the submission of an application and the application is submitted from overseas)

- d. Mainland residents - Letter of consent from the applicant's present working unit or relevant Mainland authorities (page 9 of application form ID 1024)

B. Form and documents to be submitted by the employing company

1. Technology Talent Admission Scheme - Application for Visa / Entry Permit (ID 1024), with Part C duly completed by the employing company
2. Photocopy of the quota allotment letter issued by the Innovation and Technology Commission
3. Photocopy of the employing company's employment contract with or letter of appointment to the applicant containing information about post, salaries, other fringe benefits and employment period
4. Photocopy of the Business Registration Certificate *(not required if the employing company has successfully obtained an employment or training visa / entry permit for a non-local staff in the past 18 months immediately before submission of the application)*