

PCT INTELLIGENCE REPORT

Jane Street Hong Kong

Hiring & Development Panorama

Every current Experienced, New Grad and Internship role - reconstructed into an APAC office capability map.

60	41	7	12
CURRENT ROLES	EXPERIENCED	NEW GRAD	INTERNSHIPS

Report ID PCT-JSHK-20260901-001
Snapshot: 2026-09-01
Verification: 60/60 role pages HTTP OK; 60/60 titles matched
Evidence class: Official public sources + explicitly labelled analyst inference
Boundary: Independent research; no Jane Street affiliation or internal access

Measured hiring surface, not an internal organization chart. Listing count is not headcount, budget, urgency or hiring probability.

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Reading guide

Sections 1-11 synthesize the office-level picture. Appendices A and B contain all 60 role profiles; Appendix C registers the reproducibility artifacts.

1. Executive conclusion

Jane Street's current public feed contains **60 Hong Kong listings: 41 Experienced, 7 New Grad, and 12 Internship** roles across **9 departments, 20 teams, and 44 unique role families**.

The hiring surface describes a Hong Kong office that is much broader than an Asia trading desk. It combines:

1. a local quantitative trading, research, ML and desk-operations engine;
2. an unusually deep technology stack spanning software, production, data, Linux, networking, connectivity and data centres;
3. China-facing institutional sales, business development, legal and controls;
4. APAC financing, accounting, tax, operations and procurement;
5. regional talent, workplace and facilities functions that support continued organizational scale.

Technology plus Trading/Research/ML account for **36/60 listings (60.0%)**. This is the clearest measurable signal: the Hong Kong office publicly hires for an end-to-end production capability, not only front-office trading. The remaining 40% shows the legal, financing, distribution, people and physical-operating systems required to sustain that engine in Asia.

This is a hiring-surface reconstruction, not an organization chart. Listing counts do not equal team headcount, budget, urgency or hiring probability.

2. Evidence protocol

2.1 Primary source set

- [Official Jane Street jobs feed](#)
- [Experienced candidates, Hong Kong](#)
- [Students and new grads, Hong Kong](#)
- [Hong Kong office](#)
- [Jane Street business overview](#)
- [Technology at Jane Street](#)
- [Machine Learning at Jane Street](#)
- [Quantitative Research at Jane Street](#)
- [Strategy and Product at Jane Street](#)
- Every official `position/{role_id}` page listed in the appendices

2.2 Receipts and reproducibility

- Feed SHA-256: `7c02298ec05b0ead932124beb4de2adf8ff64f93eef6d8e2dab955f6f93ec0f7`

- Historical baseline SHA-256:
[2d4a07ee619de67d35ef651a1c2e33194f05c31c9a60aadf3c0945b97538bc7b](#)
- 60 normalized role records with independent description hashes
- 60 role-page HTTP and title verifications
- Complete role metadata and analysis available in JSON and CSV
- Full JD text is not republished; readers are routed to official pages

2.3 Evidence labels

- **OFFICIAL FACT:** Jane Street directly states the role, office, team, availability or business description.
- **ANALYST INFERENCE:** PCT interpretation derived from the combined hiring surface.
- **UNMEASURED:** headcount, compensation, urgency, conversion and internal reporting lines absent from public evidence.

3. Hong Kong office hiring architecture

Jane Street officially describes Hong Kong as the home of its Asian operations. The current hiring surface is consistent with an APAC operating hub, but the exact internal mandate of each team remains unverified.

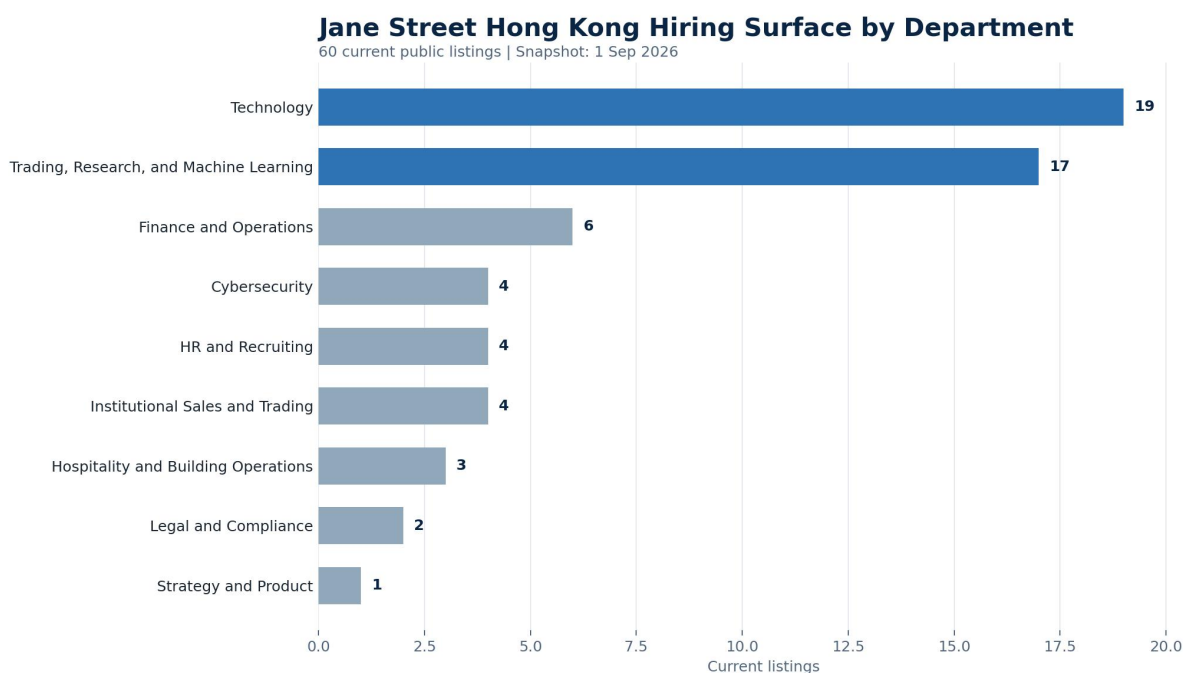


Figure 1. Current Hong Kong hiring surface by department. Source: official Jane Street jobs feed; PCT snapshot 2026-09-01.

Department	Total	Experienced	New Grad / Intern	Share	Hiring-surface implication
Technology	19	11	8	31.7%	软件、数据、生产、网络、操作系统和物理计算基础设施

Department	Total	Experienced	New Grad / Intern	Share	Hiring-surface implication
					施
Trading, Research, and Machine Learning	17	9	8	28.3%	定价、交易、量化研究、ML 与 desk systems
Finance and Operations	6	6	0	10.0%	融资、财务控制、税务与交易运营骨架
Cybersecurity	4	3	1	6.7%	安全设计、检测响应和早期安全人才管线
HR and Recruiting	4	4	0	6.7%	亚洲人才获取、组织支持和招聘渠道建设
Institutional Sales and Trading	4	3	1	6.7%	中国与亚洲机构客户、流动性分发和 client trading
Hospitality and Building Operations	3	3	0	5.0%	关键设施、办公体验与区域 workplace leadership
Legal and Compliance	2	2	0	3.3%	中国业务法律支持、交易控制与信息壁垒
Strategy and Product	1	0	1	1.7%	跨部门战略、流程改造与公司级项目执行

3.1 Production core

The 36 Technology and Trading/Research/ML listings span the full loop:

Market data → Research → Models → Trading decisions → Software systems → Production reliability → Connectivity → Physical compute.

The deliberately porous boundaries Jane Street describes publicly are visible in the role mix: Quant Researchers build systems; Traders model and code; Production Engineers develop software while owning production; TDOEs sit beside desks; ML roles split into research, research engineering and performance engineering.

3.2 Client and China growth surface

China Business Development, China Sales, Sales Trader, Sales & Trading Internship, Legal Counsel and Korea Trading Controls show that Hong Kong connects global liquidity to regional clients and market rules. This supports an inference of continued China/APAC franchise development, but does not disclose revenue or market share.

3.3 Capital, control and license to operate

Financing, Operations, accounting, tax, legal, compliance and procurement listings show that growth is constrained and enabled by funding, counterparties, settlement, legal interpretation, information barriers and vendor capacity. These are business systems, not generic back-office support.

3.4 Physical and organizational scale

Data Centre, Facilities Operations, IT Logistics, Events, HR Partner, recruiting and an APAC Workplace Lead indicate a mature office with regional coordination responsibilities. The listing surface supports scale; it does not reveal exact office population.

4. Experienced hiring panorama

Experienced roles represent **41/60 (68.3%)** of current listings. The mix favors immediate ownership: 11 Technology, 9 Trading/Research/ML, 6 Finance & Operations, and 15 across security, sales, legal, recruiting and workplace functions.

The experienced market is not one uniform bar. Some engineering and quantitative roles emphasize problem-solving and systems depth without a fixed tenure number; client, legal, controls, facilities and regional leadership roles frequently require explicit domain tenure and relationships.

5. New Grad and Internship development system

The **19 early-career listings** are concentrated in Technology and Trading/Research/ML, with smaller entries in Cybersecurity, Institutional Sales & Trading, Procurement and Strategy & Product.

Repeated role families across multiple stages are: IT Operations Engineer (3), Linux Engineer (4), Procurement Specialist (2), Software Engineer (3), Machine Learning Researcher (3), Quantitative Researcher (3), Quantitative Trader (3), Trading Desk Operations Engineer (3).

This pattern implies a deliberate development system:

Internship → mentored real project → New Grad curriculum → increasing production responsibility → specialist/generalist ownership.

Only roles for which the applicant satisfies the specific student or full-time-start eligibility should be treated as actionable. The current Strategy & Product internship explicitly requires availability to start full-time in 2028.

6. Business-development vectors inferred from hiring

Vector A: End-to-end quantitative production

QT, QR, ML, TDOE, SWE, Production, Data and connectivity roles jointly support research-to-trading production. The office is hiring the interfaces between disciplines, not just isolated specialists.

Vector B: ML research and compute industrialization

Five ML listings cover Researcher, Research Engineer and Performance Engineer layers. Jane Street's official ML page describes very large GPU and storage infrastructure; the Hong Kong mix suggests local participation in both model research and platform/performance work.

Vector C: China/APAC client expansion

China BD, China Sales, Sales Trader, Legal Counsel and regional control roles map a path from market access and legal interpretation to client liquidity and execution.

Vector D: Complex products and market-specific risk

Exotic Options Trader, Macro Analyst, Financing Specialist, Korea Trading Controls and the new Control Room role point toward product breadth, event risk, funding and regional rules as growth constraints.

Vector E: Infrastructure depth and resilience

Linux, Windows, IT Operations, networks, data centres, cyber, facilities and hardware logistics form a layered resilience model extending from code to physical infrastructure.

Vector F: APAC organizational scaling

Recruiting, HR, events, accounting, tax, procurement and workplace leadership indicate continued investment in the systems that make a larger regional organization sustainable.

7. Change since the 2026-08-15 baseline

The historical snapshot contained **63** HKG listings; the current snapshot contains **60**.

- Added: **Compliance Specialist, Control Room** (Full-Time: Experienced, ID 8733113002)
- Added: **Procurement Specialist** (Summer Internship, ID 8693354002)
- Removed from current feed: **Software Engineer** (Summer Internship (December-February), ID 7582902002)
- Removed from current feed: **Machine Learning Researcher** (Winter Internship, ID 8374335002)
- Removed from current feed: **Quantitative Researcher** (Winter Internship, ID 8343131002)
- Removed from current feed: **Quantitative Trader** (Summer Internship (December-February), ID 7982986002)
- Removed from current feed: **Trading Desk Operations Engineer** (Winter Internship, ID 8168747002)

Two title changes are analytically meaningful:

- ID 7642886002: **Cybersecurity Detection and Response Analyst → Cybersecurity Engineer - Detection and Response**
- ID 6802323002: **Machine Learning Engineer → Machine Learning Research Engineer**

Three additional changes are punctuation normalization only:

- ID 8583968002: Workplace Services & Experience - APAC Lead → Workplace Services & Experience - APAC Lead
- ID 8151903002: Campus Recruiter - Early Careers Partnerships & Initiatives → Campus Recruiter, Early Careers Partnerships & Initiatives
- ID 8287190002: Experienced Hire Recruiter - Non-Technology → Experienced Hire Recruiter, Non-Technology

Experienced listings increased from 40 to 41, New Grad stayed at 7, and internship listings moved from 16 to 12. Four removed roles were winter/December-February QR, QT, MLR and TDOE/SWE programs. This is consistent with seasonal listing rotation and must not be labelled a contraction without further evidence.

8. Composite talent model

Across all 60 listings, the recurring attributes are:

6. **Structured problem solving:** rigorous decomposition rather than credential matching alone.
7. **Learning velocity and humility:** asking questions, admitting mistakes and updating quickly.
8. **Programming and systems literacy:** even non-SWE technical roles interact with code, automation or production systems.
9. **Precise communication:** research, trading, controls and operations all require reasoning to move across teams.
10. **Ownership under consequence:** reliability, risk, client outcomes and market decisions are real production responsibilities.
11. **Generalist-specialist combination:** deep domain skill plus willingness to cross functional boundaries.
12. **Global collaboration with regional context:** local market, legal and client knowledge connected to global teams.

9. PCT candidate implications

This report is not an instruction to submit 60 applications. Jane Street states that one application may be considered across roles and offices; PCT should therefore choose one anchor and no more than two coherent secondary interests.

Evidence-near calibration lanes

- Infrastructure Automation Specialist
- Data Engineer
- Trading Desk Operations Engineer
- Production Engineer
- FIX Onboarding and Connectivity Engineer
- Operations Specialist

These are thematic bridges, not claims of current qualification. Production depth, FIX, Linux, incident ownership and experience requirements remain gates.

North-star capability lanes

- Software Engineer
- Quantitative Researcher
- Quantitative Trader
- Machine Learning Research Engineer / Researcher / Performance Engineer

These lanes should drive PCV/PIT evidence design: algorithms, systems, research quality, probability, ML systems and production defense.

FICC and macro adjacency

Financing Specialist and Macro Analyst are relevant to FICC interests but require direct securities-financing or tradable macro evidence. Interest alone is not sufficient.

Eligibility boundary

All New Grad and Internship listings require explicit eligibility review. A role's conceptual fit does not override student status, graduation timing or full-time-start requirements.

10. What the hiring surface cannot prove

- Listing count is not team headcount or planned hires.
- A listing may support multiple offices or remain open continuously.
- The feed provides no defensible Hong Kong compensation range.
- No public source establishes reporting lines, team size, budget or role urgency.
- A removed listing does not reveal whether it was filled, paused or seasonally rotated.
- PCT role-fit observations are hypotheses, not hiring probabilities.

11. Recommended next actions

13. Freeze one Experienced anchor and at most two secondary interests.
14. Verify exact eligibility and experience gates on the submission date.
15. Convert the selected JDs into a requirement-to-evidence matrix in PIT.
16. Route only truthful, source-backed claims into the corresponding PCV package.
17. Re-fetch the official feed immediately before any application.
18. Use PEXT to require an application receipt, follow-up date and closure result.

Appendix A - Every Experienced role

Experienced: Cybersecurity

1. Cybersecurity Engineer

- **Official ID / Track:** [8516108002](#) / Full-Time: Experienced / Permanent
- **Department / Team:** Cybersecurity / Cybersecurity
- **Business mission:** 横跨应用、终端、网络和身份系统，提升公司整体安全防御能力。
- **Talent model:** 能够动手构建安全工具、理解攻击面并与工程团队协作的安全工程师。
- **Career-stage interpretation:** 强调可立即承担 ownership、成熟领域判断与跨团队交付；具体年限要求以官方 JD 为准。
- **Hong Kong office signal (analyst inference):** APAC 技术栈需要本地、持续和工程化的安全能力。
- **JD evidence receipt:** 317 words; 6 list items; SHA-256
[0ec53b1230380a69cf58a3a5d839cf899d7c516d60f6841691965be960e5f853](#)
- **Detected technical signals:** Not explicitly detected
- **Explicit experience signals:** Not explicitly detected

2. Cybersecurity Engineer - Detection and Response

- **Official ID / Track:** [7642886002](#) / Full-Time: Experienced / Permanent
- **Department / Team:** Cybersecurity / Cybersecurity
- **Business mission:** 开发检测、威胁狩猎和事件响应能力，并把安全信号转化为可执行处置。
- **Talent model:** 兼具检测工程、取证、自动化和高压事件处理能力的安全专家。
- **Career-stage interpretation:** 强调可立即承担 ownership、成熟领域判断与跨团队交付；具体年限要求以官方 JD 为准。
- **Hong Kong office signal (analyst inference):** 角色从 Analyst 命名升级为 Engineer，反映检测响应工作更偏工程化建设。
- **JD evidence receipt:** 433 words; 11 list items; SHA-256
[5e52f17d1caeff97cd09a2254e0ffd8f81f363ed263151dd40a171a8d8b7cc09](#)
- **Detected technical signals:** Not explicitly detected
- **Explicit experience signals:** Not explicitly detected

3. Cybersecurity Engineer - Threat Modelling

- **Official ID / Track:** [7998232002](#) / Full-Time: Experienced / Permanent
- **Department / Team:** Cybersecurity / Cybersecurity
- **Business mission:** 在应用、数据、基础设施和流程设计阶段识别威胁并推动安全改进。
- **Talent model:** 懂软件架构、攻击路径、风险优先级和安全评审的 hands-on 工程师。
- **Career-stage interpretation:** 强调可立即承担 ownership、成熟领域判断与跨团队交付；具体年限要求以官方 JD 为准。
- **Hong Kong office signal (analyst inference):** 香港安全团队覆盖从预防性设计到检测响应的完整防线。
- **JD evidence receipt:** 333 words; 10 list items; SHA-256
[0521470e3cf3f67de4795157a67604d93413173f5ef23548d87748f0eac3d2c9](#)
- **Detected technical signals:** Linux
- **Explicit experience signals:** Not explicitly detected

Experienced: Finance and Operations

4. Financial Reporting Accountant

- **Official ID / Track:** [8564592002](#) / Full-Time: Experienced / Permanent
- **Department / Team:** Finance and Operations / Accounting
- **Business mission:** 维护 APAC 业务账簿、财务报告和实体层面的控制流程。
- **Talent model:** 具备专业会计资质、区域实体报告和跨团队协作能力的财务人员。
- **Career-stage interpretation:** 强调可立即承担 ownership、成熟领域判断与跨团队交付；具体年限要求以官方 JD 为准。
- **Hong Kong office signal (analyst inference):** 香港承担亚洲业务的实体级财务控制和报告责任。
- **JD evidence receipt:** 299 words; 13 list items; SHA-256
[cfa0b63158ab914d5fcd650af3664332bce8aff23a92aacb6feccd70d1bf28b](#)
- **Detected technical signals:** Not explicitly detected
- **Explicit experience signals:** 3+ years

5. Senior Financial Reporting Accountant

- **Official ID / Track:** [8564603002](#) / Full-Time: Experienced / Permanent
- **Department / Team:** Finance and Operations / Accounting
- **Business mission:** 承担更高复杂度的 APAC 财务报告、控制和区域协调责任。
- **Talent model:** 拥有深厚会计、审计、实体管理和团队影响力的高级财务专业人士。
- **Career-stage interpretation:** 强调可立即承担 ownership、成熟领域判断与跨团队交付；具体年限要求以官方 JD 为准。
- **Hong Kong office signal (analyst inference):** 亚洲财务控制正在增加 senior ownership，而非仅执行型会计岗位。
- **JD evidence receipt:** 334 words; 14 list items; SHA-256
[6fb51beac47e719b06addbfee68054f01d96695320814a6e686a7585334d1f8b](#)
- **Detected technical signals:** Not explicitly detected
- **Explicit experience signals:** 10+ years

6. Financing Specialist

- **Official ID / Track:** [8585152002](#) / Full-Time: Experienced / Permanent
- **Department / Team:** Finance and Operations / Financial Resource Management
- **Business mission:** 跨资产类别建设 APAC 融资能力，管理资金来源、交易对手和资产负债约束。
- **Talent model:** 熟悉证券融资、市场结构、交易对手和跨资产 funding 的资深专业人士。
- **Career-stage interpretation:** 强调可立即承担 ownership、成熟领域判断与跨团队交付；具体年限要求以官方 JD 为准。
- **Hong Kong office signal (analyst inference):** 香港交易规模需要专门的本地融资与资本资源优化能力。
- **JD evidence receipt:** 346 words; 15 list items; SHA-256
[3d2d4c80657a406741e6f334d6115a3a1c8892a79b2a85b0faee22ed268bb4ce](#)
- **Detected technical signals:** Python / SQL
- **Explicit experience signals:** 7 years

7. Infrastructure Automation Specialist

- **Official ID / Track:** [4760538002](#) / Full-Time: Experienced / Permanent
- **Department / Team:** Finance and Operations / Operations
- **Business mission:** 连接多个基础设施团队，自动化跨组流程、工具和控制。
- **Talent model:** 同时理解 operations、脚本、流程设计和跨团队交付的 automation builder。
- **Career-stage interpretation:** 强调可立即承担 ownership、成熟领域判断与跨团队交付；具体年限要求以官方 JD 为准。
- **Hong Kong office signal (analyst inference):** APAC 运营正从人工协调走向系统化、可审计的基础设施自动化。
- **JD evidence receipt:** 187 words; 6 list items; SHA-256
[7048e56cd622c95421711b1f557f19ab7e2dda8cd3159435d59ac61fc682f373](#)
- **Detected technical signals:** Not explicitly detected
- **Explicit experience signals:** Not explicitly detected

8. Operations Specialist

- **Official ID / Track:** [8305174002](#) / Full-Time: Experienced / Permanent
- **Department / Team:** Finance and Operations / Operations
- **Business mission:** 保障资产、信息和交易流程顺畅流动，解决交易后及跨团队运营问题。
- **Talent model:** 主动、细致、技术敏感并能在高节奏环境中持续改进流程的运营人才。
- **Career-stage interpretation:** 强调可立即承担 ownership、成熟领域判断与跨团队交付；具体年限要求以官方 JD 为准。
- **Hong Kong office signal (analyst inference):** 交易规模需要本地 operations 作为交易、资金和外部基础设施的连接层。
- **JD evidence receipt:** 379 words; 8 list items; SHA-256
[a7a6a281e82d9aaa599f97dbd2eb7fc298df55906576167cc1ff929679469f5b](#)
- **Detected technical signals:** Not explicitly detected
- **Explicit experience signals:** 2+ years

9. Tax Structuring and Advisory Specialist

- **Official ID / Track:** [8559416002](#) / Full-Time: Experienced / Permanent
- **Department / Team:** Finance and Operations / Tax
- **Business mission:** 处理 APAC 税务结构、交易咨询与业务变化带来的税务问题。
- **Talent model:** 具备国际税、金融业务、结构设计和高级 stakeholder 沟通能力的专家。
- **Career-stage interpretation:** 强调可立即承担 ownership、成熟领域判断与跨团队交付；具体年限要求以官方 JD 为准。
- **Hong Kong office signal (analyst inference):** 该 newly created role 表明 APAC 业务复杂度需要前置税务设计能力。
- **JD evidence receipt:** 295 words; 8 list items; SHA-256
[0f35569d2ed73cdac8905b3dc82dd73d5ca55e129ebb68e54f222dae16163a38](#)
- **Detected technical signals:** Not explicitly detected
- **Explicit experience signals:** 8+ years

Experienced: Hospitality and Building Operations

10. Facilities Operations Engineer

- **Official ID / Track:** [7961674002](#) / Full-Time: Experienced / Permanent
- **Department / Team:** Hospitality and Building Operations / Real Estate Engineering
- **Business mission:** 运营交易楼层、办公室和关键物理设施，保持电力、环境和设施系统可靠。
- **Talent model:** 具有关键设施、机电系统、现场故障处理和工程项目经验的运营工程师。
- **Career-stage interpretation:** 强调可立即承担 ownership、成熟领域判断与跨团队交付；具体年限要求以官方 JD 为准。
- **Hong Kong office signal (analyst inference):** 香港交易与技术活动依赖高规格、工程化管理的办公和设施环境。
- **JD evidence receipt:** 364 words; 10 list items; SHA-256
[082b9c113a08bebe517ec3776775ead4bb6677481ebe42d6241ff813a8a022ee](#)
- **Detected technical signals:** Not explicitly detected
- **Explicit experience signals:** 5+ years

11. Events Specialist

- **Official ID / Track:** [8483248002](#) / Full-Time: Experienced / Permanent
- **Department / Team:** Hospitality and Building Operations / Workplace Services and Experience
- **Business mission:** 设计并运营亚洲办公室的内部活动，提升员工体验与组织连接。
- **Talent model:** 服务意识强、细节可靠并能管理供应商与多活动并行的活动运营者。
- **Career-stage interpretation:** 强调可立即承担 ownership、成熟领域判断与跨团队交付；具体年限要求以官方 JD 为准。
- **Hong Kong office signal (analyst inference):** 办公室规模和组织密度已足以支持专门的区域活动职能。
- **JD evidence receipt:** 362 words; 13 list items; SHA-256
[364ae58d9779885e4c4e49e06178d868e8cd371ca15f67edf7131f1a32a07dec](#)
- **Detected technical signals:** Not explicitly detected
- **Explicit experience signals:** 5+ years

12. Workplace Services & Experience - APAC Lead

- **Official ID / Track:** [8583968002](#) / Full-Time: Experienced / Permanent
- **Department / Team:** Hospitality and Building Operations / Workplace Services and Experience
- **Business mission:** 领导香港和新加坡 Workplace Services，统一服务质量、运营模式和区域体验。
- **Talent model:** 能够管理区域团队、供应商、预算、服务设计和高级 stakeholder 的领导者。
- **Career-stage interpretation:** 强调可立即承担 ownership、成熟领域判断与跨团队交付；具体年限要求以官方 JD 为准。
- **Hong Kong office signal (analyst inference):** 香港正作为 APAC workplace management hub 协调香港与新加坡。
- **JD evidence receipt:** 573 words; 16 list items; SHA-256
[6a6d5c01ccdc957bb9f7dcdbfbb39fedfa2669d9873fba02feefe21b951d5275](#)
- **Detected technical signals:** networking
- **Explicit experience signals:** Not explicitly detected

Experienced: HR and Recruiting

13. HR Partner

- **Official ID / Track:** [8436765002](#) / Full-Time: Experienced / Permanent
- **Department / Team:** HR and Recruiting / Human Resources
- **Business mission:** 在战略和日常运营之间切换，为香港团队提供组织与员工支持。
- **Talent model:** 能处理复杂 people cases、组织变化并建立管理者信任的综合型 HR。
- **Career-stage interpretation:** 强调可立即承担 ownership、成熟领域判断与跨团队交付；具体年限要求以官方 JD 为准。
- **Hong Kong office signal (analyst inference):** 香港办公室人员规模与组织复杂度需要本地 HR business partnering。
- **JD evidence receipt:** 331 words; 8 list items; SHA-256 [e2a790db57df4a39fef48a16f1151acd5bd1be95229b6cb5651063a486e9bb4b](#)
- **Detected technical signals:** Not explicitly detected
- **Explicit experience signals:** 5+ years

14. Campus Recruiter

- **Official ID / Track:** [8469230002](#) / Full-Time: Experienced / Permanent
- **Department / Team:** HR and Recruiting / Recruiting
- **Business mission:** 建立并扩展香港及亚洲校园人才管线，负责候选人识别、评估与完整招聘体验。
- **Talent model:** 成熟的校园招聘操盘者，兼具市场判断、候选人服务、项目管理和跨团队协调能力。
- **Career-stage interpretation:** 强调可立即承担 ownership、成熟领域判断与跨团队交付；具体年限要求以官方 JD 为准。
- **Hong Kong office signal (analyst inference):** 香港办公室需要持续扩大实习生与早期人才供给，而不是只依赖全球总部输送。
- **JD evidence receipt:** 450 words; 10 list items; SHA-256 [f673a7275ebf4d8f98a94d1b134da25afadd1611fdf638721f8ff9089e6663ea](#)

- **Detected technical signals:** Not explicitly detected
- **Explicit experience signals:** 25 years / 8+ years

15. Campus Recruiter, Early Careers Partnerships & Initiatives

- **Official ID / Track:** [8151903002](#) / Full-Time: Experienced / Permanent
- **Department / Team:** HR and Recruiting / Recruiting
- **Business mission:** 通过高校合作、早期人才项目和区域性 initiatives 扩大亚洲候选人覆盖。
- **Talent model:** 能够经营长期伙伴关系、设计项目并衡量渠道质量的战略型招聘负责人。
- **Career-stage interpretation:** 强调可立即承担 ownership、成熟领域判断与跨团队交付；具体年限要求以官方 JD 为准。
- **Hong Kong office signal (analyst inference):** Jane Street 正在把 APAC 校园招聘从单点招募升级为制度化人才生态。
- **JD evidence receipt:** 532 words; 10 list items; SHA-256
[fff7dcae1ff1102cb4e1ee1cdbc6f82a0788bde16cb386d93edeea5329bd84d8](#)
- **Detected technical signals:** Not explicitly detected
- **Explicit experience signals:** 6+ years

16. Experienced Hire Recruiter, Non-Technology

- **Official ID / Track:** [8287190002](#) / Full-Time: Experienced / Permanent
- **Department / Team:** HR and Recruiting / Recruiting
- **Business mission:** 为亚洲办公室招募非技术专业人才并管理高触达、白手套式候选人体验。
- **Talent model:** 能够经营候选人管线、理解商业优先级并与 hiring manager 深度协作的招聘者。
- **Career-stage interpretation:** 强调可立即承担 ownership、成熟领域判断与跨团队交付；具体年限要求以官方 JD 为准。
- **Hong Kong office signal (analyst inference):** 香港的非技术职能扩张已需要专门 experienced-hire recruiting capacity。
- **JD evidence receipt:** 365 words; 9 list items; SHA-256
[9b04c2fdc1179a8a56771f359b7162bae15bc4b919bd5287064e885a185e511e](#)
- **Detected technical signals:** Not explicitly detected

- **Explicit experience signals:** 3+ years

Experienced: Institutional Sales and Trading

17. China Business Development

- **Official ID / Track:** [8429265002](#) / Full-Time: Experienced / Permanent
- **Department / Team:** Institutional Sales and Trading / Sales and Trading
- **Business mission:** 连接中国市场、外部机构与内部交易团队，识别并推进新的业务机会。
- **Talent model:** 具有深厚中国市场网络、商业判断、机构沟通和跨境协作经验的资深业务拓展者。
- **Career-stage interpretation:** 强调可立即承担 ownership、成熟领域判断与跨团队交付；具体年限要求以官方 JD 为准。
- **Hong Kong office signal (analyst inference):** 香港承担中国市场入口和亚洲业务增长节点，而不仅是交易执行地点。
- **JD evidence receipt:** 344 words; 12 list items; SHA-256
[14e1051000a6cf70ae64c8c45d2b29f71cf675a48500c322c231bba3e6dc42dd](#)
- **Detected technical signals:** Not explicitly detected
- **Explicit experience signals:** 10+ years

18. China Sales

- **Official ID / Track:** [8209005002](#) / Full-Time: Experienced / Permanent
- **Department / Team:** Institutional Sales and Trading / Sales and Trading
- **Business mission:** 覆盖中国机构客户，理解其流动性与执行需求并连接 Jane Street 的交易能力。
- **Talent model:** 熟悉中国机构市场、拥有客户关系和产品表达能力的资深销售专家。
- **Career-stage interpretation:** 强调可立即承担 ownership、成熟领域判断与跨团队交付；具体年限要求以官方 JD 为准。
- **Hong Kong office signal (analyst inference):** 香港办公室正在扩大面向中国机构客户的 differentiated liquidity 分发能力。

- **JD evidence receipt:** 339 words; 8 list items; SHA-256
[e07811600a0084f3f5331623413502dc67fb0e98669b79618284eaa741aa8756](#)
- **Detected technical signals:** Not explicitly detected
- **Explicit experience signals:** 10+ years

19. Sales Trader

- **Official ID / Track:** [8582063002](#) / Full-Time: Experienced / Permanent
- **Department / Team:** Institutional Sales and Trading / Sales and Trading
- **Business mission:** 在机构交易团队中直接服务客户，把市场流动性、执行与关系管理结合。
- **Talent model:** 拥有成熟机构客户网络、产品理解、执行判断和高质量沟通能力的资深 sales trader。
- **Career-stage interpretation:** 强调可立即承担 ownership、成熟领域判断与跨团队交付；具体年限要求以官方 JD 为准。
- **Hong Kong office signal (analyst inference):** 香港的 institutional franchise 正从业务开发延伸到前台执行与客户关系。
- **JD evidence receipt:** 319 words; 9 list items; SHA-256
[04183689c16ab0d8e0b442930e2080549f4200b2ffbba4b1c01471de2c3fc86e](#)
- **Detected technical signals:** Not explicitly detected
- **Explicit experience signals:** 8+ years

Experienced: Legal and Compliance

20. Compliance Specialist, Control Room

- **Official ID / Track:** [8733113002](#) / Full-Time: Experienced / Permanent
- **Department / Team:** Legal and Compliance / Legal and Compliance
- **Business mission:** 建设香港 Control Room，管理信息壁垒、限制名单以及何时停止交易特定证券的判断。
- **Talent model:** 具备控制室、市场合规、独立判断和跨交易团队沟通经验的资深合规人员。
- **Career-stage interpretation:** 强调可立即承担 ownership、成熟领域判断与跨团队交付；具体年限要求以官方 JD 为准。

- **Hong Kong office signal (analyst inference):** 新增岗位表明香港的本地交易治理与信息控制能力正在加深。
- **JD evidence receipt:** 346 words; 13 list items; SHA-256
5427a6c5f9740c3c47aff55d111c2f36c43a695347abe2fb5942a356be678fa3
- **Detected technical signals:** Not explicitly detected
- **Explicit experience signals:** 7+ years

21. Legal Counsel

- **Official ID / Track:** [8377639002](#) / Full-Time: Experienced / Permanent
- **Department / Team:** Legal and Compliance / Legal and Compliance
- **Business mission:** 围绕中国业务拓展向香港团队提供清晰、实用的法律与监管建议。
- **Talent model:** 具备中国相关交易、监管和跨境业务经验的资深律师。
- **Career-stage interpretation:** 强调可立即承担 ownership、成熟领域判断与跨团队交付；具体年限要求以官方 JD 为准。
- **Hong Kong office signal (analyst inference):** China-facing growth 已进入需要本地高级法律支持的阶段。
- **JD evidence receipt:** 271 words; 13 list items; SHA-256
05b5cdee1dbb1de71dcaa5066a69e6c84c5e2a227ad014d446d73fb76da2472c
- **Detected technical signals:** Not explicitly detected
- **Explicit experience signals:** 8 years

Experienced: Technology

22. IT Operations Engineer

- **Official ID / Track:** [8025274002](#) / Full-Time: Experienced / Permanent
- **Department / Team:** Technology / IT and Systems Engineering
- **Business mission:** 支持并维护桌面、网络和应用系统，解决横跨技术栈的实际运营问题。
- **Talent model:** 广谱系统工程能力、强排障意识、自动化习惯和优质内部客户服务。
- **Career-stage interpretation:** 强调可立即承担 ownership、成熟领域判断与跨团队交付；具体年限要求以官方 JD 为准。

- **Hong Kong office signal (analyst inference):** 香港需要全年龄层的本地 IT operations pipeline，覆盖实习到资深岗位。
- **JD evidence receipt:** 345 words; 7 list items; SHA-256
[77381ef4af8300eebf28997a70df575c374443a360a3fc2f569c3c89395c1168](#)
- **Detected technical signals:** Linux / networking / PowerShell / Python / Windows
- **Explicit experience signals:** Not explicitly detected

23. Linux Engineer

- **Official ID / Track:** [5548184002](#) / Full-Time: Experienced / Permanent
- **Department / Team:** Technology / IT and Systems Engineering
- **Business mission:** 维护支撑全公司技术栈的 Linux 基础设施，并通过编程和自动化持续改进。
- **Talent model:** 理解操作系统、网络、性能、配置管理和软件工程的 systems generalist。
- **Career-stage interpretation:** 强调可立即承担 ownership、成熟领域判断与跨团队交付；具体年限要求以官方 JD 为准。
- **Hong Kong office signal (analyst inference):** 香港拥有从 New Grad、实习到 experienced 的完整 Linux 人才梯队。
- **JD evidence receipt:** 360 words; 9 list items; SHA-256
[7c79b937ddf78ecb426c7a486ebdf791ba69f727ec610b2fa315f5afa173ebf7](#)
- **Detected technical signals:** Linux / networking / OCaml
- **Explicit experience signals:** Not explicitly detected

24. Windows Engineer

- **Official ID / Track:** [8034317002](#) / Full-Time: Experienced / Permanent
- **Department / Team:** Technology / IT and Systems Engineering
- **Business mission:** 运行并自动化内部 Windows 基础设施、应用与服务器平台。
- **Talent model:** 熟悉 Windows internals、PowerShell、身份、应用交付和基础设施自动化的工程师。
- **Career-stage interpretation:** 强调可立即承担 ownership、成熟领域判断与跨团队交付；具体年限要求以官方 JD 为准。

- **Hong Kong office signal (analyst inference):** 香港需要完整覆盖 Linux 与 Windows 的本地企业技术能力。
- **JD evidence receipt:** 360 words; 9 list items; SHA-256
[c645adc9d4779e32195b3d420d1f216fafa59cffe8ae18dd3b9eac72e2dd07e0](#)
- **Detected technical signals:** PowerShell / Python / Windows
- **Explicit experience signals:** Not explicitly detected

25. Data Centre Engineer

- **Official ID / Track:** [6300684002](#) / Full-Time: Experienced / Permanent
- **Department / Team:** Technology / Network Engineering
- **Business mission:** 维护办公室、数据中心与 colocation 的计算和存储基础设施，保障全天候可用性。
- **Talent model:** 具备硬件、布线、机房运营、故障处置和供应商协作经验的基础设施工程师。
- **Career-stage interpretation:** 强调可立即承担 ownership、成熟领域判断与跨团队交付；具体年限要求以官方 JD 为准。
- **Hong Kong office signal (analyst inference):** 亚洲业务拥有需要本地运维的关键物理计算与交易基础设施。
- **JD evidence receipt:** 474 words; 14 list items; SHA-256
[f2fcb9ac4b8900238c9e5cdc642bdccee1636fa8cda9d36a14b4531d2c374524](#)
- **Detected technical signals:** Linux / networking / Python
- **Explicit experience signals:** 5+ years

26. Senior Network Engineer

- **Official ID / Track:** [7111147002](#) / Full-Time: Experienced / Permanent
- **Department / Team:** Technology / Network Engineering
- **Business mission:** 扩展网络以支撑业务增长，通过标准化、自动化和 AI 改进网络运营。
- **Talent model:** 具备大型网络、自动化、可靠性、设计和团队技术领导力的资深工程师。
- **Career-stage interpretation:** 强调可立即承担 ownership、成熟领域判断与跨团队交付；具体年限要求以官方 JD 为准。

- **Hong Kong office signal (analyst inference):** 亚洲交易和计算流量增长推动本地网络平台升级。
- **JD evidence receipt:** 385 words; 15 list items; SHA-256
[bd64df7c72b4329f82c9455b9bbe2e5719064567c284cd608f5a12b8cf83ff17](#)
- **Detected technical signals:** Linux / networking
- **Explicit experience signals:** 7+ years / 3+ years

27. IT Logistics and Warehouse Specialist

- **Official ID / Track:** [8401383002](#) / Full-Time: Experienced / Permanent
- **Department / Team:** Technology / Procurement
- **Business mission:** 管理办公室、数据中心和 colocation 的设备库存、运输、安装与部署。
- **Talent model:** 熟悉硬件供应链、仓储、资产控制和跨境物流的资深运营者。
- **Career-stage interpretation:** 强调可立即承担 ownership、成熟领域判断与跨团队交付；具体年限要求以官方 JD 为准。
- **Hong Kong office signal (analyst inference):** 亚洲技术基础设施扩张带来持续、复杂的硬件物流需求。
- **JD evidence receipt:** 301 words; 17 list items; SHA-256
[55c296f28ec982e32a919806752d13a4f45b13a6bc6ceee71e3faef48c985e31](#)
- **Detected technical signals:** Not explicitly detected
- **Explicit experience signals:** 5+ years

28. Procurement Specialist

- **Official ID / Track:** [7880424002](#) / Full-Time: Experienced / Permanent
- **Department / Team:** Technology / Procurement
- **Business mission:** 管理 APAC 技术服务、数据中心和供应商的端到端采购与合同流程。
- **Talent model:** 兼具 sourcing、谈判、供应商管理、风险和技术语境理解的采购人才。
- **Career-stage interpretation:** 强调可立即承担 ownership、成熟领域判断与跨团队交付；具体年限要求以官方 JD 为准。
- **Hong Kong office signal (analyst inference):** 新增实习岗位说明采购职能正在建立人才梯队并扩大区域技术供给能力。

- **JD evidence receipt:** 270 words; 15 list items; SHA-256
[a50eee531e1c57bdae9c8923230d77c6cba19138d7cd1985126a9e18586c2dee](#)
- **Detected technical signals:** networking
- **Explicit experience signals:** 10 years

29. Data Engineer

- **Official ID / Track:** [7668113002](#) / Full-Time: Experienced / Permanent
- **Department / Team:** Technology / Software Engineering
- **Business mission:** 把复杂、噪声和异构的真实数据转化为研究与交易可依赖的输入。
- **Talent model:** 擅长数据建模、管线、质量、可观测性和研究者协作的数据工程师。
- **Career-stage interpretation:** 强调可立即承担 ownership、成熟领域判断与跨团队交付；具体年限要求以官方 JD 为准。
- **Hong Kong office signal (analyst inference):** 香港正在本地建设研究数据供应链，而非只消费总部生成的数据。
- **JD evidence receipt:** 242 words; 4 list items; SHA-256
[3a9aae70f9563cae99baf7b762aa77ec932711777e31179919db898cdf603263](#)
- **Detected technical signals:** Python / SQL
- **Explicit experience signals:** Not explicitly detected

30. FIX Onboarding and Connectivity Engineer

- **Official ID / Track:** [8161177002](#) / Full-Time: Experienced / Permanent
- **Department / Team:** Technology / Software Engineering
- **Business mission:** 连接交易所、客户和内部系统，完成 FIX onboarding 并扩大自营及客户交易能力。
- **Talent model:** 懂 FIX、网络连接、交易生命周期、客户交付和生产排障的工程师。
- **Career-stage interpretation:** 强调可立即承担 ownership、成熟领域判断与跨团队交付；具体年限要求以官方 JD 为准。
- **Hong Kong office signal (analyst inference):** 香港同时扩展 proprietary trading 与 client-facing electronic trading rails。

- **JD evidence receipt:** 347 words; 6 list items; SHA-256
[125cb1a258ed9786b21a676e47e7d5da540cd5b3b5f74ae0799df41969eb8755](#)
- **Detected technical signals:** FIX
- **Explicit experience signals:** Not explicitly detected

31. Production Engineer

- **Official ID / Track:** [5807402002](#) / Full-Time: Experienced / Permanent
- **Department / Team:** Technology / Software Engineering
- **Business mission:** 既开发软件又直接保障生产系统，提升交易相关服务的可靠性、可观测性和恢复能力。
- **Talent model:** 强程序设计、Linux、debugging、系统设计和 incident ownership 的软件工程师。
- **Career-stage interpretation:** 强调可立即承担 ownership、成熟领域判断与跨团队交付；具体年限要求以官方 JD 为准。
- **Hong Kong office signal (analyst inference):** 香港本地拥有面向真实交易系统的 production engineering ownership。
- **JD evidence receipt:** 417 words; 8 list items; SHA-256
[ce976c9d73d9404977542649df0a5ae4543f4f831e5aa15df9f9311bf35f6ede](#)
- **Detected technical signals:** OCaml
- **Explicit experience signals:** Not explicitly detected

32. Software Engineer

- **Official ID / Track:** [4756741002](#) / Full-Time: Experienced / Permanent
- **Department / Team:** Technology / Software Engineering
- **Business mission:** 构建运行公司的系统与工具，覆盖交易、风险、监控、会计和基础平台。
- **Talent model:** 算法与抽象能力强、重视正确性与协作，并能快速学习 OCaml/Python 的工程师。
- **Career-stage interpretation:** 强调可立即承担 ownership、成熟领域判断与跨团队交付；具体年限要求以官方 JD 为准。

- **Hong Kong office signal (analyst inference):** 香港拥有 experienced、new-grad 与 internship 的完整软件人才入口。
- **JD evidence receipt:** 247 words; 5 list items; SHA-256
[bf1324d28a196b98532561c3d3e75dc3c25e1caf3ade085501d2f40577a00f5b](#)
- **Detected technical signals:** machine learning / OCaml / Python
- **Explicit experience signals:** Not explicitly detected

Experienced: Trading, Research, and Machine Learning

33. Machine Learning Performance Engineer

- **Official ID / Track:** [7449190002](#) / Full-Time: Experienced / Permanent
- **Department / Team:** Trading, Research, and Machine Learning / Machine Learning
- **Business mission:** 优化训练与推理性能，处理低层系统、加速器、分布式训练和自动化瓶颈。
- **Talent model:** 具备 C/C++、CUDA、性能分析、分布式系统和 ML workload 深度的工程师。
- **Career-stage interpretation:** 强调可立即承担 ownership、成熟领域判断与跨团队交付；具体年限要求以官方 JD 为准。
- **Hong Kong office signal (analyst inference):** 香港 ML 团队不仅研究模型，也承担大规模 GPU 系统效率。
- **JD evidence receipt:** 366 words; 10 list items; SHA-256
[7a64df31c5ebcc93ef4336fd326a362432a4a4cb7824295b3663ad2c639319b3](#)
- **Detected technical signals:** CUDA / GPU / machine learning / networking
- **Explicit experience signals:** Not explicitly detected

34. Machine Learning Research Engineer

- **Official ID / Track:** [6802323002](#) / Full-Time: Experienced / Permanent
- **Department / Team:** Trading, Research, and Machine Learning / Machine Learning
- **Business mission:** 建设 ML 平台和研究工具，把数学研究方向转化为可训练、可验证、可生产化的系统。
- **Talent model:** 兼具机器学习、数学基础、平台工程和研究者协作能力的 research engineer。

- **Career-stage interpretation:** 强调可立即承担 ownership、成熟领域判断与跨团队交付；具体年限要求以官方 JD 为准。
- **Hong Kong office signal (analyst inference):** 从 ML Engineer 更名为 Research Engineer，强调研究与平台之间的桥梁。
- **JD evidence receipt:** 469 words; 7 list items; SHA-256
62f2d4d0ac9f587f8819ff001a30366af9e8542af849b4ea7716f1048ac4424c
- **Detected technical signals:** machine learning / networking
- **Explicit experience signals:** Not explicitly detected

35. Machine Learning Researcher

- **Official ID / Track:** [7246309002](#) / Full-Time: Experienced / Permanent
- **Department / Team:** Trading, Research, and Machine Learning / Machine Learning
- **Business mission:** 研究并训练驱动交易策略的深度学习模型，处理噪声、regime change 和市场反馈。
- **Talent model:** 研究能力强、数学严谨、能写高质量代码并愿意连接模型与生产交易的人才。
- **Career-stage interpretation:** 强调可立即承担 ownership、成熟领域判断与跨团队交付；具体年限要求以官方 JD 为准。
- **Hong Kong office signal (analyst inference):** 香港配置 experienced、new-grad 和 internship 三层 ML research pipeline。
- **JD evidence receipt:** 371 words; 7 list items; SHA-256
d198f75e29896103b7eb7c9a57c2c4bc3dbb095b894ba12eeb2c6841331f9061
- **Detected technical signals:** deep learning / GPU / machine learning / Python
- **Explicit experience signals:** Not explicitly detected

36. Quantitative Researcher

- **Official ID / Track:** [7514485002](#) / Full-Time: Experienced / Permanent
- **Department / Team:** Trading, Research, and Machine Learning / Quantitative Research
- **Business mission:** 构建定价与交易模型、策略和系统，覆盖实验设计、数据生成、时间序列与 feature engineering。

- **Talent model:** 数学与逻辑强、Python 熟练、研究严谨且能把发现转化为可交易策略的人才。
- **Career-stage interpretation:** 强调可立即承担 ownership、成熟领域判断与跨团队交付；具体年限要求以官方 JD 为准。
- **Hong Kong office signal (analyst inference):** 香港拥有 experienced、new-grad 和 summer internship 的完整 Quant research pipeline。
- **JD evidence receipt:** 320 words; 5 list items; SHA-256
66a8548c80b5381a36cdcbfa26e1735865d82031e46c7d9dcc473b75f22543f3
- **Detected technical signals:** deep learning / GPU / machine learning / Python
- **Explicit experience signals:** Not explicitly detected

37. Exotic Options Trader

- **Official ID / Track:** [8433793002](#) / Full-Time: Experienced / Permanent
- **Department / Team:** Trading, Research, and Machine Learning / Quantitative Trading
- **Business mission:** 定价复杂衍生品、识别交易机会，并与本地及全球期权团队共同管理风险。
- **Talent model:** 拥有 exotic options 定价、波动率、风险和市场判断经验的资深交易员。
- **Career-stage interpretation:** 强调可立即承担 ownership、成熟领域判断与跨团队交付；具体年限要求以官方 JD 为准。
- **Hong Kong office signal (analyst inference):** 香港是 APAC 复杂期权风险与产品拓展的重要交易节点。
- **JD evidence receipt:** 328 words; 11 list items; SHA-256
9ed9b730dff87af9c9b8aaf92bd7507eea940bfeb8b53e2f61dc6eab62229649e
- **Detected technical signals:** Python
- **Explicit experience signals:** 6 years

38. Korea Trading Controls Specialist

- **Official ID / Track:** [8549353002](#) / Full-Time: Experienced / Permanent
- **Department / Team:** Trading, Research, and Machine Learning / Quantitative Trading
- **Business mission:** 解释韩国市场规则，并设计和实施交易前后控制。
- **Talent model:** 熟悉韩国证券市场、监管规则、控制设计与技术落地的资深专家。

- **Career-stage interpretation:** 强调可立即承担 ownership、成熟领域判断与跨团队交付；具体年限要求以官方 JD 为准。
- **Hong Kong office signal (analyst inference):** 香港作为亚洲交易中枢承担区域市场规则的系统化编码。
- **JD evidence receipt:** 213 words; 9 list items; SHA-256
[e26b93fb2dc0abcb29777ec68b96b7a8b684432c37dd7bcb26d661d094057b5b](#)
- **Detected technical signals:** Not explicitly detected
- **Explicit experience signals:** 8+ years

39. Macro Analyst

- **Official ID / Track:** [7731614002](#) / Full-Time: Experienced / Permanent
- **Department / Team:** Trading, Research, and Machine Learning / Quantitative Trading
- **Business mission:** 把基本面宏观事件、情景 EV 与量化分析叠加到全球交易策略。
- **Talent model:** 能够快速形成概率化观点、用数据表达并与交易员实时辩论的宏观研究者。
- **Career-stage interpretation:** 强调可立即承担 ownership、成熟领域判断与跨团队交付；具体年限要求以官方 JD 为准。
- **Hong Kong office signal (analyst inference):** 香港交易团队正在加强亚洲时区的 quantamental 宏观覆盖。
- **JD evidence receipt:** 343 words; 14 list items; SHA-256
[3a05e1cd7aa7df225bc4c092c6b1bb1fdaf9b7b9766b485337fc181f51ed0a31](#)
- **Detected technical signals:** Python
- **Explicit experience signals:** 3+ years

40. Quantitative Trader

- **Official ID / Track:** [4839146002](#) / Full-Time: Experienced / Permanent
- **Department / Team:** Trading, Research, and Machine Learning / Quantitative Trading
- **Business mission:** 发现定价偏差、构建模型、管理风险并开发新产品和新业务。
- **Talent model:** 概率与数量直觉强、决策快速、协作开放并能用代码解决问题的交易人才。

- **Career-stage interpretation:** 强调可立即承担 ownership、成熟领域判断与跨团队交付；具体年限要求以官方 JD 为准。
- **Hong Kong office signal (analyst inference):** 香港持续培养并引进跨层级 quantitative trading talent。
- **JD evidence receipt:** 203 words; 0 list items; SHA-256
[530e26095ff9af2e6399e07d701964efb42e3a769690cce52b7d4a38ff23a92a](#)
- **Detected technical signals:** OCaml
- **Explicit experience signals:** Not explicitly detected

41. Trading Desk Operations Engineer

- **Official ID / Track:** [6313662002](#) / Full-Time: Experienced / Permanent
- **Department / Team:** Trading, Research, and Machine Learning / Trading Desk Operations
- **Business mission:** 在交易桌旁建设工具、查询数据、处理事件并连接交易员与技术团队。
- **Talent model:** 技术、组织、沟通和市场敏感度兼备，能在生产压力下可靠执行的 generalist engineer。
- **Career-stage interpretation:** 强调可立即承担 ownership、成熟领域判断与跨团队交付；具体年限要求以官方 JD 为准。
- **Hong Kong office signal (analyst inference):** 香港配置 experienced、new-grad 与 internship 三层 TDOE pipeline，说明桌面系统能力是核心本地职能。
- **JD evidence receipt:** 429 words; 13 list items; SHA-256
[1d8605e8664b2bf03f2853fa581e9b99e853cecce80409fb46270557793d22b5](#)
- **Detected technical signals:** Not explicitly detected
- **Explicit experience signals:** Not explicitly detected

Appendix B - Every New Grad and Internship role

Early Career: Institutional Sales and Trading

1. Sales and Trading

- **Official ID / Track:** [8630687002](#) / Summer Internship / May-August
- **Department / Team:** Institutional Sales and Trading / Sales and Trading
- **Business mission:** 让实习生理解机构客户、流动性提供、市场结构与交易协作。
- **Talent model:** 市场敏感、沟通清晰、分析严谨并对 client-facing trading 感兴趣的学生。
- **Career-stage interpretation:** 学生人才入口；通过导师制和真实项目形成 full-time conversion 观察窗口。当前周期：May-August。
- **Hong Kong office signal (analyst inference):** 亚洲机构业务正在建立长期 early-career talent funnel。
- **JD evidence receipt:** 329 words; 10 list items; SHA-256
[9875525996213395609c4f4ac8c3018c314a0a40c4e643076bfa37aa3c9130bf](#)
- **Detected technical signals:** Not explicitly detected
- **Explicit experience signals:** Not explicitly detected

Early Career: Strategy and Product

2. Strategy and Product

- **Official ID / Track:** [8630713002](#) / Summer Internship / May-August
- **Department / Team:** Strategy and Product / Strategy and Product
- **Business mission:** 跨交易、技术、财务、合规和运营解决公司级问题并推动增长。
- **Talent model:** 结构化思考、数据分析、项目推进、沟通与跨领域学习能力都很强的 generalist。
- **Career-stage interpretation:** 学生人才入口；通过导师制和真实项目形成 full-time conversion 观察窗口。当前周期：May-August。
- **Hong Kong office signal (analyst inference):** 香港正在培养能够理解整个公司并推动跨部门项目的未来战略人才。

- **JD evidence receipt:** 276 words; 5 list items; SHA-256
[b411b5f6b7dee88e8c27aa68fd3339112dc7e94574edcc7a174ae746ac6c50e1](#)
- **Detected technical signals:** Not explicitly detected
- **Explicit experience signals:** Not explicitly detected

Early Career: Technology

3. IT Operations Engineer

- **Official ID / Track:** [8377831002](#) / Summer Internship (December-February) / December-February
- **Department / Team:** Technology / IT and Systems Engineering
- **Business mission:** 支持并维护桌面、网络和应用系统，解决横跨技术栈的实际运营问题。
- **Talent model:** 广谱系统工程能力、强排障意识、自动化习惯和优质内部客户服务。
- **Career-stage interpretation:** 学生人才入口；通过导师制和真实项目形成 full-time conversion 观察窗口。当前周期：December-February。
- **Hong Kong office signal (analyst inference):** 香港需要全年龄层的本地 IT operations pipeline，覆盖实习到资深岗位。
- **JD evidence receipt:** 584 words; 12 list items; SHA-256
[776dee3033ee3f7dc3543371dbf5baf49fa7c57bd74ce6a67ca1f2169de33e10](#)
- **Detected technical signals:** Linux / networking / PowerShell / Windows
- **Explicit experience signals:** Not explicitly detected

4. IT Operations Engineer

- **Official ID / Track:** [8641377002](#) / Summer Internship / May-August
- **Department / Team:** Technology / IT and Systems Engineering
- **Business mission:** 支持并维护桌面、网络和应用系统，解决横跨技术栈的实际运营问题。
- **Talent model:** 广谱系统工程能力、强排障意识、自动化习惯和优质内部客户服务。
- **Career-stage interpretation:** 学生人才入口；通过导师制和真实项目形成 full-time conversion 观察窗口。当前周期：May-August。
- **Hong Kong office signal (analyst inference):** 香港需要全年龄层的本地 IT operations pipeline，覆盖实习到资深岗位。

- **JD evidence receipt:** 448 words; 11 list items; SHA-256
[c6c43dfc0d8d3203f2367ec4a94f996e4aa0a60db3be2f492f7b8dd45dd143cc](#)
- **Detected technical signals:** Linux / networking / PowerShell / Windows
- **Explicit experience signals:** Not explicitly detected

5. Linux Engineer

- **Official ID / Track:** [8377832002](#) / Summer Internship (December-February) / December-February
- **Department / Team:** Technology / IT and Systems Engineering
- **Business mission:** 维护支撑全公司技术栈的 Linux 基础设施，并通过编程和自动化持续改进。
- **Talent model:** 理解操作系统、网络、性能、配置管理和软件工程的 systems generalist。
- **Career-stage interpretation:** 学生人才入口；通过导师制和真实项目形成 full-time conversion 观察窗口。当前周期：December-February。
- **Hong Kong office signal (analyst inference):** 香港拥有从 New Grad、实习到 experienced 的完整 Linux 人才梯队。
- **JD evidence receipt:** 582 words; 11 list items; SHA-256
[1805d8ed63f22c15d47c8e8bb507870c1edf5a7960d1c959b56bc1e3d341a788](#)
- **Detected technical signals:** Linux / networking
- **Explicit experience signals:** Not explicitly detected

6. Linux Engineer

- **Official ID / Track:** [8625946002](#) / Summer Internship / May-August
- **Department / Team:** Technology / IT and Systems Engineering
- **Business mission:** 维护支撑全公司技术栈的 Linux 基础设施，并通过编程和自动化持续改进。
- **Talent model:** 理解操作系统、网络、性能、配置管理和软件工程的 systems generalist。
- **Career-stage interpretation:** 学生人才入口；通过导师制和真实项目形成 full-time conversion 观察窗口。当前周期：May-August。
- **Hong Kong office signal (analyst inference):** 香港拥有从 New Grad、实习到 experienced 的完整 Linux 人才梯队。
- **JD evidence receipt:** 593 words; 10 list items; SHA-256
[8daba6e34322f065740bcdb869939e78c4a6dfb1deef4bd4693226e042365e83](#)

- **Detected technical signals:** Linux / networking
- **Explicit experience signals:** Not explicitly detected

7. Procurement Specialist

- **Official ID / Track:** [8693354002](#) / Summer Internship / May-August
- **Department / Team:** Technology / IT and Systems Engineering
- **Business mission:** 管理 APAC 技术服务、数据中心和供应商的端到端采购与合同流程。
- **Talent model:** 兼具 sourcing、谈判、供应商管理、风险和技术语境理解的采购人才。
- **Career-stage interpretation:** 学生人才入口；通过导师制和真实项目形成 full-time conversion 观察窗口。当前周期：May-August。
- **Hong Kong office signal (analyst inference):** 新增实习岗位说明采购职能正在建立人才梯队并扩大区域技术供给能力。
- **JD evidence receipt:** 362 words; 9 list items; SHA-256
[6a215102652995cd5bc42a92387cad407f72ee450449c3a4fe571477c399836c](#)
- **Detected technical signals:** Not explicitly detected
- **Explicit experience signals:** Not explicitly detected

8. Software Engineer

- **Official ID / Track:** [8617298002](#) / Summer Internship / May-August
- **Department / Team:** Technology / Software Engineering
- **Business mission:** 构建运行公司的系统与工具，覆盖交易、风险、监控、会计和基础平台。
- **Talent model:** 算法与抽象能力强、重视正确性与协作，并能快速学习 OCaml/Python 的工程师。
- **Career-stage interpretation:** 学生人才入口；通过导师制和真实项目形成 full-time conversion 观察窗口。当前周期：May-August。
- **Hong Kong office signal (analyst inference):** 香港拥有 experienced、new-grad 与 internship 的完整软件人才入口。
- **JD evidence receipt:** 355 words; 4 list items; SHA-256
[ae19a783b0c6c03676b81e653bafedd7f807080f5f50e1313e23e0bac1ac4a56](#)

- **Detected technical signals:** OCaml / Python
- **Explicit experience signals:** Not explicitly detected

9. Linux Engineer

- **Official ID / Track:** [8643171002](#) / Full-Time: New Grad / Permanent
- **Department / Team:** Technology / IT and Systems Engineering
- **Business mission:** 维护支撑全公司技术栈的 Linux 基础设施，并通过编程和自动化持续改进。
- **Talent model:** 理解操作系统、网络、性能、配置管理和软件工程的 systems generalist。
- **Career-stage interpretation:** 强调学习速度、逻辑、协作与可培养性，并通过长期教育体系快速承担真实责任。
- **Hong Kong office signal (analyst inference):** 香港拥有从 New Grad、实习到 experienced 的完整 Linux 人才梯队。
- **JD evidence receipt:** 563 words; 12 list items; SHA-256
[13ce11d61e77085bbd0a23beea096e53876e5cc568e63a2ec534fd818fc34](#)
- **Detected technical signals:** Linux / networking
- **Explicit experience signals:** Not explicitly detected

10. Software Engineer

- **Official ID / Track:** [8140274002](#) / Full-Time: New Grad / Permanent
- **Department / Team:** Technology / Software Engineering
- **Business mission:** 构建运行公司的系统与工具，覆盖交易、风险、监控、会计和基础平台。
- **Talent model:** 算法与抽象能力强、重视正确性与协作，并能快速学习 OCaml/Python 的工程师。
- **Career-stage interpretation:** 强调学习速度、逻辑、协作与可培养性，并通过长期教育体系快速承担真实责任。
- **Hong Kong office signal (analyst inference):** 香港拥有 experienced、new-grad 与 internship 的完整软件人才入口。
- **JD evidence receipt:** 333 words; 4 list items; SHA-256
[48e91f7c2c132d4906eb49f2b1f21d6f95f1249822cfeaf63bc949d79c986b79](#)

- **Detected technical signals:** machine learning / networking / OCaml / Python
- **Explicit experience signals:** Not explicitly detected

Early Career: Trading, Research, and Machine Learning

11. Machine Learning Researcher

- **Official ID / Track:** [8596771002](#) / Summer Internship / May-August
- **Department / Team:** Trading, Research, and Machine Learning / Machine Learning
- **Business mission:** 研究并训练驱动交易策略的深度学习模型，处理噪声、regime change 和市场反馈。
- **Talent model:** 研究能力强、数学严谨、能写高质量代码并愿意连接模型与生产交易的人才。
- **Career-stage interpretation:** 学生人才入口；通过导师制和真实项目形成 full-time conversion 观察窗口。当前周期：May-August。
- **Hong Kong office signal (analyst inference):** 香港配置 experienced、new-grad 和 internship 三层 ML research pipeline。
- **JD evidence receipt:** 474 words; 7 list items; SHA-256
[fa3f3f67e131a16c182bbe59dd97a7d28fc5f830b0b2cea9a6705d8df7b487dc](#)
- **Detected technical signals:** GPU / machine learning / Python
- **Explicit experience signals:** Not explicitly detected

12. Quantitative Researcher

- **Official ID / Track:** [8623868002](#) / Summer Internship / May-August
- **Department / Team:** Trading, Research, and Machine Learning / Quantitative Research
- **Business mission:** 构建定价与交易模型、策略和系统，覆盖实验设计、数据生成、时间序列与 feature engineering。
- **Talent model:** 数学与逻辑强、Python 熟练、研究严谨且能把发现转化为可交易策略的人才。
- **Career-stage interpretation:** 学生人才入口；通过导师制和真实项目形成 full-time conversion 观察窗口。当前周期：May-August。
- **Hong Kong office signal (analyst inference):** 香港拥有 experienced、new-grad 和 summer internship 的完整 Quant research pipeline。

- **JD evidence receipt:** 431 words; 5 list items; SHA-256
[7473c6534168bc12d321b2d7cd5e1fe5bccce53f06d8df4f189b18f6ab8298326](#)
- **Detected technical signals:** deep learning / GPU / machine learning / Python
- **Explicit experience signals:** Not explicitly detected

13. Quantitative Trader

- **Official ID / Track:** [8623733002](#) / Summer Internship / May-August
- **Department / Team:** Trading, Research, and Machine Learning / Quantitative Trading
- **Business mission:** 发现定价偏差、构建模型、管理风险并开发新产品和新业务。
- **Talent model:** 概率与数量直觉强、决策快速、协作开放并能用代码解决问题的交易人才。
- **Career-stage interpretation:** 学生人才入口；通过导师制和真实项目形成 full-time conversion 观察窗口。当前周期：May-August。
- **Hong Kong office signal (analyst inference):** 香港持续培养并引进跨层级 quantitative trading talent。
- **JD evidence receipt:** 727 words; 5 list items; SHA-256
[c750b8f30e219be857929eee2d40b7668978da63ed976904ee37ae389578a944](#)
- **Detected technical signals:** deep learning / GPU / machine learning / Python
- **Explicit experience signals:** Not explicitly detected

14. Trading Desk Operations Engineer

- **Official ID / Track:** [8620505002](#) / Summer Internship / May-August
- **Department / Team:** Trading, Research, and Machine Learning / Trading Desk Operations
- **Business mission:** 在交易桌旁建设工具、查询数据、处理事件并连接交易员与技术团队。
- **Talent model:** 技术、组织、沟通和市场敏感度兼备，能在生产压力下可靠执行的 generalist engineer。
- **Career-stage interpretation:** 学生人才入口；通过导师制和真实项目形成 full-time conversion 观察窗口。当前周期：May-August。
- **Hong Kong office signal (analyst inference):** 香港配置 experienced、new-grad 与 internship 三层 TDOE pipeline，说明桌面系统能力是核心本地职能。

- **JD evidence receipt:** 434 words; 12 list items; SHA-256
[50c281ad9934dcfd3b7726dc1af681ceaa0b5e963cb4cd9c196fb8200b0e4454](#)
- **Detected technical signals:** Not explicitly detected
- **Explicit experience signals:** Not explicitly detected

15. Machine Learning Researcher

- **Official ID / Track:** [8576934002](#) / Full-Time: New Grad / Permanent
- **Department / Team:** Trading, Research, and Machine Learning / Machine Learning
- **Business mission:** 研究并训练驱动交易策略的深度学习模型，处理噪声、regime change 和市场反馈。
- **Talent model:** 研究能力强、数学严谨、能写高质量代码并愿意连接模型与生产交易的人才。
- **Career-stage interpretation:** 强调学习速度、逻辑、协作与可培养性，并通过长期教育体系快速承担真实责任。
- **Hong Kong office signal (analyst inference):** 香港配置 experienced、new-grad 和 internship 三层 ML research pipeline。
- **JD evidence receipt:** 389 words; 7 list items; SHA-256
[fedaeadc079d5bf3a44ce6ab19d128311cccc0030590113110a2916961b96ea](#)
- **Detected technical signals:** deep learning / GPU / machine learning / Python
- **Explicit experience signals:** Not explicitly detected

16. Quantitative Researcher

- **Official ID / Track:** [8071941002](#) / Full-Time: New Grad / Permanent
- **Department / Team:** Trading, Research, and Machine Learning / Quantitative Research
- **Business mission:** 构建定价与交易模型、策略和系统，覆盖实验设计、数据生成、时间序列与 feature engineering。
- **Talent model:** 数学与逻辑强、Python 熟练、研究严谨且能把发现转化为可交易策略的人才。
- **Career-stage interpretation:** 强调学习速度、逻辑、协作与可培养性，并通过长期教育体系快速承担真实责任。

- **Hong Kong office signal (analyst inference):** 香港拥有 experienced、new-grad 和 summer internship 的完整 Quant research pipeline。
- **JD evidence receipt:** 388 words; 5 list items; SHA-256
[6f653fd27458d72978a9d7b5769b9a93f231849ff0ec17a1f15d33670547d056](#)
- **Detected technical signals:** deep learning / GPU / machine learning / Python
- **Explicit experience signals:** Not explicitly detected

17. Quantitative Trader

- **Official ID / Track:** [8071940002](#) / Full-Time: New Grad / Permanent
- **Department / Team:** Trading, Research, and Machine Learning / Quantitative Trading
- **Business mission:** 发现定价偏差、构建模型、管理风险并开发新产品和新业务。
- **Talent model:** 概率与数量直觉强、决策快速、协作开放并能用代码解决问题的交易人才。
- **Career-stage interpretation:** 强调学习速度、逻辑、协作与可培养性，并通过长期教育体系快速承担真实责任。
- **Hong Kong office signal (analyst inference):** 香港持续培养并引进跨层级 quantitative trading talent。
- **JD evidence receipt:** 348 words; 5 list items; SHA-256
[1a873db6efe7789fc1fc71eda0a1b9c9feaf3574409abedefd30d7324b376231](#)
- **Detected technical signals:** deep learning / GPU
- **Explicit experience signals:** Not explicitly detected

18. Trading Desk Operations Engineer

- **Official ID / Track:** [8075380002](#) / Full-Time: New Grad / Permanent
- **Department / Team:** Trading, Research, and Machine Learning / Trading Desk Operations
- **Business mission:** 在交易桌旁建设工具、查询数据、处理事件并连接交易员与技术团队。
- **Talent model:** 技术、组织、沟通和市场敏感度兼备，能在生产压力下可靠执行的 generalist engineer。
- **Career-stage interpretation:** 强调学习速度、逻辑、协作与可培养性，并通过长期教育体系快速承担真实责任。

- **Hong Kong office signal (analyst inference):** 香港配置 experienced、new-grad 与 internship 三层 TDOE pipeline，说明桌面系统能力是核心本地职能。
- **JD evidence receipt:** 429 words; 13 list items; SHA-256
[345a54b096ef0e7150a24cec4334078bcd6fd93e98537a12f80b48b62bde8daa](#)
- **Detected technical signals:** Not explicitly detected
- **Explicit experience signals:** Not explicitly detected

Early Career: Cybersecurity

19. Cybersecurity Analyst

- **Official ID / Track:** [8441121002](#) / Full-Time: New Grad / Permanent
- **Department / Team:** Cybersecurity / Cybersecurity
- **Business mission:** 监控、调查并响应威胁，保护香港办公室的员工、数据与基础设施。
- **Talent model:** 可培养的早期安全人才，强调分析、脚本、事件响应和持续学习。
- **Career-stage interpretation:** 强调学习速度、逻辑、协作与可培养性，并通过长期教育体系快速承担真实责任。
- **Hong Kong office signal (analyst inference):** 香港不仅配置资深安全工程师，也建立 New Grad 安全人才梯队。
- **JD evidence receipt:** 507 words; 10 list items; SHA-256
[779336955caa2c7cb79a0e38ff3a09449ea65bc4a16193685ffa5fb5fcb816de0](#)
- **Detected technical signals:** Not explicitly detected
- **Explicit experience signals:** Not explicitly detected

Appendix C - Artifact register

- `data/official_hkg_roles_20260901.json`: normalized 60-role dataset
- `data/official_hkg_roles_20260901.csv`: analysis matrix
- `data/role_page_verification_20260901.json`: 60-page HTTP/title receipts
- `data/role_diff_20260815_to_20260901.json`: dated role-ID diff
- `data/snapshot_metadata_20260901.json`: counts and source hashes
- `data/role_family_analysis.json`: 44-family analyst interpretation layer
- `tools/build-hiring-panorama.mjs`: reproducible snapshot builder
- `tools/verify-role-pages.mjs`: official role-page verifier

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