





### **Enhanced Competency Framework for Banking Practitioners**

With the aim of supporting capacity building and talent development for banking professionals, the Hong Kong Monetary Authority (HKMA) has been working together with the banking industry to introduce an industry-wide competency framework - "Enhanced Competency Framework (ECF) for Banking Practitioners" in Hong Kong.

The Hong Kong Institute of Bankers (HKIB) is the programme and qualification provider for the ECF on Cybersecurity, with the following objectives:

- To develop a sustainable talent pool of cybersecurity practitioners for the banking industry; AND
- To raise and maintain the professional competence of cybersecurity practitioners in the banking industry.

# Overview of The Hong Kong Institute of Bankers (HKIB)

HKIB has been serving the local banking community in the provision of professional training and certification services since 1963. HKIB is the first not-for-profit institution in Hong Kong to issue banking qualifications up to QF Level 6 under the HKQF and was appointed by the Education Bureau as a Professional Qualifications Assessment Agency in August 2020. With an objective to maintain and further develop the territory's status as an international financial centre, the Institute works with the support of banks, regulators, financial institutions, academic institutions and various professional bodies to provide local banking practitioners with professional training and development opportunities.

In view of the changing landscape of the banking and financial services industry in Hong Kong and mainland China, as well as on a global scale, the importance of continuing to enhance the standards of professional development has gained increased attention. HKIB endeavours to provide and enhance its training and development products in order to equip its members with essential knowledge and skills that meet the industry's needs.

Since the implementation of ECF in 2018, various programmes for different job functions in banking industry have been developed and integrated into HKIB's flagship Certified Banker (CB) Programme which offer generalist, specialist, and strategic topics. The rationale for putting all programmes under one professional banking qualification is to promote an industry-based common qualifications benchmark. While ECF programmes offer "role-based" knowledge and certification to relevant practitioners, CB is offering a vocational qualification pathway for further career advancement, being continuously enhanced to nurture more holistic banking professionals and ultimately, supporting the industry to develop a continuous learning culture and a sustainable talent pool so as to maintain the competitiveness of Hong Kong as an international financial centre.

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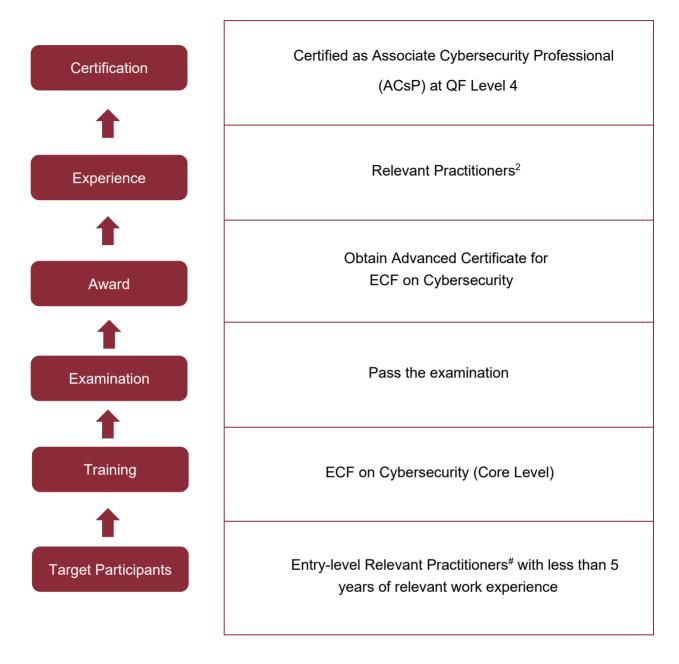
# **Qualifications Framework**

The Professional Qualification "Associate Cybersecurity Professional (ACsP)" is recognised under the QF at Level 4<sup>1</sup>.

 $^{\rm 1}$  QR Registration No.: 20/000537/L4, Validity Period from 01/08/2020 to 31/07/2030

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# **Becoming an Associate Cybersecurity Professional (ACsP)**



#### **Certified Individual (CI)**

ACsP holders will be registered as CI and included in a public register on HKIB website. The Registers of Certified Individuals posted on HKIB website enables the public recognition of ACsP holders. To ensure your Professional Qualification reflected in the Registers of Certified Individuals, you are required to maintain a valid membership status with HKIB.

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<sup>&</sup>lt;sup>2</sup> Relevant Practitioners are new entrants or existing practitioners engaged by an authorized institution to perform in roles ensuring operational cyber resilience

#### **Continuing Professional Development (CPD)**

The ACsP holders are required to comply with the following annual Continuing Professional Development (CPD) requirements in order to maintain the Professional Qualifications.

- 1. Undertake a minimum of 20 CPD hours each year and
- 2. Hold a minimum of 120 CPD hours over every 3 years period.

For more details, please refer to Continuing Professional Development (CPD) Scheme on HKIB Website.

(Home > Membership > Individual Members > HKIB CPD Requirements)

## **ECF on Cybersecurity (Core Level)**

### **Programme Content**

#### **Intended Outcomes**

Upon completion of the programme, candidates should be able to

- · Describe the foundation of various network protocols and their hierarchical relationship in hardware and software.
- · Apply the principles and knowledge of international standards to enhance network and system security.
- Apply cybersecurity related monitoring measures for managing different types of cybersecurity threats.
- · Conduct a security incident response process and present an analysis of the results for management's review.
- · Assess security risks in the cyber environment and IT systems by applying the IT Risk Management and Control principles.
- · Conduct IT audits and security testing to assess cybersecurity risk protection.

### **Outline**

- Enhance learners' comprehension of fundamental concepts, principles and theories in networking and cybersecurity which allow participants to apply in personal and work environment
- Acquire the knowledge of different aspects of cybersecurity:
  - Technical Foundation of Cybersecurity
  - Bank IT Security Controls
  - Cybersecurity Monitoring
  - Security Incident Response
  - IT Risk Management and Control
  - IT Audit

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- Security Testing
- Impact of Emerging Technologies on Cybersecurity
- Participants shall be able to identify potential security threats and apply early intervention to common cyber security problems

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### **Entry Requirements**

The programme is open to both members and non- members of HKIB. Candidates must fulfil the stipulated minimum entry requirements with:

- Students of Associate Degree (AD)/ Higher Diploma (HD) in any disciplines (QF L4);
- Equivalent qualifications or above; OR
- Mature applicants<sup>3</sup> with 3 years of relevant banking experience with recommendations from employer

#### **Medium of Instruction**

- Training is delivered in classroom setting and self- study in either Cantonese or English supplemented with English materials.
- All the examination questions are set in English only.

### **Application**

Applicants can submit their application via MyHKIB.

### **General Enquiry / Feedback**

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<sup>&</sup>lt;sup>3</sup> Mature applicants (aged 21 or above) who do not possess the above academic qualifications but with relevant banking experience and recommendation from their employers will be considered on individual merit.

# Integration of ECF in Certified Banker (CB)

Certified Banker (CB) is a professional banking qualification programme developed and offered by HKIB. This common qualification benchmark is intended to raise the professional competency of banking and financial practitioners in Hong Kong to meet modern demands, while providing a transparent standard with international recognition. The "ECF on Cybersecurity (Core Level)" has already been incorporated in CB (Stage I). You may refer to the CB Programme structure as below to plan for your learning path. Learners who have obtained a pass at the relevant examination can then apply for an exemption for the elective module "ECF on Cybersecurity" of the CB (Stage I) programme.

CB Pathway	CB Certified Banker (CB Stage) <qf 6="" level="">'</qf>				
CB Stage CORE+ELECTIVE SPECIALIST STREAM	With 3 years banking or finance related working experience				
	Α				
	Postgraduate Diploma for Certified Banker (Stream-Specific)				
	Final Case Study Assessment and Oral Assessment				
	Core Module: Strategic Management and Leadership (Credit: 15)				
	Credit Management	Treasury Management	Operations Management	GBA and Cross-boundary Banking Management	Fintech Management
	<ul> <li>♦ ECF-CRM         (Professional Level) –             Commercial Lending<sup>7</sup>         (Credit: 30)</li> <li>♦ ECF-CRM         (Professional Level) –         Credit Portfolio         Management<sup>7</sup> (Credit: 30)</li> </ul>	<ul> <li>♦ Bank Asset and Liability Management (Credit: 30)</li> <li>♦ Treasury Markets and Operations (Credit: 30)</li> </ul>	<ul> <li>♦ Banking Law and Practice (Credit: 30)</li> <li>♦ Operational Risk Management (Credit: 30)</li> </ul>	<ul> <li>♦ GBA Banking Compliance and Cross-boundary Wealth Management (Credit: 30)</li> <li>♦ Cross-boundary Banking Strategy and Management (Credit: 30)</li> </ul>	♦ ECF-Fintech (Professional Level) <sup>14</sup> (Credit: 60)
	<b>↑</b>				
CB (Stage II)	Professional Diploma for Certified Banker CB (Stage II)				
(with 2 years banking or finance related working experience)	Obtain 60 credits  Signature of the control of the			dits from any TWO modules  ⇒ ECF-RWM (Professional Level)¹ (Credit: 30) ⇒ ECF-AML/CFT (Professional Level)² (Credit: 30) ⇒ ECF-CRM (Core Level)⁶ (Credit: 30) ⇒ ECF-ORM (Professional Level)⁶ (Credit: 30) ⇒ ECF-Fintech (Core Level)¹¹ (Credit: 30) ⇒ ECF-Compliance (Professional Level)¹² (Credit: 30) ⇒ ECF-GSF (Professional Level)¹⁵ (Credit: 30)	
	<b>↑</b>				
CB (Stage I) CORE+ELECTIVE	Advanced Diploma for Certified Banker CB (Stage I)				
	Obtain 20 credits from Core and 40 credits from Elective modules				
(with 1 year banking or finance related working experience)	Core Module  Future Banking and ESG (FBESG) (Credit: 10)  Professional Ethics and Compliance (Credit: 10)  Introduction to Banking Law (Credit: 10)  Risk Management (Credit: 10)  Risk Management (Credit: 10)  Qualification Certificate of Banking Professional (QCBP) <sup>8</sup> (Credit: 10)  ECF-Treasury Management (Core Level) <sup>3</sup> (Credit: 10)  ECF-AML/CFT (Core Level) <sup>4</sup> (Credit: 20)  ECF-ORM (Core Level) <sup>10</sup> (Credit: 20)  ECF-ORM (Core Level) <sup>10</sup> (Credit: 20)  ECF-Compliance (Core Level) <sup>13</sup> (Credit: 20)  ECF-Compliance (Core Level) <sup>14</sup> (Credit: 20)				

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#### Notes:

- 1. For exemption only. Holders of the Professional Certificate for ECF-RWM or respective grandfathered certificate are eligible to apply for ECF-RWM (Professional Level) modular exemption. Please refer to "<u>ECF-RWM</u>" for details.
- 2. For exemption only. Holders of the Professional Certificate for ECF-AML/CFT or respective grandfathered certificate are eligible to apply for ECF-AML/CFT (Professional Level) modular exemption. Please refer to "ECF-AML/CFT" for details.
- 3. For exemption only. Holders of the Professional Certificate for ECF-Treasury Management (Core Level) offered by LiPACE of HKMU are eligible to apply for ECF-Treasury Management (Core Level) modular exemption.
- 4. For exemption only. Holders of the Advanced Certificate for ECF-AML/CFT or respective grandfathered certificate are eligible to apply for ECF-AML/CFT (Core Level) modular exemption. Please refer to "ECF-AML/CFT" for details.
- 5. For exemption only. Holders of the Advanced Certificate for ECF-Cybersecurity offered by HKIB are eligible to apply for ECF-Cybersecurity (Core Level) modular exemption. Please refer to "<u>ECF-Cybersecurity</u>" for details.
- 6. For exemption only. Holders of the Professional Certificate for ECF-CRM or respective grandfathered certificate are eligible to apply for ECF-CRM (Core Level) modular exemption. Please refer to "ECF-CRM" for details.
- 7. For exemption only. Holders of the respective Postgraduate Certificate for ECF-CRM are eligible to apply for ECF-CRM (Professional Level) Advanced Commercial Lending (M4) and/or ECF-CRM (Professional Level) Advanced Credit Risk Management and Regulatory Requirements (M5) modular exemption. Holders of the respective grandfathered certificate of ECF-CRM are eligible to apply for ECF-CRM (Professional Level) Advanced Commercial Lending (M4) and/or ECF-CRM (Professional Level) Advanced Credit Risk Management and Regulatory Requirements (M5) modular exemption after passing the written assessment developed by the HKIB. Please refer to "ECF-CRM" for details.
- 8. Holders of Qualification Certificate of Banking Professional (QCBP) who have passed the QCBP exam are eligible to apply for QCBP modular exemption.
- 9. For exemption only. Holders of the Professional Certificate for ECF-ORM or respective grandfathered certificate are eligible to apply for ECF-ORM (Professional Level) modular exemption. Please refer to "ECF-ORM" for details.
- 10. For exemption only. Holders of the Advanced Certificate for ECF-ORM or respective grandfathered certificate are eligible to apply for ECF-ORM (Core Level) modular exemption. Please refer to "<u>ECF-ORM</u>" for details.
- 11. For exemption only. Holders of the Professional Certificate for ECF-Fintech or respective grandfathered certificate are eligible to apply for ECF-Fintech (Core Level) modular exemption. Please refer to "ECF-Fintech" for details.
- 12. For exemption only. Holders of the Professional Certificate for ECF-Compliance or respective grandfathered certificate are eligible to apply for ECF-Compliance (Professional Level) modular exemption. Please refer to "ECF-Compliance" for details.
- 13. For exemption only. Holders of the Advanced Certificate for ECF-Compliance or respective grandfathered certificate are eligible to apply for ECF-Compliance (Core Level) modular exemption. Please refer to "ECF-Compliance" for details.
- 14. For exemption only. Holders of the Postgraduate Certificate for ECF-Fintech or respective grandfathered certificate are eligible to apply for ECF-Fintech (Professional Level) modular exemption. Please refer to "ECF-Fintech" for details.
- 15. For exemption only. Holders of the Professional Certificate for ECF-GSF or respective grandfathered certificate are eligible to apply for ECF-GSF (Professional Level) modular exemption. Please refer to "ECF-GSF" for details.
- 16. For exemption only. Holders of the Advanced Certificate for ECF-GSF or respective grandfathered certificate are eligible to apply for ECF-GSF (Core Level) modular exemption. Please refer to "<u>ECF-GSF</u>" for details.

\* For CB, the Professional Qualification of CB is recognised under the QF at Level 6. (QR Registration No.: 20/000543/L6) Validity period: 1/8/2020 – 31/7/2030

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