

CAREER

FCC Analytics is a fast-growing AI-driven Regtech firm redefining how financial institutions tackle Anti-Money Laundering (AML) and financial crime compliance. We build end-to-end solutions powered by cutting-edge technologies - including generative AI, machine learning, and advanced analytics - to transform compliance operation with a smarter, more proactive, and insight-driven capability.

As we expand across Hong Kong, Australia, and Singapore, we are looking for driven individuals who want to make real impact to the financial industry. Here, you will not just support systems - you will help design, build, and scale next-generation compliance solutions alongside domain experts, data scientists, and engineers. If you are passionate about innovation and want to shape the future of Regtech, this is where you do it.

ASSISTANT AI PRODUCT MANAGER – HK-BASED

Job Responsibilities

- Collaborate with AI engineers to develop AI products within the AML context
- Research, manage, and refine AI products, working closely with AI engineers
- Support the AI team and product development team in proactively managing product development plans, schedules, dependencies, communications, and budgets
- Monitor and report on AI product development progress, issues, and risks
- Support the marketing team with pre-sales events

Job Requirements

- Enthusiasm for AI product development, particularly in the context of AML
- Solid theoretical foundation in Machine Learning and LLM technologies
- Proficiency in Cantonese, English, and Mandarin, with exceptional communication skills
- Proficiency in programming (e.g., Python, JavaScript, MySQL) to demonstrate project ideas and designs (i.e., participate in development of Minimum Viable Product)
- Experience with the latest LLM technologies (e.g., agentic systems, prompt engineering, LLM deployment, LLM fine-tuning, and RAG) is advantageous
- Knowledge of Time Series, Graph Neural Networks (GNN), Graph Theory, Federated Learning (FL), and Optimization Theory is advantageous
- Openness to learning new AI technologies and algorithms

If you are interested in the position, please send your resume with your current and expected salary to recruitment@fcc-analytics.com.

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AI ENGINEER (LLM) – HK-BASED

Job Responsibilities

- Develop LLM applications for tasks within the AML context
- Research and develop prototype implementations of new algorithms and methodologies related to LLMs
- Work with product development team to uncover customer needs and aspirations

Job Requirements

- Bachelor's or higher degree in Computer Science, Information Technology, Data Science, Statistics, or related fields
- Proficiency in programming and project collaboration tools, such as Python, PyTorch, Transformers, Git, etc.
- Familiarity with the latest open-source LLMs and VLMS, including but not limited to BERT, Llama, Qwen, Qwen-VL, DeepSeek, etc.
- Experience in agentic systems, prompt engineering, LLM deployment, LLM fine-tuning, RAG, OCR, and database usage
- Passion for developing LLM applications, particularly in the field of AML
- Proficiency in Cantonese or Mandarin. Fluency in English is advantageous

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AI ENGINEER (NLP) – HK-BASED

Job Responsibilities

- Develop AI applications for tasks within the AML context
- Develop, finetune, and evaluate AI models for NLP utilities including but not limited to knowledge extraction, token-level annotation, information standardization, and etc.
- Integrate NLP utilities with existing AML system and pipelines

Job Requirements

- Bachelor's or higher degree in Computer Science, Information Technology, Data Science, Statistics, or related fields
- Proficiency in programming and project collaboration tools, such as Python, PyTorch, Transformers, Git, etc.
- Familiarity with the latest open-source LLMs and VLMs, including but not limited to BERT, Llama, Qwen, Qwen-VL, DeepSeek, etc.
- Experience in NLP applications is advantages
- Passion for developing AI applications, particularly in the field of AML
- Proficiency in Cantonese or Mandarin. Fluency in English is advantageous

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MACHINE LEARNING ENGINEER – HK-BASED

Job Responsibilities

- Conduct data analysis, feature engineering, and feature extraction for data within the financial industry
- Develop and implement cutting-edge machine learning algorithms focused on graph learning and time series analysis for applications such as transaction monitoring, anti-money laundering, and cryptocurrency analysis
- Maintain and optimize data pipelines, enhancing existing solutions through pre- and post-processing improvements, fine-tuning, performance evaluation, visualization, and testing
- Collaborate with cross-functional teams to identify and address customer needs and aspirations
- Proactively resolve ambiguity and tackle technical issues, driving innovation and efficiency in processes

Job Requirements

- Bachelor's or Master's degree in Computer Science, Information Technology, Data Science, Statistics, or related fields
- Proficiency in at least one machine learning development framework, such as PyTorch, Keras, or TensorFlow, with hands-on experience in environment control
- Experience with programming, monitoring, visualization and project collaboration tools, including Python, VSCode, Conda, Git, and MySQL
- Knowledge of statistical machine learning and deep learning, particularly the models for graph and/or time series data, such as knowledge graph, spatial-temporal graph, and multivariate time series
- Interest in areas such as anomaly detection, federated learning, transfer learning, self-supervised learning, or uncertainty quantification
- Knowledge in LLM is a plus
- A passion for coding, programming, innovation, and problem-solving
- A keen interest in anti-money laundering practices and regulatory compliance
- Proficient in written and spoken Chinese (Cantonese or Mandarin); fluency in English is a plus

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REGTECH QUALITY ASSURANCE ANALYST – HK-BASED

Job Responsibilities

- Software Testing & Bug Detection
 - Prepare and execute test cases, test scripts, and test plans to evaluate the functionality of solutions
 - Identify bugs, defects, and performance issues, and document them for developers
- Support System Integration Testing (SIT) & User Acceptance Testing (UAT)
 - Collaborate with internal teams to ensure smooth testing cycles
 - Support end-users during UAT, gathering feedback and reporting issues
- Documentation & Reporting
 - Maintain detailed test reports, defect logs, and test execution summaries
 - Assist in writing user manuals, test scripts, and troubleshooting guides

Job Requirements

- Bachelor's degree in Computer Science, Information Technology, Software Engineering, or related field
- Experience in software testing, quality assurance, or Fintech are preferred
- Experience in Java, Python, JavaScript, or SQL
- Strong attention to detail in identifying software defects
- Strong analytical and problem-solving skills
- Ability to collaborate with cross-functional teams

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SOFTWARE DEVELOPER – HK-BASED

Job Responsibilities

- Software Development & System Design
 - o Develop, test, and deploy scalable, secure, and high-performance applications
 - o Design and optimize system architecture to ensure efficiency and maintainability
- Integration & API Development
 - o Develop and maintain RESTful APIs, microservices, and third-party system integrations
 - o Ensure data interoperability and compliance with industry regulations
- Performance Optimization & Security Compliance
 - o Optimize code for scalability, reliability, and security
 - o Implement security best practices to protect against cyber threats and ensure compliance with financial regulations
- Collaboration & Documentation
 - o Work with Product Managers, Business Analysts, and Compliance Teams to align technology with regulatory requirements
 - o Maintain comprehensive technical documentation for systems and processes
- Testing & Deployment
 - o Implement unit testing, integration testing, and automated testing frameworks
 - o Deploy applications using CI/CD pipelines while ensuring minimal downtime

Job Requirements

- Bachelor's or Master's degree in Computer Science, Software Engineering, or related field
- 2+ years of experience in software development or system analysis
- Proficiency in Java, Python, JavaScript, or Go
- Experience with Spring Boot, Node.js, React, Angular
- Knowledge of SQL (PostgreSQL, MySQL, SQL Server) and NoSQL (MongoDB, Redis) databases
- Experience with AWS, Azure, or Google Cloud for deployment and scaling is an advantage
- Strong analytical and debugging skills
- Ability to collaborate with cross-functional teams

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SYSTEM ANALYST – HK-BASED

Job Responsibilities

- Collect and analyze user requirements and translate them into clear functional and technical specifications
- Work closely with internal teams to clarify system logic, data flows, thresholds, and regulatory expectations
- Perform System analysis and design. Prepare detailed technical documents, such as system parameters, interface specification, user manuals, and project deliverables
- Lead system integration testing (SIT), user acceptance testing (UAT) and user training
- Coordinate with engineering and DevOps teams during deployment, release, and post-implementation activities to ensure production readiness
- Maintain comprehensive system documentation, including system architecture, interface specifications, and process flows for audit and regulatory review
- Take ownership of assigned AML modules or platform components and provide guidance and support to team members to ensure consistent delivery quality

Job Requirements

- Bachelor's or Master's degree in Computer Science, Software Engineering, or related field
- 3+ years of experience in software development, system analysis, or enterprise system delivery, preferably within financial services or Regtech
- Strong proficiency in Java, Python, JavaScript, or Go, with a solid understanding of backend system design and data processing
- Experience with Spring Boot, Node.js, React, Angular, with the ability to understand user workflows and collaborate with engineers
- Knowledge of system integration, RESTful API design, and enterprise application architecture
- Knowledge of SQL (PostgreSQL, MySQL, SQL Server) and NoSQL (MongoDB, Redis) databases
- Experience with AWS, Azure, or Google Cloud for deployment and scaling is an advantage
- Strong analytical, problem-solving, and debugging skills, particularly in data-intensive and rule-driven systems
- Ability to communicate and collaborate with both technical and non-technical stakeholders
- Strong sense of ownership, accountability, and teamwork, with the ability to support and guide team members when required

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WEB DEVELOPER – HK-BASED

Job Responsibilities

- Full Stack Development
 - o Design, develop, and maintain scalable, secure, and high-performance full-stack web applications
 - o Implement front-end UI components and back-end business logic for regulatory and compliance solutions
- API Development & System Integration
 - o Develop RESTful APIs for data exchange and third-party integrations
 - o Ensure secure authentication & authorization mechanisms (OAuth, JWT, SSO)
- Performance Optimization & Security Compliance
 - o Optimize application performance for fast load times and efficient data handling
 - o Implement security best practices to protect against vulnerabilities (XSS, CSRF, SQL Injection)
- DevOps & Deployment
 - o Deploy applications on AWS/ Azure/ GCP with containerization using Docker & Kubernetes
- Code Quality, Testing & Documentation
 - o Maintain clean, reusable, modular code following best practices
 - o Implement unit testing, integration testing, and E2E testing using Jest, Cypress, or Selenium
 - o Maintain technical documentation for APIs, databases, and system architecture

Job Requirements

- Bachelor's or Master's degree in Computer Science, Software Engineering, or related field
- 2+ years of experience in full stack web development
- Front-End Development
 - o Proficiency in JavaScript, TypeScript, React.js, Angular
 - o Strong understanding of CSS3, HTML5, SCSS, or Bootstrap
 - o Focus on responsive design, accessibility, and performance tuning
- Back-End Development
 - o Proficiency in Python, Java, Node.js, or Go
 - o Experience with Express.js, Nest.js, Spring Boot, or Django
 - o Expertise in API development, authentication, and microservices architecture
- Databases & Storage
 - o SQL Databases: PostgreSQL, MySQL, or SQL Server
 - o NoSQL Databases: MongoDB, Firebase, or Redis

- Experience with AWS, Azure, or Google Cloud for deployment and scaling is an advantage
- Strong analytical, troubleshooting, and debugging skills
- Ability to optimize performance, scalability, and security
- Ability to collaborate with cross-functional teams

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