2027 Campus Recruitment JD

JD

2027 Fresh Grad Hire - Strategic Analyst

Department: Corporate Development Department

Key Responsibilities

- Conduct research on new market entry, business expansion, and emerging business opportunities in line with the company's overall strategy and key business priorities. Assess market size, growth potential, competitive landscape, and barriers to entry to support strategic planning and market positioning.
- Monitor industry trends, regulatory developments, and evolving business models. Analyze key competitors' business strategies, product offerings, competitive advantages, and market developments to identify emerging trends and opportunities and inform the company's competitive strategy.
- Analyze pricing mechanisms, customer needs, and competitive dynamics for key products and business lines. Evaluate pricing strategies, revenue models, and commercialization pathways, assessing their potential impact on business growth, revenue, and profitability.
- Conduct in-depth research and quantitative analysis on key strategic initiatives. Develop analytical frameworks and financial or business models to assess the feasibility, potential returns, and risks of different strategic options, providing actionable recommendations to support management decision-making.

Requirements

- A bachelor's degree or above. Relevant internship experience at reputable consulting firms, in internet business analysis or corporate strategy, securities research, investment institutions, or related fields is preferred.
- Be curious and self-motivated, have a strong sensitivity to data, enjoy in-depth thinking, and possess good business acumen and communication skills. Demonstrate accountability in cross-functional collaboration and a strong team spirit.
- Have practical investment experience in Hong Kong and U.S. equities and derivatives, a strong interest in and basic understanding of financial markets, and the ability to apply personal insights to work.
- Possess systematic thinking skills and be able to conduct in-depth research and forward-looking analysis on new markets, emerging opportunities, and highly

uncertain strategic issues. Be able to form high-quality business judgments and clear decision recommendations based on a thorough assessment of market, policy, and operational risks.

- Have rigorous logical thinking, strong learning abilities, solid research skills, and good writing fundamentals. Communicate clearly and effectively, and be proficient in English for internal and external business meetings.
- Fluent English & Chinese listening, speaking, reading, and writing for both daily and technical communication.
- Be interested in AI applications and familiar with new AI tools such as Cursor, Claude Code, and Workbuddy, or have experience in vibe coding.

*Open to candidates graduating between January 2026 and August 2027.

2027 Fresh Grad Hire - Business Data Analyst

Department: Corporate Development Department

Key Responsibilities

- Collaborate with business teams to define and break down key business objectives based on business needs. Contribute to the design and optimization of core business metrics and KPI frameworks, establish monitoring mechanisms, track business performance, and identify anomalies in a timely manner.
- Develop a deep understanding of business processes and commercial logic. Apply business and operational analysis methodologies to systematically analyze and review key business metrics and overall business performance, identify key performance drivers, diagnose business issues, and recommend improvements.
- Conduct in-depth analyses of key business priorities, including user growth, product performance, revenue growth, cost optimization, and operational efficiency. Leverage user behavior, product, and business performance data to identify growth opportunities and bottlenecks, providing data-driven insights to inform business strategies.

Requirements

- A bachelor's degree or above. Relevant internship experience at reputable consulting firms, in internet business analysis or corporate strategy, securities research, investment institutions, or related fields is preferred.
- Familiar with data modeling concepts, data mining theories, and systematic data analysis methodologies. Proficient in Excel, with working knowledge of Python and other data analysis tools, as well as SQL scripting. Interested in AI applications and familiar with new AI tools such as Cursor, Claude Code, and Workbuddy, or

experienced in vibe coding.

- Be curious and self-motivated, have a strong sensitivity to data, enjoy in-depth thinking, and possess good business acumen and communication skills. Demonstrate accountability in cross-functional collaboration and a strong team spirit.
- Have practical investment experience in Hong Kong and U.S. equities and derivatives, a strong interest in and basic understanding of financial markets, and the ability to apply personal insights to work.
- Possess systematic thinking skills, rigorous logical reasoning, and strong learning abilities, with solid research skills and writing fundamentals. Communicate clearly and effectively, and be proficient in English for internal and external business meetings.
- Fluent English & Chinese listening, speaking, reading, and writing for both daily and technical communication.

*Open to candidates graduating between January 2026 and August 2027.

2027 Fresh Grad Hire - Backend Engineer (Financial Securities System R&D Focus)

Department: Financial Platform Product R&D Department

About Us
We build the core capabilities of Futu's securities platform, providing secure, stable, highly professional, and
scalable financial securities systems to support the company's global expansion.

Responsibilities
1. Participate in requirements analysis, solution design, coding, testing, and deployment of backend systems for securities trading, risk control, and clearing/settlement, progressively taking ownership of module-level feature delivery.
2. Translate business rules into system implementations, ensuring the correctness of orders, funds, positions, and risk control results, and supporting integration testing, acceptance, and release.
3. Follow engineering standards for coding, self-testing, and code review; learn log analysis, monitoring, and alerting basics; participate in issue triage; and understand upstream/downstream service boundaries.
4. Use AI tools appropriately during development and troubleshooting to boost efficiency, while manually verifying critical business logic.
5. cRead English technical documents, API specifications, and overseas market materials, and conduct day-to-day and technical communication with business and product teams.

Qualifications
Education: Bachelor's degree or above in Computer Science, Software Engineering, Financial Engineering, Applied Mathematics, or a related field.
Finance Knowledge: Familiarity with securities market structure, order and trade lifecycle, or clearing and settlement fundamentals; prior internship experience at a brokerage, exchange, fintech, or related field is preferred.
Technical Skills: Proficiency in at least one programming language (e.g., Go, Java, C++, or Python); understanding of data structures, basic system design, and database operations.
Professional Attributes: Respect for financial business logic, data integrity, and rules; strong risk awareness and sensitivity to anomalies; clear logical thinking, detail-oriented, patient, and effective communication and collaboration.
Language Skills: Fluent English & Chinese listening, speaking, reading, and writing for both daily and technical communication.
Bonus Points: Hands-on experience applying AI tools to coding or troubleshooting; familiarity with securities brokerage business is preferred.

* Open to candidates graduating between January 2026 and August 2027.

2027 Fresh Grad Hire - System Testing Engineer (Financial Securities System Testing Focus)

Department: Financial Platform Product R&D Department

About Us
Apply your professional expertise to safeguard the reliability and experience of every trade, from a real investor's perspective, and embrace AI-empowered testing innovation.

Responsibilities
1. Participate in end-to-end testing of securities trading, risk control, and clearing & settlement operations, covering both server-side and web-side, ensuring system logic aligns with product design and financial compliance requirements.

2. Engage in requirements analysis from a testing perspective; design test cases around both investor journeys and edge-case paths, validating the accuracy and effectiveness of order execution, risk handling, and asset settlement.

3. Leverage automated testing, traffic replay, and other techniques to drive regression testing and issue localization, continuously improving test coverage and efficiency.

4. Apply AI tools judiciously across test design, log analysis, and regression to

boost efficiency, while preserving human verification for critical business outcomes.

5. Read requirements, API specifications, and testing materials in English, and communicate fluently with business and product stakeholders on both day-to-day and technical topics.

Qualifications

- Education: Bachelor's degree or above in Financial Engineering, Financial Mathematics, Investment, Computer Science, Software Engineering, Data Science/Statistics, or related disciplines.
- Financial Knowledge: Understanding of securities market structure, order and execution mechanics, or clearing and settlement processes; Prior experience in live stock/options/futures trading, brokerage, or testing internships is a plus.
- Technical Skills: Solid grasp of CS fundamentals (networking, databases, etc.); familiarity with software testing methodologies, test case design, and common testing tools; Foundational programming capability in Python or Go is preferred.- Professional Attributes: Respect for financial business logic, data, and rules; strong risk awareness and sensitivity to anomalous outcomes; clear logical thinking, detail-oriented and patient, with effective communication and collaboration skills.
- Language Skills: Good English & Chinese proficiency in listening, speaking, reading, and writing; able to communicate fluently on both daily and technical matters.
- Bonus Points: Hands-on experience applying AI tools to test case design, troubleshooting, or regression testing; familiarity with securities brokerage business is a plus.

*Open to candidates graduating between January 2026 and August 2027.

2027 Fresh Grad Hire - SRE Engineer (System Operation and Maintenance Focus)

Department: Financial Platform Product R&D Department

Responsibilities

1. Contribute to the stability of core systems including securities trading, risk control, and clearing & settlement; handle production alerts and incident response, drive root-cause analysis and post-mortem reviews.

2. Build operations automation platforms, monitoring systems, and self-healing tooling (primarily in Python/Go), using code to lift operational efficiency and change quality.

3. Collect and analyze production telemetry (resource utilization, latency, error rates,

etc.); participate in system architecture optimization and cloud cost governance.

4. Understand the high-availability requirements of financial business; grasp the fundamentals of databases and common middleware; take part in change-impact assessment and systemic risk identification.

5. Apply AI tools judiciously across troubleshooting and automation to boost efficiency, while verifying key conclusions; read English operations documentation, cloud-vendor and open-source component materials, and communicate fluently with R&D and business teams on both day-to-day and technical topics.

Qualifications

- Education: Bachelor's degree or above in Computer Science, Software Engineering, Network Engineering, Finance, or related disciplines.
- Financial Knowledge: Understanding of securities market structure, order and execution mechanics, or clearing and settlement processes; prior experience in live stock/options/futures trading, brokerage, or SRE internships is a plus.
- Technical Skills: Solid CS fundamentals, including computer networking (TCP/IP, HTTP, etc.), Linux, data structures, and algorithms; proficient in at least one programming language (Python/Go/C++/Java, etc.), familiar with Linux and Shell; foundational understanding of relational databases such as MySQL, with basic knowledge of middleware including Redis, Nginx, and Kafka.
- Compliance Awareness: Strong sense of regulatory compliance and risk control; sensitive to client data protection, trade confidentiality, and information security boundaries; able to strictly follow compliance rules in operations and change management, avoiding exposure of sensitive data or systems.
- Professional Attributes: Respect for financial business logic, data, and rules; clear logical thinking, detail-oriented and patient, with effective communication and collaboration skills.
- Language Skills: Good English & Chinese proficiency in listening, speaking, reading, and writing; able to communicate fluently on both daily and technical matters.
- Bonus Points: Hands-on experience applying AI tools to troubleshooting or automation; familiarity with securities brokerage business is a plus.

*Open to candidates graduating between January 2026 and August 2027.

2027 Fresh Grad Hire - Algorithm Engineer (Financial Securities Algorithm R&D Focus)

Department: Financial Platform Product R&D Department

Responsibilities:

1. Participate in the design and development of systems including algorithmic orders, quantitative models, and smart order routing, translating algorithmic designs into runnable and verifiable system implementations.

2. Participate in the research and optimization of execution algorithms such as TWAP and VWAP, as well as machine learning–based strategies, with a focus on execution performance and result reproducibility.

3. Participate in the development and optimization of algorithms and systems related to option pricing and volatility surfaces, with attention to the correctness of pricing logic, parameters, and boundary conditions.

4. Make appropriate use of AI tools to improve efficiency in research and development, and validate key outputs such as model results, executions, and pricing.

5. Read English technical literature, interface protocols, and relevant market materials, and engage in day-to-day and technical communication with business and engineering teams.

Qualifications

- Education: Bachelor's degree or above in Financial Engineering, Computer Science, Applied Mathematics, or a related STEM field.
- Financial knowledge: Familiarity with securities trading mechanisms and a basic understanding of algorithmic execution or option pricing; internship or project experience in quantitative finance, securities firms, exchanges, or fintech is preferred.
- **Technical skills**: Solid programming fundamentals; proficiency in at least one language such as Python or Go; ability to implement algorithms and models as runnable code; Basic knowledge of machine learning is preferred.
- Work attributes: Respect for financial business, data, and rules; risk awareness and sensitivity to pricing, executions, and anomalous results; clear logical thinking and effective communication and collaboration.
- Language skills: Good English & Chinese listening, speaking, reading, and writing skills; ability to read English technical literature fluently and to communicate in both day-to-day and technical contexts.
- Preferred qualifications: Project or research experience in machine learning, deep learning, or option pricing; hands-on experience applying AI tools to model research or code implementation.

*Open to candidates graduating between January 2026 and August 2027.

2027 Fresh Grad Hire - Client Software Engineer (Market Data)

Department: Quotes & Basic R&D Department

About Us

The Futu Market Data R&D team is responsible for turning real-time market data from multiple global markets and asset classes into products and tools used daily by tens of millions of investors.

From the processing and display of core market data such as quotes and candlestick (K-line) charts, to the development of technical and fundamental analysis features, and further to derivatives market data — the team's business covers the full spectrum of scenarios in which investors view quotes, conduct analysis, and place trades. It is the link in the market data chain that is closest to both users and the market.

You will directly participate in the development of core market data systems, working in an AI-Native way. We are looking for talents who are passionate about technology and curious about the market, to join us in converting every heartbeat of global markets into visible value for every investor in real time.

Responsibilities

- Participate in the development and maintenance of cross-platform desktop market data modules, delivering high-availability, high-performance financial-grade applications to users worldwide.
- Participate in building desktop architecture optimization, performance optimization, efficiency systems, and quality systems.
- Collaborate closely with product, QA, and backend teams to develop a deep understanding of financial scenarios and continuously enhance the market data experience.

Qualifications

- Education: Computer Science / Software Engineering / Electronic Information, or related majors such as Financial Engineering / Financial Mathematics; candidates from non-computer science backgrounds must have solid programming fundamentals.
- Technical skills: Mastery of core C++ mechanisms (including object-oriented programming, memory model, modern features, STL, and common design patterns); proficiency in multithreading and network programming; familiarity with common network protocols and computer systems fundamentals.
- Financial knowledge: Awareness of or strong interest in securities and

derivatives market data and trading; willingness to become an "engineer who understands finance."

- Personal qualities: Strong learning ability and problem analysis and resolution skills; a strong sense of responsibility; effective communication and collaboration; technical passion and self-motivation; hands-on experience with or strong interest in AI-assisted development tools.
- Internship experience: Internship experience in fintech-related fields is preferred.
- Language skills: Good English & Chinese listening, speaking, reading, and writing skills; ability to read English technical literature fluently and to communicate in both day-to-day and technical contexts.

*Open to candidates graduating between January 2026 and August 2027.

2027 Fresh Grad Hire - Backend Engineer (Market Data)

Department: Quotes & Basic R&D Department

About Us

The Futu Market Data R&D team is responsible for turning real-time market data from multiple global markets and asset classes into products and tools used daily by tens of millions of investors.

From the processing and display of core market data such as quotes and candlestick (K-line) charts, to the development of technical and fundamental analysis features, and further to derivatives market data — the team's business covers the full spectrum of scenarios in which investors view quotes, conduct analysis, and place trades. It is the link in the market data chain that is closest to both users and the market.

You will directly participate in the development of core market data systems, working in an AI-Native way. We are looking for talents who are passionate about technology and curious about the market, to join us in converting every heartbeat of global markets into visible value for every investor in real time.

Responsibilities

- Participate in the development and maintenance of high-concurrency, millisecond-response backend systems for core market data processing, distribution, and business applications.
- Explore the application of cutting-edge technologies in market data scenarios, and participate in key technical initiatives.

- Collaborate closely with product, QA, and frontend teams to develop a deep understanding of financial scenarios and continuously enhance the market data experience.

Qualifications

- Education: Computer Science / Software Engineering / Electronic Information, or related majors such as Financial Engineering / Financial Mathematics; candidates from non-computer science backgrounds must have solid programming fundamentals.
- Technical skills: Proficiency in one of Go/Java/C++/Python; mastery of backend system design and implementation; understanding of the principles and application of common databases and middleware; familiarity with the Linux operating system and computer networks.
- Financial knowledge: Awareness of or strong interest in securities and derivatives market data and trading; willingness to become an "engineer who understands finance."
- Personal qualities: Strong learning ability and problem analysis and resolution skills; a strong sense of responsibility; effective communication and collaboration; technical passion and self-motivation; hands-on experience with or strong interest in AI-assisted development tools.
- Internship experience: Internship experience in fintech-related fields is preferred.
- Language skills: Good English & Chinese listening, speaking, reading, and writing skills; ability to read English technical literature fluently and to communicate in both day-to-day and technical contexts.

*Open to candidates graduating between January 2026 and August 2027.

2027 Fresh Grad Hire - Mobile Engineer (Market Data)

Department: Quotes & Basic R&D Department

About Us

The Futu Market Data R&D team is responsible for turning real-time market data from multiple global markets and asset classes into products and tools used daily by tens of millions of investors.

From the processing and display of core market data such as quotes and candlestick (K-line) charts, to the development of technical and fundamental analysis features, and further to derivatives market data — the team's business covers the full spectrum of scenarios in which investors view quotes, conduct analysis, and place trades. It is the link in the market data chain that is closest to both users and the

market.

You will directly participate in the development of core market data systems, working in an AI-Native way. We are looking for talents who are passionate about technology and curious about the market, to join us in converting every heartbeat of global markets into visible value for every investor in real time.

Responsibilities

- Participate in the development and maintenance of mobile market data modules, delivering high-availability, high-performance financial-grade applications to users worldwide.
- Participate in building mobile cross-platform capabilities, architecture optimization, performance optimization, efficiency systems, and quality systems.
- Collaborate closely with product, QA, and backend teams to develop a deep understanding of financial scenarios and continuously enhance the market data experience.

Qualifications

- Education: Computer Science / Software Engineering / Electronic Information, or related majors such as Financial Engineering / Financial Mathematics; candidates from non-computer science backgrounds must have solid programming fundamentals.
- Technical skills: Proficiency in one of Kotlin/Java/Swift/OC; mastery of multithreading and network programming; familiarity with common network protocols and computer systems fundamentals; hands-on experience with or strong interest in cross-platform technologies (KMP/CMP, Flutter, etc.) is preferred.
- Financial knowledge: Awareness of or strong interest in securities and derivatives market data and trading; willingness to become an "engineer who understands finance."
- Personal qualities: Strong learning ability and problem analysis and resolution skills; a strong sense of responsibility; effective communication and collaboration; technical passion and self-motivation; hands-on experience with or strong interest in AI-assisted development tools.
- Internship experience: Internship experience in fintech-related fields is preferred.
- Language skills: Good English & Chinese listening, speaking, reading, and writing skills; ability to read English technical literature fluently and to communicate in both day-to-day and technical contexts.

*Open to candidates graduating between January 2026 and August 2027.

2027 Fresh Grad Hire - Data Scientist

Department: Quotes & Basic R&D Department

About Us

As a Data Scientist, you will be responsible for the overall planning and development of the company-wide data tracking (event instrumentation) system and the scientific experimentation system (A/B Testing), supporting data-driven growth and evidence-based decision-making across the business.

Responsibilities

1. Planning and implementation of a full-funnel data tracking system for financial services: Develop a deep understanding of the securities business, and take ownership of the overall planning and standardization of the company-wide, cross-platform (App/Web/PC desktop) full-funnel data tracking system. Establish unified tracking specifications, schema standards, and metadata management solutions, and build a highly available data governance framework. Set up financial-grade data quality monitoring mechanisms, and streamline the automated pipeline from collection to activation, ensuring data meets financial compliance and high-accuracy requirements.

2. Overall planning and development of a financial-grade data science experimentation system (A/B Testing): Lead the overall design and methodology development of the company-wide experimentation system (A/B Testing Platform), and plan and drive upgrades to the platform's underlying framework. Collaborate with business lines to build scientific experiment evaluation metric systems, and drive the standardized adoption of experimentation methodologies across diverse scenarios including trading, market data, wealth management, and marketing.

- Advancing data-driven and evidence-based decision-making**: Leveraging the tracking system and experiment evaluation framework, promote the adoption of a data-driven culture and methodology at the company level, and provide systematic, science-based decision support for product iteration and operational strategies.

Qualifications

- Academic background: Bachelor's degree or above in Statistics, Data Science, Computer Science, Applied Mathematics, Econometrics, or a related field.

- Strong theoretical foundation in statistics and experimentation: Exceptionally solid grounding in statistical inference, with a deep understanding of the underlying principles of A/B testing and statistical methods (e.g., hypothesis testing, confidence intervals, variance reduction). Familiarity with causal inference methods (PSM, DiD, Uplift Modeling, etc.) and their application logic in long-horizon or non-randomized intervention scenarios; ability to build systematic analytical frameworks.

- Technical and data capabilities: Proficiency in SQL, with the ability to efficiently process massive, high-frequency behavioral data and trading logs. Proficiency in Python or R for statistical modeling, simulation, and automated analysis scripting.
- Business acumen and systems thinking: Strong interest in and foundational understanding of securities trading, wealth management, or internet finance. Excellent abstraction skills and a holistic perspective, with a talent for distilling complex business scenarios into standardized systems.
- Soft skills: Excellent cross-team communication and project-driving capabilities, with the ability to collaborate effectively with product, engineering, and compliance teams to drive solutions to delivery. Strong self-motivation and resilience under pressure, combined with business and data sensitivity, and the ability to deliver consistently amid concurrent multitasking.
- Excellent English & Chinese listening, speaking, reading, and writing skills; ability to read English technical documentation and to communicate with external vendors in English for day-to-day and technical coordination.

*Open to candidates graduating between January 2026 and August 2027.

2027 Fresh Grad Hire - AI Agent Engineer

Department: Quotes & Basic R&D Department

About Us

Futu's AI team is dedicated to integrating artificial intelligence into financial services to build more efficient and intelligent products and services.

The team covers core areas including quantitative research, robo-advisory, search and recommendation systems, Q&A, content generation, and AI platform development.

We are looking for talents who are passionate about AI and innovation to join us in exploring the future of AI + Finance.

Responsibilities

1. Participate in the design, development, testing, and optimization of AI Agent systems. Implement core Agent capabilities based on large language models, including task planning, tool calling, knowledge retrieval, and memory management.
2. Participate in the development and application of capabilities such as RAG, knowledge bases, Function Calling, MCP, and workflow orchestration.
3. Assist in integrating databases, internal enterprise systems, and third-party APIs to drive the deployment of AI Agents in real-world business scenarios.
4. Participate in Agent performance evaluation and optimization to improve task

completion quality, response efficiency, and system stability.

5. Participate in the development and optimization of modules including prompts, context management, model invocation, and exception handling.

6. Learn about and keep up with technologies related to large language models and AI Agents, and participate in the validation and application of new technologies.

Qualifications

- Bachelor's degree or above in Computer Science, Software Engineering, Artificial Intelligence, or a related field.
- Solid programming fundamentals; familiarity with Python; understanding of common data structures, algorithms, and backend development basics.
- Interest in areas such as large language models, RAG, and AI Agents, with some hands-on learning or project experience.
- Familiarity with one or more frameworks such as LangChain, LangGraph, LlamaIndex, Semantic Kernel, or AutoGen is preferred.
- Familiarity with related technologies such as Embeddings, vector databases, and document retrieval is preferred.
- Familiarity with common development tools such as Git and Linux; understanding of Docker, databases, and caching technologies is preferred.
- Strong learning ability, systems thinking, and problem analysis and resolution skills; a strong sense of responsibility and self-motivation; good communication and collaboration skills.
- Experience with large model applications, Agents, RAG, open-source projects, coursework projects, or related internships is preferred.
- Excellent English & Chinese listening, speaking, reading, and writing skills; ability to read English technical documentation and to communicate with external vendors in English for day-to-day and technical coordination.

*Open to candidates graduating between January 2026 and August 2027.

2027 Fresh Grad Hire - Backend Engineer (Market Data Connectivity)

Department: Quotes & Basic R&D Department

About Us

Futu's Market Data business connects market data across multiple global markets and asset classes (equities, options, and more), with a mission to build a market data

platform featuring high concurrency, high reliability, and millisecond-level response times.
The team covers core areas including massive-scale client gateways, exchange market data connectivity, and market data mining and application.
We are looking for talented engineers who are passionate about technology and eager to take on challenges, to join us in building world-class financial services and reshaping the investment experience through technological innovation.

Responsibilities

1. Take ownership of technical research, architecture design, development iterations, and routine maintenance for the global market data connectivity system.

2. Explore the application of cutting-edge technologies in market data scenarios, and participate in key technical initiatives across core links such as high concurrency and millisecond-level response.

3. Interface with overseas upstream market data vendors, and drive the evaluation, integration, and optimization of market data sources.

4. Collaborate closely with product, QA, and frontend teams to deliver high-availability, high-performance financial-grade applications.

Qualifications

- Bachelor's degree or above in Computer Science or a related field.
- Familiarity with the Linux environment, with a foundation in network programming or server-side development.
- Proficiency in at least one of C/C++/Golang; familiarity with common Linux commands; solid grounding in data structures and algorithms.
- Proficient in using AI coding tools (e.g., Claude Code, Cursor) to improve development efficiency, while ensuring deliverables are verifiable and production-ready.
- Excellent English & Chinese listening, speaking, reading, and writing skills; ability to read English technical documentation and to communicate with external vendors in English for day-to-day and technical coordination.
- Strong interest in the financial domain, with foundational financial knowledge; familiarity with the basic concepts and mechanisms of financial products such as equities and options; understanding of how major international financial markets operate. Willingness to develop a deep understanding of business logic and to drive close alignment between technical and business requirements.
- Strong learning ability, systems thinking, and problem analysis and resolution skills; a strong sense of responsibility; resilience under pressure; effective communication and collaboration; technical passion and self-motivation.

*Open to candidates graduating between January 2026 and August 2027.

2027 Fresh Grad Hire - Global Business Management Trainee Program

Department: Global Marketing Department

Key Responsibilities

1. Cross-functional Rotation: Complete 3+ months of deep rotation across core functions such as Business, Planning and Mid-office, systematically understanding the company's commercial logic, operations and value chain, delivering phased outcomes and structured reviews.

2. Project Ownership & Closed-loop Management: Around the Global Business Development Center, independently lead online KOL or offline physical-store projects, owning the full cycle from initiation and resource coordination to delivery, accountable for project goals and results, validating commercial execution and end-to-end management capability.

3. Strategic Alignment & Management Support: As a Leader Assistant, participate in strategy decomposition, target management, cross-functional coordination and key decision support, building a managerial perspective and big-picture view in real business.

4. Development Mechanism: Rotation-based training + senior-leader mentorship. A senior leader serves as career mentor; the trainee learns as a Leader Assistant and completes 3+ months of deep rotation across key roles such as Business, Planning and Mid-office, with role and level decided based on individual strengths and trial performance.

Requirements

- Education: Bachelor's degree or above, fresh graduate from domestic or overseas universities; management, economics, finance or STEM preferred.
- Potential: Strong logic, communication, coordination and fast learning; student leadership, entrepreneurship or team-lead experience is a plus.
- Traits & Drive: Goal-oriented, self-driven, clear managerial ambition and development drive, strong resilience, embraces change and challenge.
- Language: Fluent in Chinese and English, with solid reading, writing and cross-cultural collaboration skills.
- Vision & Cognition: Curious and sharp about the business world, with foundational financial and commercial literacy, willing to grow in a global business context.

*Open to candidates graduating between January 2026 and August 2027.

2027 Fresh Grad Hire - Channel Development Specialist (Overseas Market)

Department: Global Marketing Department

Key Responsibilities

1. Channel Development & Operations: Discover and expand online precision-traffic channels; own KPIs such as valid customers and acquisition cost to ensure business targets are met.

2. Relationship Management: Sustain long-term partnerships with existing channel partners via continuous online and offline engagement, improving stickiness and output stability.

3. Product Communication: Oversee go-live content on assigned channels to accurately convey the product's core value and advantages, amplifying brand voice.

4. Commercial Value: Improve acquisition precision, optimize expansion strategy with data tools, and help partners produce high-quality content that converts into loyal users.

5. Market Insight: Stay close to overseas markets, collect industry dynamics and competitor intelligence, and provide timely, accurate insight for business decisions.

Requirements

- Education: Bachelor's degree or above; finance, economics, marketing or international trade preferred; basic financial literacy and sensitivity to the "wealth effect" are a plus.
- Capabilities: Communication, coordination and negotiation potential with cross-cultural relationship building; data sensitivity and the ability to drive decisions and optimize channels through data analysis.
- Project Operations: Closed-loop thinking, able to manage the full cycle of a channel project from contract to delivery under guidance.
- Traits & Language: Goal-oriented, self-driven, resilient, open to overseas travel or short-term dispatch; English & Chinese as a working language with barrier-free communication and solid literacy.

*Open to candidates graduating between January 2026 and August 2027.

~~2027 Fresh Grad Hire - Brand Creative (Art)~~

Department: Global Marketing Department

Job Title: Brand Creative (Art)

Team: Brand Creative

Who We Are: Champions of Creative Excellence

Brand Creative is the heart of our storytelling. We are the architects of Futu and moomoo global narrative, crafting the soul of one of the world's most disruptive fintech brands. We don't just make assets; we create visual experiences that transform complex investing into relatable, inspiring stories. Our team is united by a shared obsession with creative excellence and a relentless drive to raise the bar.

Your Role: The Foundation for a Strategic Creative Career

You will provide essential art direction and design support to the Brand Creative Lead, playing a critical role in bringing our global brand narrative to life. This role is designed as a launchpad for a career in strategic art direction. You will bridge creative vision with industry quality execution, with a clear path to grow from foundational design to contributing actionable creative strategies.

Key Responsibilities: Where You'll Learn and Impact

- Creative Strategy & Art Direction Support
- Support the development of creative campaigns by executing the visual design for key marketing channels, with a meticulous eye for detail.
- Actively research and analyze industry trends, global design movements, and competitive campaigns. Synthesize these insights into mood boards and creative briefs to inform our creative direction.
- Under mentorship, begin to art direct specific projects, learning to translate creative briefs and market insights into visually stunning and effective concepts.
- High-Impact Visual Execution & Brand Guardianship
- Be a passionate guardian of the Futubull and moomoo visual identity, championing creative quality and consistency in every asset you touch.
- Develop high-quality visual presentations for branding, marketing, and events that are highly perceptual and influential, effectively communicating the creative vision to stakeholders.
- Adapt master creative assets for regional markets, applying a critical and thoughtful eye to maintain brand integrity and visual impact across cultures.
- Creative Growth & Cross-Functional Collaboration
- Leverage strong communication skills in English (our working language) to collaborate effectively with global partners and present your work clearly.

- Actively and confidently participate in creative brainstorms and reviews, bringing a fresh, well-articulated point of view grounded in your research.
- Develop project management capabilities to help move creative projects from concept to implementation efficiently.

Growth & Development

- Take ownership of more complex projects and contribute to large-scale integrated marketing campaigns.
- In this role, your journey is our priority. You will start with foundational responsibilities, and your growth will be measured by your increasing ability to:
- Transition from supporting to independently formulating creative strategies and core concepts.
- Develop know-how on specific channels, contributing to the creation of industry benchmark cases.

What We're Looking For (Qualifications)

- A recent graduate (Bachelor’s degree) in Graphic Design, Visual Communications, or a related creative field.
- Possess excellent English reading, writing, and communication skills, with the ability to use English as a working language.
- A strong portfolio that is a testament to your passion for design. It must demonstrate excellent foundational skills and the potential for sophisticated conceptual and art direction thinking.
- Proficiency in the Adobe Creative Suite (Illustrator, Photoshop, InDesign) and Figma. Experience with motion graphics is a plus. Applied AI-Generated Content (AIGC) tools for visual concepting and asset creation are highly valued
- English & Chinese as a working language with barrier-free communication and solid literacy.
- Familiarity with brand strategy and a passion for studying global design trends and creative cases. An understanding of visual systems and design concepts is essential.
- An innate drive for creative excellence, reflected in a meticulous eye for detail, typography, and composition.
- Possess strong communication and coordination skills as well as project management capabilities, be able to quickly transform creative concepts and implement them, with preference given to those with team leadership experience;
- (Preferred) Experience or award recognition in international creative competitions, or relevant project experience in the internet/tech industry.

You Are:

- A creative problem-solver with a growth mindset and an uncompromising eye for quality.
- A collaborative team player who is deeply passionate about contributing to a larger creative vision.
- Proactive, adaptable, and organized, with a drive to see every project through to excellence.
- Ready to build the foundation for your career at a world-class fintech brand.

*Open to candidates graduating between January 2026 and August 2027.

2027 Fresh Grad Hire - Commercial Data Analyst

Department: Key Account Business Department

Responsibilities

1. Client Data Analysis: Based on business requirements, build client profiling and segmentation systems to deeply understand the characteristics and needs of high-net-worth and institutional clients.
2. Strategy Development: Identify client behavior patterns and potential risks through data mining and statistical analysis, and deliver actionable client engagement strategies, product optimization recommendations, and operational solutions.
3. Business Support: Provide data-driven recommendations and decision support to client relationship teams and product teams, promoting data-informed product iteration and business growth.
4. Ad-hoc Research: Conduct targeted data analysis for key clients or business scenarios, produce research reports, and drive strategy implementation.

Requirements

1. Bachelor's degree or above (Class of 2026), majoring in Statistics, Mathematics, Financial Engineering, Computer Science, Data Science, or related fields preferred.
2. Proficient in SQL; experienced with data analysis tools such as Python or R; familiarity with common machine learning algorithms is a plus.
3. Strong logical thinking and data sensitivity, with the ability to extract business insights from complex datasets.

4. Excellent communication skills, capable of translating data analysis results into clear business language and driving cross-functional collaboration. Excellent command of spoken and written English & Chinese.

5. Passionate about the fintech industry; Basic knowledge of securities, funds, or wealth management is preferred.

*Open to candidates graduating between January 2026 and August 2027.

2027 Fresh Grad Hire - Assistant Relationship Manager

Department: Key Account Business Department

Key Responsibilities

1. Assist Relationship Manager to manage key partner relationships to achieve business targets;

2. Explore new business opportunities in order to company strategy;

3. Building tight relationship with high-net-worth clients to complete team AUM and revenue target;

4. Work closely with IA and product team and provide investment portfolio analysis and advices to the clients according to their needs, desires and risk profile;

5. Support marketing team to build high-net-worth activities based on the team resources;

6. Responsible for serving high-net-worth clients, including account opening, maintenance, and related tasks. Manage credit quality and monitor margin levels.

7. Work on ad hoc projects and tasks assigned by management.

Requirements

1. Bachelor's degree or above, preferably in Finance, Economics, or a related field;

2. Excellent command of spoken and written English, Mandarin and Cantonese ;

3. High level of customer-centric mindset to deliver exceptional quality services for customers;

4. Familiarity with PWM business processes and relevant regulations, with a strong sense of risk awareness and compliance.

5. Fluent in Chinese and English, with solid reading, writing and cross-cultural collaboration skills.

*Open to candidates graduating between January 2026 and August 2027.

2027 Fresh Grad Hire - Content Operations (JP Market)

About the Role

Join our Editorial Operations team to plan, produce and operate high-quality Japanese-language financial content that helps investors better understand market developments, investment themes and relevant financial knowledge.

You will develop Japanese content strategies based on user needs, market insights and content data; support content production, publishing and distribution; apply AI tools to improve content and operational efficiency; and continuously optimize content performance through data analysis.

You will work closely with editorial, research, product, data and marketing teams in both Shenzhen and Tokyo. Japanese will be an important working language for content planning, writing, editing, day-to-day communication and cross-functional collaboration. With mentorship and structured development, you will progressively take ownership of specific Japanese content columns, channels or editorial operations initiatives.

Responsibilities

- Identify financial content opportunities for the Japanese market and Japanese-speaking users through market research, user needs, user feedback and content performance data.
- Maintain a strong understanding of the U.S. and Japanese equity markets, and plan Japanese-language financial columns, thematic content and coverage of market events, including editorial angles, formats, publishing schedules and distribution channels.
- Understand the investment styles of different customer segments, identify their content needs, and develop relevant content topics and plans accordingly.
- Apply AI tools to content production and operational workflows; develop reusable Japanese-language content templates, prompts and processes; and establish quality-control mechanisms for factual accuracy, language quality and editorial standards.
- Track and analyze content reach, consumption, engagement and conversion metrics; propose, test and evaluate improvements to content strategy and distribution.
- Collaborate with cross-functional teams in Shenzhen and Tokyo to support Japanese content product launches, marketing campaigns, thematic projects and day-to-day operations.

- Document user insights, content methodologies and workflow improvements to enable scalable, standardized and continuously evolving Japanese content production and operations.

Requirements

- Bachelor’s degree or above in Finance, Economics, Journalism, Communications, Business Analytics, Information Management, Japanese Studies, International Business or a related discipline.
- Strong interest in financial markets, investing and the Japanese market, with the ability to understand and communicate financial information clearly and accurately.
- Ability to use Japanese as a working language, including independently conducting research, planning topics, writing and editing content in Japanese; participating in Japanese-language meetings; and communicating effectively with native Japanese speakers or Japan-based partners in a professional setting. Native or near-native Japanese proficiency is preferred.
- Familiarity with commonly used AI tools and the ability to independently assess and ensure the quality of AI-generated outputs, particularly with respect to financial accuracy, terminology and Japanese-language quality.
- Basic data analysis skills, with the ability to derive insights from content data and translate them into practical content or operational improvements.
- Strong sense of ownership, curiosity, attention to detail, learning agility and cross-functional collaboration skills.
- Preferred Qualifications
- Extensive personal experience in stock investing is a plus.
- Experience writing or editing Japanese-language content related to finance, business, investing or market research.

*Open to candidates graduating between January 2026 and August 2027.

2027 Fresh Grad Hire - Content Growth Operations Associate (US/CA Market)

What You'll Do

- AI-Powered Content Operations: Produce and iterate scalable content assets (options, event contracts, market education) with AI toolchains; help build and refine AI-assisted content production workflows
- Campaign Operations: Support planning and execution of market-event campaigns (earnings season, FOMC, product launches) — own the process from topic selection and compliance review to launch tracking and post-campaign analysis

- Customer Operations: Support customer segmentation and engagement strategies (new users / low-frequency / high-value); track operational effectiveness and iterate
- Cross-Functional Collaboration: Coordinate with product, design, compliance, data and engineering teams to ship projects on time and at quality
- Data-Driven Decision Making: Track operational metrics, conduct attribution analysis, and deliver data reports with actionable recommendations
- Market Insights: Monitor US market dynamics (Fed rate decisions, CPI, earnings season, options market trends) and summarize investor-perspective takeaways

What We Look For

- Master's degree or above, majors in Finance, Economics, Financial Engineering or related fields preferred; strong investment passion and clear market understanding required for other majors
- Fluent English (written & spoken) — core for North America market business
- AI-native working habits: hands-on experience with LLMs / AI agents / automation tools; enjoys building with AI, not just using it
- Strong self-drive: proactively identifies opportunities, defines problems and finds solutions in ambiguous situations; does not wait for instructions
- Strong systems thinking: able to decompose complex business challenges into executable modules with structured reasoning
- Real investment experience (any one of the following):
    - Own securities / investment account with actual trading experience in US stocks, options or crypto
    - Relevant internship at a financial institution (brokerage / bank / asset management / investment firm)
    - CFA Level I+ / securities licence / equivalent professional certification
    - Excellent communication and teamwork skills
    - Resilience and ability to thrive in a fast-paced, high-intensity environment

Bonus Points

- Options / derivatives trading experience (directly relevant to core business)
- Familiarity with internet brokerages (moomoo / Robinhood / Webull / IBKR, etc.)
- Awareness of prediction markets / sports event contracts
- Internship experience in content operations / user growth / campaign operations

- Study or living experience in North America with familiarity with local culture

*Open to candidates graduating between January 2026 and August 2027.

2027 Fresh Grad Hire - Creator Operations Associate (HK Market)

Key Responsibilities

1. Identify, engage, and maintain relationships with promising creators/KOLs, supporting their growth and content development.
2. Assist in planning, organizing, and executing online and offline creator events to drive creator engagement and community influence.
3. Support communication and collaboration with external institutions, content service providers, and other partners to facilitate content and event initiatives.
4. Stay informed about content trends and creator needs, and contribute to content planning, campaign promotion, data tracking, and project reviews.
5. Help document and optimize operational processes to improve creator service quality and content operations efficiency.

Qualifications

1. Strong interest in content communities, the KOL ecosystem, or new media operations; enjoys engaging with creators and external partners.
2. Excellent communication and interpersonal skills, with strong empathy and the ability to understand others' needs and build positive relationships.
3. Fluent in both Cantonese and English, with the ability to use both languages for daily work communication.
4. Basic experience or aptitude in event planning and project execution; proactive, detail-oriented, and responsible.
5. Strong teamwork and cross-functional communication skills, with the ability to manage multiple tasks in a fast-paced environment.
6. Data-minded with solid summarization and retrospective skills; proficient in Microsoft Office or similar productivity tools.
7. Experience in campus events, social media operations, community operations, content creation, or business partnerships is a plus

*Open to candidates graduating between January 2026 and August 2027.

2027 Fresh Grad Hire - Retail Customer Operations

Team(HK Market)

About the Role

The Retail Customer Operations Team is dedicated to addressing trading friction points across different user lifecycles, centered on user needs, to drive user value growth.

We are looking for a highly motivated graduate to join the team and support user strategy, growth initiatives, data analysis, and cross-market collaboration.

This role provides an opportunity to gain exposure to investment markets and acquire valuable hands-on user growth experience within an international fintech environment.

Key Responsibilities

1. Growth Project Support & Performance Analysis

- Support the execution of key growth initiatives including user strategy and growth campaigns;
- Track project performance, user feedback, and market responses;
- Assist in analyzing campaign results and preparing post-project reviews;
- Help identify optimization opportunities and improve operational effectiveness.

2. Data Insights & Scaled Operations

- Leverage data analysis to identify funnel issues and optimize growth strategies;
- Utilize AI automation and other capabilities to enhance operational efficiency and business growth.

3. Cross-market Collaboration & Insights Sharing

- Monitor market trends and collect growth insights from different markets;
- Support cross-market knowledge sharing and collaboration initiatives;
- Assist with English materials preparation, translation, and communication across global teams.

Requirements

1. Basic Qualifications

- Bachelor's degree or above, with strong interest in fintech, investment markets, digital platforms, or user growth;
- Strong analytical thinking and problem-solving skills;
- Excellent communication and project coordination skills;
- Ability to learn quickly and work in a fast-paced environment

2. Language Requirements

- Fluent English communication skills, with English as a working language;
- Ability to read, analyze, and summarize English materials;
- Additional language skills (e.g., Cantonese or other Asian languages) are a plus.

3. Preferred Qualifications

- Internship or project experience in:
- User growth / digital marketing;
- Content operations;
- Product marketing;
- Market research or data analysis;
- Personal investment experience; knowledge of options trading is a plus;
- Familiarity with data analysis tools (Excel, SQL, Python, etc.) is a plus;
- Experience using AI tools to improve work efficiency is a plus.

What You Will Gain

- Hands-on experience in growth operations within a leading fintech platform;
- Exposure to investment markets, product strategy, and user growth;
- Opportunity to work with cross-functional teams across different markets;
- Career development path toward growth operations, content strategy, or product marketing roles.

*Open to candidates graduating between January 2026 and August 2027.

2027 Fresh Grad Hire - Security Compliance Engineer

Responsibilities

- Assist in maintaining and continuously improving the company's overseas business security management system, and participate in the day-to-day operation of international security management frameworks such as ISO 27001/27017/27018 and SOC 2.
- Track and study overseas cybersecurity and data protection regulations (e.g., GDPR, CCPA/CPRA, Hong Kong PDPO, Singapore PDPA), and assist in conducting compliance gap analyses and follow-up on remediation.
- Participate in security compliance assessments, risk assessments, and internal audits for overseas business; assist in organizing compliance self-inspections and preparing materials for external audits; compile compliance reports and track issues

through to remediation closure.

- Assist in delivering security compliance awareness training and communication for overseas regions, and participate in maintaining the security compliance knowledge base and operational guidelines.

Qualifications

- Interest in learning about international security management frameworks and data compliance; familiarity with basic concepts such as ISO 27001, SOC 2, and PCI DSS is preferred (hands-on experience not required).
- Familiarity with or coursework in overseas data protection regulations; understanding of GDPR and basic personal information protection concepts is preferred; knowledge of regulatory compliance requirements in the overseas financial industry is a plus.
- Solid foundational knowledge of information security, including basic concepts of network security, system security, and data security; ability to understand the mapping between technical controls and compliance requirements.
- Good documentation writing skills, risk awareness, and problem analysis abilities; detail-oriented and responsible, with the ability to follow up on cross-team remediation items.
- English & Chinese as working languages: fluent reading and writing; able to read English regulations and standards documents, and to conduct day-to-day email and meeting communication in English.

Preferred Qualifications

- Internship experience in security, compliance, or legal fields.
- Participation in CTF competitions, data compliance competitions, moot court, or business analysis competitions.
- Strong English proficiency (e.g., CET-6, excellent IELTS/TOEFL scores, or overseas exchange experience).

*Open to candidates graduating between January 2026 and August 2027.

2027 Fresh Grad Hire - Security Operations Engineer

Job Responsibilities

- Participate in the development of the company's security operations and protection system; under the guidance of a mentor, take part in day-to-day operations across areas such as vulnerability analysis, threat intelligence, and security incident detection and response.
- Assist in the monitoring, analysis, and initial handling of security incidents;

support issue localization, remediation follow-up, and post-mortem report writing; continuously learn and optimize protection strategies.

- Assist in maintaining the day-to-day security operations processes for cloud infrastructure, including WAF configuration, DDoS protection, host monitoring, vulnerability scanning, image and container security management, and security baseline checks; learn to identify and assess security risks of cloud assets.

Qualifications

- Strong interest in cybersecurity; understanding of common network attack and defense principles; familiarity with the OWASP Top 10 and common vulnerability principles (e.g., SQL injection, XSS, CSRF) is preferred.
- Familiarity with mainstream security products and their underlying principles; Experience in any of the following is preferred (mastery not required):
- Exposure to security devices or platforms such as WAF, firewalls, intrusion detection, vulnerability scanning, or host protection;
- Understanding of the basic security services of mainstream cloud platforms such as AWS, Alibaba Cloud, or Tencent Cloud;
- Participation in CTF competitions or campus security clubs, or ownership of a personal security blog or GitHub security projects, is preferred.
- Understanding of the basic methods for security incident tracing and log analysis; familiarity with common attack chain models (e.g., MITRE ATT&CK); ability to use basic tools (e.g., grep, ELK, SQL queries) for log querying and correlation analysis is preferred.
- English & Chinese as working languages: fluent reading and writing; able to read English regulations and standards documents, and to conduct day-to-day email and meeting communication in English.

Preferred Qualifications

- Internship experience in security operations, penetration testing, or vulnerability analysis.
- Self-taught proficiency in security tools (e.g., Nmap, Burp Suite, Wireshark) with the ability to perform basic operations.

*Open to candidates graduating between January 2026 and August 2027.

2027 Fresh Grad Hire - Backend Engineer (Security)

About Us

Responsible for building security systems (including the DevSecOps toolchain, risk control systems, FWAF, SIEM, etc.), safeguarding the company's overall business security through high-quality engineering delivery.

Job Responsibilities

- Take ownership of development iterations for at least one core system among the DevSecOps toolchain, risk control systems, FWAF, and SIEM, safeguarding overall business security.
- Deeply explore and analyze business requirements, abstract security needs into standardized tool capabilities, and drive scalable adoption and end-to-end closed loops.
- Continuously improve the existing security tooling ecosystem, optimize system weaknesses, and enhance tool performance, stability, and usability to better support business iterations.

Qualifications

- Bachelor's degree or above, with solid foundations in computer science and software technology.
- Proficiency in at least one language (Go/Rust/C++, etc.); excellent code design skills; deep understanding of object-oriented programming and design patterns.
- Proficiency with mainstream storage components such as MySQL and Redis; strong data modeling skills and experience in SQL/NoSQL optimization.
- Strong self-motivation, good cross-team communication skills, and a sense of technical responsibility; ability to independently deliver projects of moderate complexity.
- English & Chinese as working languages: fluent reading and writing; able to read English regulations and standards documents, and to conduct day-to-day email and meeting communication in English.

Preferred Qualifications

- Basic understanding of security theory (web application security / data security / identity and access management).
- Familiarity with AI agent development and spec-driven development (SDD) workflows.

*Open to candidates graduating between January 2026 and August 2027.

2027 Fresh Grad Hire - Intelligent R&D and Operations Platform Engineer

As the "Agent builders" for Futu's intelligent R&D and operations, we are reshaping the entire R&D and operations lifecycle with AI. By joining us, you will:

- Deeply participate in building the AI Agent for the intelligent R&D and operations platform, constructing intelligent foundational capabilities that span the full chain of requirements development, testing and validation, change control, fault inspection,

and recovery.

- Participate in building the platform's full-chain governance capabilities, enabling tools in the R&D and operations workflow to be orchestrated by AI, AI assets to be managed in a structured manner, and the entire process to be auditable, secure, and controllable.

- Participate in the integration of large models with R&D and operations data — for example, exploring AI-driven anomaly alerting, automated root cause analysis, and intelligent remediation loops on top of petabyte-scale observability data and massive R&D process data, driving R&D and operations scenarios to evolve from "passive tools" into a "one-stop intelligent work platform."

Responsibilities

- Take ownership of the design and development of the AI Agent module for the intelligent R&D and operations platform, supporting core scenarios such as automated development, testing and validation, risk inspection, system operations, anomaly root cause localization, and fault remediation.

- Deeply break down pain points in R&D and operations scenarios, abstract business requirements into standardized Agent capabilities, and drive model selection, prompt optimization, retrieval tuning, and toolchain implementation to achieve end-to-end closed loops.

- Build the Agent evaluation and quality assurance system, including evaluation set design, metric system development, regression testing, and online quality monitoring, continuously optimizing Agent success rate, latency, and token cost.

- Participate in building Agent reliability — observability, fault tolerance and degradation, permission isolation, prompt injection protection, and operation auditing — to ensure the secure and stable operation of online Agents.

- Collaborate closely with product, algorithm, and frontend teams to ensure timely, high-quality delivery of Agent capabilities; write technical documentation, participate in code reviews, and drive the adoption of engineering standards.

- Continuously track cutting-edge technologies such as large models, Agent frameworks, and RAG to enhance the platform's technical sophistication and development efficiency.

- English & Chinese as working languages: fluent reading and writing; able to read English regulations and standards documents, and to conduct day-to-day email and meeting communication in English.

Qualifications

- Bachelor's degree or above in Computer Science or a related field.

- Deep understanding of fundamentals including computer networks, operating systems, data structures, and algorithms; proficiency in at least one of Go/Rust/C/Java; familiarity with common storage and middleware such as MySQL, Redis, and Kafka, with strong data modeling skills.

- Understanding of the fundamental characteristics of large models (context window, tokens, temperature, hallucination, structured output); ability to use mainstream model APIs, Agent SDKs, and prompt templates for basic development; mastery of Function Calling, simple workflow orchestration, RAG, and session state management. Ability to build small evaluation sets from samples and identify issues at the level of prompts, models, retrieval, or tool calling.
- Security awareness regarding data privacy, key protection, permission boundaries, and sensitive information handling.
- Fluent English listening and speaking skills; ability to conduct work meetings, cross-team collaboration, and technical communication in English.
- A high sense of responsibility and self-motivation; strong communication and teamwork skills; ability to independently deliver projects of moderate complexity.
- Passion for technology and self-driven; continuously delve into and explore new domains, with strong technical sensitivity, risk identification ability, and a holistic perspective.

Preferred Qualifications

- Development or internship experience in AI Agents, LLM applications, RAG systems, or DevOps-related projects.
- Familiarity with Agent frameworks such as LangChain and LlamaIndex, or hands-on experience in large model fine-tuning and model accuracy evaluation.
- Contributions to open-source communities, or technical blogs or papers in related fields.

*Open to candidates graduating between January 2026 and August 2027.

2027 Fresh Grad Hire - AI Algorithm Engineer

About Us

The Futu AI team is dedicated to deeply applying artificial intelligence to financial investment and enterprise productivity scenarios. Our scope covers investment agents, intelligent search, recommendation, growth, financial analysis, AI customer service, AIGC, AI-native R&D tools, as well as a unified AI platform and infrastructure.

You will have the opportunity to participate in the intelligent upgrade of products such as Futubull and moomoo, and to contribute to the company-wide Agent platform and shared AI capabilities—enabling AI to directly improve users' investment experience, create business value, and boost organizational productivity.

Why This Role

- Real, core scenarios: Work on investment agents, intelligent search, personalized recommendation, financial analysis, and enterprise AI applications, where algorithm performance can be validated quickly in real business.

- Full technical stack: Cover model training and optimization, Agent/RAG, search and recommendation, model evaluation, and AI platform capability building.
- Technology and business in equal measure: Collaborate with product, operations, and engineering teams to translate cutting-edge technology into user experience and business results.
- Multi-directional growth: Based on your strengths, contribute to one or more areas such as large models, agents, search and recommendation, financial algorithms, or the AI platform.

Key Responsibilities

- Core algorithm R&D and optimization: Participate in technical R&D in areas such as large language models, agents, RAG, multimodal, search and recommendation, and financial algorithms; carry out high-quality data construction, model training and post-training, evaluation analysis, and performance optimization.
- AI scenario implementation and business enablement: Drive the implementation of AI technology in scenarios such as investment agents, intelligent search, personalized recommendation, financial analysis, AI customer service, AIGC, and R&D efficiency improvement. Work with product, engineering, and quantitative teams to complete the full loop from requirements analysis and solution design to launch and validation.
- AI platform and capability accumulation: Participate in building the Agent platform, the Skill/MCP ecosystem, knowledge bases, model services, and automated evaluation systems; drive the modularization, servitization, and large-scale reuse of algorithm capabilities.

Requirements

- Bachelor's degree or above in Computer Science, Artificial Intelligence, Mathematics, Statistics, Automation, Financial Engineering, or a related field.
- Solid foundation in machine learning and deep learning; understanding of the fundamental principles of Transformers, large language models, agents, or search and recommendation systems.
- Proficient in Python; familiar with mainstream deep learning frameworks such as PyTorch; strong capabilities in data structures, algorithms, and engineering implementation.
- Strong problem analysis and experimentation skills; able to complete data analysis, solution design, model experimentation, and performance validation around practical goals.
- Passionate about AI technology and its real-world applications; keeps up with the latest progress in large models, agents, and AI engineering.
- Strong self-drive, learning ability, and communication and collaboration skills; able to read English technical materials.

Preferred Qualifications

- Project or internship experience in large model training and optimization, agents, RAG, search and recommendation, multimodal, or financial algorithms.
- Papers published at top academic conferences, or outstanding results in algorithm, programming, mathematics, or data science competitions.
- Contributions to high-quality open-source projects, or familiarity with technologies such as model post-training, reinforcement learning, retrieval optimization, inference acceleration, and model evaluation.
- Strong interest in financial markets such as stocks and options; experience in quantitative research, fintech projects, or AI product implementation.
- Fluent English & Chinese listening and speaking skills; ability to conduct work meetings, cross-team collaboration, and technical communication in English.

*Open to candidates graduating between January 2026 and August 2027.

2027 Fresh Grad Hire - Offline Business Management Trainee（HK）

Program Overview

The Management Trainee program of the Offline Branch Business Line is Futu Hong Kong's core talent reserve initiative for its offline business. Open to fresh graduates, it follows a systematic development path combining "storefront frontline + multi-function rotation," shaping trainees into Store Managers over approximately two years and serving as a key pipeline for future Business Line Leaders through long-term cultivation.

Key Responsibilities

- Rotate across Futu's offline retail branchs in Hong Kong, assigned to stores and roles based on business needs; responsible for customer reception, securities consultation, account opening and fund deposit, app guidance, complaint handling, and day-to-day store operations.
- Contribute to the implementation of store standard operating procedures (SOPs) and customer service standards; participate in localized marketing and business data analysis; assist with single-store daily operations, teamwork, andcompliance execution.
- Rotate across functions including stores, middle-office, and marketing planning; understand cross-store coordination and compliance control; participatein key projects such as business analytics framework development, talent pipeline building, and service standard optimization, growing toward business line management.

Qualifications

- Education & Major: Bachelor's degree or above, fresh graduate; majors in Finance, Economics, Management, Marketing, or related fields preferred.

- Language & Competencies: Proficient in Cantonese and Mandarin, English fluency a plus; professional appearance, approachable communication, strong service mindset, detail-oriented and rigorous; good capabilities in teamwork, learning, data analysis, and resilience under pressure.
- Industry Passion: Passionate about the financial industry with a basic understanding of Hong Kong and US stock securities; personal stock trading/investment experience or strong willingness to learn preferred.
- Compliance & Scheduling: Must successfully obtain the securities practitioner qualification and complete registration before confirmation of employment;willing to work shifts on weekdays, weekends, and public holidays, and to rotate across stores and regions.

*Open to candidates graduating between January 2026 and August 2027.

Key Responsibilities

1. Assist Relationship Manager to manage key partner relationships to achieve business targets;
2. Explore new business opportunities in order to company strategy;
3. Building tight relationship with high-net-worth clients to complete team AUM and revenue target;
4. Work closely with IA and product team and provide investment portfolio analysis and advices to the clients according to their needs, desires and risk profile;
5. Support marketing team to build high-net-worth activities based on the team resources;
6. Responsible for serving high-net-worth clients, including account opening, maintenance, and related tasks. Manage credit quality and monitor margin levels.
7. Work on ad hoc projects and tasks assigned by management.

Requirements

1. Bachelor's degree or above, preferably in Finance, Economics, or a related field;
2. Excellent command of spoken and written English, Mandarin and Cantonese ;
3. High level of customer-centric mindset to deliver exceptional quality services for customers;
4. Familiarity with PWM business processes and relevant regulations, with a strong sense of risk awareness and compliance.
5. Fluent in Chinese and English, with solid reading, writing and cross-cultural

collaboration skills.

*Open to candidates graduating between January 2026 and August 2027.

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