

Job Title: Project Manager (60-month Church Redevelopment Project)

Organization: Kowloon City Baptist Church (KCBC)

Location: Tung Lei Road, Wong Tai Sin

Commencement: 4Q 2026 (Subject to interview and vetting)

KCBC invites applications for the position of **Project Manager** to oversee the planning, design, procurement, construction, completion, and handover of the Church's building project and demolition of the previous and existing Church Building. The whole development process for the above mentioned is expected to be 60 months.

Duration: The initial appointment is a 1-year fixed-term half-time contract (22 hours per week excluding lunch hours). Prior to completion, a performance and project review will be conducted to determine the contract framework for the subsequent 2 years, with the flexibility to either continue the half-time arrangement or transition into a full-time contract (5.5-day work week). Extensions or renewals are highly possible, subject to satisfactory performance and development milestones.

Requirements

1. Commitment to and respect for Christian values and principles

Candidates should demonstrate a genuine respect for and understanding of Baptist church tradition, mission, governance, and ministry needs. We welcome applicants from diverse backgrounds who possesses core values such as integrity, humility, prudence, accountability, and a servant-hearted attitude. Candidates who are committed to embodying these values and principles, and who respect the Church's vision and mission, will be favourably considered.

2. Relevant professional qualification

Degree, Master's degree, or recognised higher professional qualification in Architecture, Building Studies, Construction Management, Civil/Structural Engineering, Building Services Engineering, Quantity Surveying, or a related discipline together with membership or chartered status of a relevant professional institution, such as HKIA, HKIE, HKICM, HKIS, or equivalent.

3. Extensive construction-project experience

At least 20 years of relevant post-qualification experience in the Hong Kong construction industry, including substantial experience in project, construction, contract, or senior site management. Candidate should have experiences at senior managerial level, demonstrating extensive expertise in construction management, comprehensive knowledge of safety regulations and recognized professional credentials. Proven contract-management skills and strong leadership abilities are highly desirable. Experience with occupied-building works, church/school/community projects, government approvals, and Hong Kong construction safety requirements, would be considered an added advantage.

4. Proven large-project delivery record

Demonstrable experience in managing building, alteration-and-addition, renovation, institutional, community, church, school, or comparable projects with a construction value of at least HKD 1 billion.

5. Comprehensive management capability

Strong experience in consultant and contractor coordination, programme and risk management, cost control, tendering, procurement, contract administration, variations, quality assurance, site safety, statutory compliance, completion, and handover.

6. Communication, governance, and language skills

Strong leadership, negotiation, reporting, and stakeholder-management abilities; excellent written and spoken Chinese and English, with fluency in Cantonese. The candidate must uphold transparent procurement, confidentiality, proper declaration of conflicts of interest, and sound stewardship of Church resources.

Salary and Benefits: Remuneration package and paid annual leave entitlement will be commensurate with qualifications and professional experience. Full-time personnel are entitled to a comprehensive health and medical benefits package.

Contract-End Gratuity and MPF Contributions: Upon satisfactory completion of each contract term, a gratuity will be granted which, when added to the employer's MPF contributions made during the employment period, equals up to 10% of the total basic salary drawn (applicable to both half-time and full-time phases).

Probation and Termination: The position is subject to a 3-month probation period. Within the first month, either party may terminate the appointment immediately without notice. Thereafter, the required notice period (or payment in lieu) scales to 7 days during the second month, and 1 month during the third month. Upon successful confirmation, a standard 2-month notice period or payment in lieu applies to both parties.

How to Apply: Please submit a full résumé stating current and expected salary, availability, a portfolio of relevant projects specifying your level of involvement and responsibility, professional qualification certificates and contact details of two professional referees to recruit@baptist.org.hk or by mail to **Kowloon City Baptist Church, 206 Argyle Street, Kowloon** (please specify the application post). The application deadline is October 24, 2026.

KCBC is an equal opportunity employer. All personal data collected will be handled in strict confidence and used solely for recruitment purposes. Unsuccessful applications will be destroyed within 6 months.