



澳門特別行政區政府
 Governo da Região Administrativa Especial de Macau
 人才發展委員會
 Comissão de Desenvolvimento de Talentos

2021-2023 年博彩業人才需求清單¹

序號	人才類型	人才級別	崗位名稱			≥60 歲僱員	需求量 (含≥60 歲)	需求缺口	需求程度
1	管理及專業人才	高層人員(5)	總監、副總監	娛樂場總監及副總監	Director/Assistant Director of Casino	7	83	3	---
2				首席運營官/營運總監	Chief Operations Officer/Director of Operation	0	4	0	
3				行政總監/首席執行官	Chief Executive Officer	0	1	0	
4			總裁、副總裁	高級副總裁	Senior Vice President	2	15	-1	
5				副總裁/總裁	Vice President/ President	10	128	2	---

¹ 資料蒐集時段是 2021 年 9-10 月。



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6	管理及專業人才	中層人員 (183)	部門副總監/總監	Assistant Director/ Director of Department	12	358	24	---
7			部門高級經理	Senior Department Manager	3	52	2	---
8			莊荷監督	Dealer Inspector	31	1,640	-10	
9			賭桌監場經理/區域經理	Table Game Pit Manager	129	3,469	-15	
10			賬房主任	Cage Supervisor	46	972	35	---
11			經理	Manager(Transportation/Workforce/Member Support)	0	8	0	
12			助理經理	Assistant Manager (Transportation/Workforce/Member Support)	1	7	1	---
13			賭枱營運經理/副經理	Manager/Assistant Manager of Table Game Operations	47	424	10	---



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14	管理及專業人才	中層人員	角子機營運經理/副經理	Manager/Assistant Manager of Slot Machine Operations	2	235	2	---
15			供應鏈部總監 / 行政總監	Director/Chief Executive of Supply Chain	0	4	0	
16			項目策劃總監 / 經理	Special event Director / Manager	0	29	0	
17			賭桌營運高級經理	Senior Manager of Table Game Operations	1	4	-1	
18			供應鏈部經理	Manager of Supply Chain	0	9	0	
19			物業服務經理	Manager of Property Services	2	29	0	
20			娛樂場市場發展部高級經理/經理/副經理	Casino Marketing Senior Manager/Manager/Assistant Manager	0	1,244	52	---
21			娛樂場審計高級經理/經理/副經理	Casino Audit Senior Manager/Manager/Assistant Manager	1	33	0	



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22	管理及專業人才	中層人員	監察部高級經理/經理/副經理	Surveillance Senior Manager/ Manager/Assistant Manager	2	148	1	---
23			信貸高級經理/經理/副經理	Credit Senior Manager/ Manager/ Assistant Manager	0	23	1	---
24			賬房高級經理/經理/副經理	Cage Senior Manager/Manager/Assistant Manager	12	522	6	---
25			娛樂場會計部高級經理/經理/助理經理	Casino Accounting Senior Manager/Manager/Assistant Manager	0	33	0	
26			娛樂場值班經理	Gaming Shift Manager	8	111	6	---
27			收款經理	Collections Manager	0	7	1	---
28			資訊科技副經理/經理/高級經理	IT Assistant Manager/Manager/Senior Manager	5	137	4	---
29			信貸主管/賬務主任	Credit Officer	0	18	1	---



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30	管理及專業人才	中層人員	貨幣點算主任	Supervisor of Cash Counts	1	27	1	---
31			角子機主任/博彩遊戲機主任	Slot Machine Supervisor	12	315	3	---
32			洗牌房主任/牌房主任	Card Room Supervisor	19	101	6	---
33			娛樂場主任	Casino Supervisor	35	756	-5	
34			娛樂場審計主任	Casino Audit Supervisor	0	28	1	---
35			娛樂場會計主任	Casino Accounting Supervisor	0	30	1	---
36			賭枱主任/助理	Table Games Supervisor/Associate	335	7,128	-33	
37			娛樂場高級會計主任/主任	Casino Accounting Senior Officer/Officer	0	107	1	---



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38	管理及專業人才	中層人員	娛樂場市場發展部主任	Casino Marketing Supervisor	0	96	1	---
39			收款主任	Collections Supervisor	0	3	0	
40			信貸主任	Credit Supervisor	0	9	1	---
41			監察部主任	Surveillance Supervisor	4	178	3	---
42			保安部經理	Manager of Security	18	64	1	---
43			保安部副經理	Assistant Manager of Security	22	69	1	---
44			物業服務副經理	Assistant Manager of Property Services	1	31	0	
45			供應鏈部副經理	Assistant Manager of Supply Chain	0	5	0	



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46	管理及專業人才	中層人員	項目策劃主任/協調員	Special Events Supervisor/Coordinator	0	65	1	---
47			小部門/隊伍主管	Head of Section	15	94	0	
48			法律顧問	Legal Consultant	0	10	0	
49			財務及法律專業人員	Financial/Legal Professional	0	28	0	
50			會計/會計助理	Accountant/Assistant Accountant	0	59	1	---
51			醫生	Doctor	0	11	0	
52			電子及電機工程師/物業服務工程師	Electronic and Electrical Engineer/Property Service Engineer	19	137	3	---
53			娛樂場審計/博彩審計員	Casino Auditor/Gaming Compliance Specialist/ Income Control Senior Auditor	0	97	10	---



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54	管理及專業人才	中層人員	核數員 / 審計員	Auditor	0	6	0	
55			監察部高級分析員/分析員	Surveillance Senior Analyst/Analyst	0	50	1	---
56			娛樂場審計高級分析員	Casino Audit Senior Analyst	0	19	0	
57			資訊科技領班/督導	IT Lead Technician/Technical Supervisor	0	12	0	
58			資訊科技分析員/高級分析員	IT Analyst/Senior Analyst	1	89	1	---
59			培訓師	Staff Trainer	3	28	-1	
60			高級技術員/技術員	Senior Technician/Technician	19	146	20	---
61			監察部高級技術員/技術員	Surveillance Senior Technician/Technician	2	156	30	---



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62	應用人才	基層人員 (647)	娛樂場技術員/ 電器技術員/主管	Casino Technician/ Electrical Technician/ Supervisor	10	138	6	---
63			資訊科技技術員	IT Technician/Specialist	2	90	3	---
64			視聽設備技術員	Audio and Visual Equipment Technician	4	23	0	
65			監察操作員	Surveillance Operator	10	949	10	---
66			角子機維修員	Slot Machine Repair Technician	2	258	0	
67			設施保養及維修技工/物業服務 技術員	Facilities Maintenance and Repair Technician/Property Service Technician	169	507	10	---
68			莊荷	Dealer	2,239	24,438	-400	
69			賬房出納	Cage Cashier	155	2,517	98	---



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70	應用人才	基層人員	角子機服務員/博彩遊戲機操作員	Slot Machine Attendant	50	840	13	---
71			點錢員	Cash Count Clerk	22	267	9	---
72			監幣員	Cash Supervisory Clerk	0	22	0	
73			編更文員	Scheduling Clerk	0	78	0	
74			排更員	Scheduling Operator	0	21	0	
75			紙牌監控員/牌房服務員	Card Room Attendant/Lead Card Room Attendant/Shuffler	98	345	20	---
76			執牌、洗牌、檢查紙牌	Card Keeping/ Shuffling/Checking Clerk	63	198	-1	
77			娛樂場協調員	Gaming Coordinator	3	48	1	---



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78	應用人才	基層人員	行政人員	Admin Staff	12	302	16	---
79			行政助理	Executive Assistant	0	44	0	
80			賭枱助理協調員	Table Games Assistant Coordinator	1	20	0	
81			娛樂場市場發展部專員	Casino Marketing Executive	0	214	1	---
82			娛樂場市場發展部協調員	Casino Marketing Coordinator	0	131	1	---
83			娛樂場市場發展部助理	Casino Marketing Associate	0	148	2	---
84			收款部專員	Collections Executive	0	5	0	
85			信貸部專員	Credit Executive	0	24	0	



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86	應用人才	基層人員	買手/採購員	Purchasing Clerk	1	60	0	
87			高級保安員	Senior Officer of Security	140	394	19	---
88			監控人員	Control Room Officer	2	33	0	
89			保安控制室操作員	Security Control Operator	3	55	1	---
90			保安員	Security Officer	826	2,856	236	---
91			客戶服務分析員	Customer Services Analyst	0	69	3	---
92			娛樂場客戶服務專員/宣傳大使	Host/Ambassador - Casino Customer Services	1	1,551	66	---
93			娛樂場公關/銷售主任	Casino Public Relations Officer	0	9	0	



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94	應用人才	基層人員	會籍部主任及文員/禮賓員	Supervisor/Clerk of Casino Membership Club	0	281	12	---
95			貴賓服務部專員/貴賓服務禮賓員	VIP Service Clerk	1	108	5	---
96			客戶熱線服務員/顧客聯絡中心服務員	Customer Service Hotline Clerk	1	89	-1	
97			電話推廣銷售員	Telemarketer	0	139	8	---
98			娛樂場侍應生	Casino Attendant	75	310	32	---
99			穿梭巴士協調人員/車輛調動中心服務員	Shuttle Bus Coordinator/Assistant	20	188	1	---
100			載客車輛司機	Passenger Vehicle Driver	111	320	15	---
101			貨車司機	Truck Driver	1	2	0	



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102		物業服務領班技師	Lead Technician of Property Services	31	127	9	---
103		辦公室助理 / 潔淨	Office Assistant / Cleaner	100	186	-5	

註 1：請參考《五大經濟行業人才需求清單》編制說明第四點之編制方法。

--- 正常需求 (< 25%)

★ 一級需求 (25% ~ 39%)

★★ 二級需求 (40% ~ 54%)

★★★ 三級需求 (≥ 55%)