



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

2018-2020 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		需求量	需求缺口	需求程度	
1	管理及專業人才	高層人員 (87)	總監、 副總監 (62)	娛樂場總監及副總監	Director/Assistant Director of Casino	277	43	---
2				行政總監	Chief Executive Officer	60	19	★
3			總裁、 副總裁 (25)	高級副總裁	Senior Vice President	79	13	---
4				副總裁	Vice President/VP	135	9	---
5				行政總裁	Chief Executive President	21	3	---

¹ 資料蒐集時段是 2018 年第三季。



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6	管理 及 專業 人才	中層 人員 (2,768)	部門總監/總裁/副總監/副總裁	Director/Assistant Director/ President/Vice President of Department	87	8	---
7			部門高級經理	Senior Department Manager	248	22	---
8			莊荷監督	Dealer Inspector	267	16	---
9			監場經理及主管	Pit Manager/Director	1,076	57	---
10			賭桌監場經理及主任/賭桌區域經理	Table Game Pit Manager/Director	4,960	376	---
11			帳房主任	Cage Supervisor	1,014	135	---
12			經理	Manager	580	112	---
13			副經理	Vice Manager	233	66	★



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14	管理及專業人才	中層人員	助理經理	Assistant Manager	488	87	---
15			部門主任	Head of Department	512	88	---
16			賭枱營運經理/副經理/營運經理	Manager/Assistant Manager of Table Game Operations	211	30	---
17			博彩審核副經理	Assistant Manager of Gaming Audit	96	15	---
18			供應鏈部經理	Manager of Supply Chain	21	5	---
19			娛樂場市場發展部高級經理/經理/副經理	Casino Marketing Senior Manager/Manager/Assistant Manager	988	122	---
20			監察部高級經理/經理/副經理	Surveillance Senior Manager/Manager/Assistant Manager	166	13	---



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21	管理及專業人才	中層人員	賬房高級經理/經理/副經理	Cage Senior Manager/Manager/Assistant Manager	394	20	---
22			娛樂場值班經理	Gaming Shift Manager	617	138	---
23			貨幣點算主任及文員	Director/Clerk of Cash Count	189	21	---
24			角子機主任/博彩遊戲機主任	Slot Machine Supervisor	347	43	---
25			洗牌房主任/牌房主任	Card Room Supervisor	146	35	---
26			娛樂場主任	Casino Supervisor	2,036	207	---
27			娛樂場審計主任	Casino Audit Supervisor	30	6	---
28			賭枱主任/助理	Table Games Supervisor/Associate	5,057	899	---



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29	管理及專業人才	中層人員	娛樂場市場發展部主任	Casino Marketing Supervisor	155	28	---
30			收款主任	Collections Supervisor	4	1	★
31			信貸主任	Credit Supervisor	25	7	★
32			監察部主任	Surveillance Supervisor	176	16	---
33			保安部經理	Manager of Security	99	20	---
34			保安部副經理	Assistant Manager of Security	105	27	★
35			物業服務助理經理	Assistant Manager of Property Services	37	9	---
36			供應鏈部助理經理	Assistant Manager of Supply Chain	9	3	★



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37	管理及專業人才	中層人員	會計師/會計助理	Accountant	109	5	---
38			顧問	Advisor	17	6	★
39			醫生	Doctor	15	5	★
40			電子及電機工程師/物業服務工程師	Electronic and Electrical Engineer	203	37	---
41			娛樂場審計/博彩審核員	Casino Auditor	127	10	---
42			核數師 / 審核員	Auditor	41	13	★
43			資訊系統分析員/資訊科技分析員	Information Systems Analyst	119	38	★
44			培訓師	Staff Trainer	39	12	★



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45	應用人才	基層人員 (8,424)	監察部高級技術員/技術員	Surveillance Senior Technician/Technician	92	7	---
46			資訊科技技術員	IT Operator	139	17	---
47			系統監察技術員	System Monitoring Technician	63	7	---
48			視聽設備技術員	Audio and Video Equipment Technician	86	21	---
49			監察部控制員	Surveillance Operator	1,019	104	---
50			角子機維修員	Slot Machine Repair Technician	345	60	---
51			設施保養及維修技工/物業服務技術員	Facilities Maintenance and Repair Technician/Casino Technician	667	255	★
52			莊荷	Dealer	28,616	4,520	---



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53	應用人才	基層人員	帳房出納	Cage Cashier	2,556	327	---
54			角子機服務員/博彩遊戲機操作員	Slot Attendant	786	121	---
55			點錢員	Cash Count Clerk	289	33	---
56			監幣	Cash Supervisory Clerk	223	17	---
57			編更文員/編更員	Scheduling Clerk	114	16	---
58			紙牌監控員/牌房服務員	Card Room Attendant	401	108	★
59			執牌、洗牌、檢查紙牌	Card Keeping/ Shuffling/Checking Clerk	395	74	---
60			娛樂場協調員	Gaming Coordinator	57	11	---



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61	應用人才	基層人員	行政人員	Admin Staff	158	17	---
62			行政助理	Executive Assistant	220	15	---
63			娛樂場市場發展部職員	Casino Marketing Executive	126	8	---
64			娛樂場市場發展部協調員	Casino Marketing Coordinator	119	10	---
65			娛樂場市場發展部助理	Casino Marketing Associate	141	22	---
66			錢箱收集員	Count Team Member	170	41	---
67			買手/採購員	Purchasing Clerk	107	12	---
68			高級保安員	Senior Officer of Security	1,448	398	★



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69	應用人才	基層人員	監控及保安人員	Control Room/Security Officer	1,355	327	---
70			監察操作員	Surveillance Room Operators	118	7	---
71			保安控制室操作員	Security Control Operator	85	22	★
72			保安員	Security Officer	4,667	1,156	---
73			客戶服務專員、代表及大使/服務及宣傳大使	Host/Ambassador - Casino Customer Services	1,564	117	---
74			會籍部文員/禮賓員	Clerk of Casino Membership Club	292	50	---
75			貴賓服務部專員/貴賓服務禮賓員	VIP Service Clerk	233	46	---
76			電話推廣銷售員	Telemarketer	129	15	---



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77	應用人才	基層人員	娛樂場侍應生	Casino Attendant	640	258	★★
78			穿梭巴士協調人員/車輛調動中心服務員	Shuttle Bus Coordinator	319	44	---
79			載客車輛司機	Passenger Vehicle Driver	327	61	---
80			辦公室助理 / 潔淨	Office Assistant / Cleaner	430	100	---

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%)