

Annex B – Shortage Occupation List

The inaugural COMPASS Shortage Occupation List (SOL) is given below. More details on the application process and verification checks for the SOL will be updated on [MOM's website](#).

S/N	SOL Occupation
Agritech	
1	Alternative protein food application scientist
2	Novel food biotechnologist
Financial Services	
3	Financial/investment adviser (ultra-high/high net worth, family office & philanthropy)
Green Economy	
4	Carbon project/program manager
5	Carbon standards and methodology analyst
6	Carbon trader
7	Carbon verification and audit specialist
Healthcare	
8	Clinical psychologist
9	Diagnostic radiographer
10	Occupational therapist
11	Physiotherapist
12	Registered nurse
Infocomm Technology	
13	AI scientist/engineer
14	Applications/systems programmer
15	Cloud specialist
16	Cyber risk specialist
17	Cybersecurity architect
18	Cybersecurity operations specialist
19	Data scientist
20	Digital forensics specialist
21	Penetration testing specialist
22	Product manager (digital)
23	Software and applications manager (technical lead/supervisor)
24	Software developer
25	Web and mobile applications developer
Maritime	
26	Marine superintendent
27	Marine technical superintendent

Note: From 1 September 2023, EP applications for Infocomm occupations on the SOL will have the option to apply for a longer 5-year duration EP for experienced tech professionals, if they meet eligibility criteria¹ (announced in August 2022).

¹ Apart from the occupation requirements, applicants for the longer 5-year duration EP for experienced tech professionals must also earn a fixed monthly salary of at least \$10,500 (older candidates need

higher salaries to qualify), and pass COMPASS with a score of at least 10 points on the Diversity criterion (C3).