



executive search

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Market Insight – June 2016

Which is Easier: Completing an Ironman or Getting a Job Offer?

Some Might Say The Former These Days...

By Jon Michel

Had a “join the club mate” moment when I glanced at Richard Wagner’s (Head of Investment Banking at Morgan Stanley) quote the other day, as I was on a call with a candidate “strong pipeline but completion rates are slower and deals are taking longer...”. Meanwhile the candidate, who was returning to the workforce after a couple of years out, was sharing their frustration with me around several interview processes they were involved in: “Times have changed since I was last in the job market...I’ve never had to go through as many hoops to get a role as I am being asked to today. I tell you it’s wearing me down Jon.”

From recent experience I think they have a point. Not only do they have the standard numerous interviews to navigate - superiors, peers, internal stakeholders/customers, HR, panel, psych consultant - we also had the team EA interview the shortlisted candidates on a recent role, which was a first.

Increasingly, candidates also have to undergo some form of psych testing; case study; business plan presentation; probity checks; multiple reference checking from third party independent sources that, in one case, meant gathering additional names of referral referees (that’s more references from the original referees to follow up that the candidate wasn’t aware were being contacted) - Sherlock Holmes would be proud of that one; past compensation history documentation...oh and then the additional headcount authorisation request needed because the original headcount expired as all the above steps took so long to complete.

So to put it in perspective, a friend’s partner recently completed an Ironman in roughly 13 hours. I estimate a number of our candidates would have committed much more time than that to their most recent recruitment process before picking up that elusive offer letter. Hats off to all of you I say...

“Movers & Shakers”

Corporate & Investment Banking

- Duncan Hogg ex Barclays has joined BAML in Melbourne as Head of Investment Banking.
- Sylvia Preda has joined the Commonwealth Bank as Executive Director, Client Coverage. Previously, she was with Barclays.
- Chris Stefanovski, ex KPMG & Anthony Lazzoppina of Credit Suisse have both joined Investec as Managing Director, Corporate Advisory. Also joining Investec is Uyi Ighodaro, ex Barclays, as Head of Financial Sponsors Transaction Group.
- Emily Harper, previously with Westpac as Senior Associate, Project & Acquisition Finance, has joined Citi as Assistant Vice President, Corporate Banking.
- Hamish Kelly as been appointed as Head of Global Banking Australia at HSBC - he was formerly Head of FIG with the bank.
- Jay Mertens has joined FIIG’s Gieldan Capital as an Associate Director, Jay joins from Commonwealth Bank.
- Daniel Carmody has been appointed as Vice President at Luminis Partners, prior he was with Goldman Sachs.
- Michael Tamburrini ex-Citi has joined JP Morgan in Melbourne as an Associate.
- Haan Ti, ex Westpac, joins Bank of Tokyo Mitsubishi as Executive Director, Asset-Backed Securities.
- Jean Du Plessis from Deutsche Bank, has joined Credit Suisse as Head of FIG.
- Nick Ekanayake ex Investec, has joined Valkyrie Corporate Advisory as Executive Director.
- Helen Sutherland has joined PwC as Director, M&A. She was previously with Fletcher Building Limited as Strategy & Business Development Manager.



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- Tim Steven ex HSBC leveraged finance has joined RBCCM as Vice President, Capital Structure Advisory to work for Sean Miller.
- Amrit Kolluru has joined Credit Suisse Singapore as a Vice President, M&A. He was previously a Director with UBS in Sydney.
- Kevork Sahagian, previously Vice President, Infrastructure at RBCCM has joined BAML as Vice President, Infrastructure & Utilities.
- Aaron Mbakwe ex JP Morgan in Melbourne has joined Credit Suisse Sydney as an Analyst in the TMT, Industrials & Sponsors team.
- Jamie Duong, ex BG Capital, has joined Wilson HTM in the Equity Capital Markets team.
- David Walsh who was Associate Director at Greenstone Partners, has joined Wilson HTM as an Associate Director.

Private Equity, Principal Investments & Family Office

- Michael Thompson has joined Livingbridge in Melbourne as an Investment Manager, he was previously with Quick Service Restaurants (QSR), Archer Capital & Macquarie Capital.
- Richard Burrows who was Director at Wolseley Private Equity, is joining Guardian Early Learning as Commercial Director.
- Stuart Wardman-Browne & David Perkis have joined IFM Investors as Executive Director & Associate Director respectively. Stuart has prior experience with CHAMP Ventures and David was previously with Whitehelm Capital & Gresham Partners. Also joining, is Matthew Wallis as Investment Analyst in Melbourne, he was previously with Citi.
- Mark Faul of RMB Capital, has joined Pacific Road Capital as an Investment Director, he will be expanding the range of credit investments for the firm's global resources clients.
- Julian Reddick has joined TDM Asset Management as an Investment Manager, he was previously with UBS.
- Chania Rodwell has joined M.H. Carnegie & Co as an Investment Manager. She was previously with Helmsman Funds Management.
- Jason Cheong has joined Vix Investments as an Investment Manager, he was previously with Brookfield Asset Management as Senior Associate.
- Ken Lee of EIG Global Energy Partners has joined Partners Group as Vice President.
- Matthew Tominc, ex Goldmans has joined Sali Investments as Investment Manager (Swisse family office).
- Adrian Kerley & Nic Chin have left CHAMP Ventures. Adrian joins Commonwealth Superannuation Corporation covering private equity / capital investments & Nic joining Macquarie's strategy team in the banking & financial services unit.
- Louis Chu, ex-Citi's Financial Sponsors group, has joined Carlyle as an Investment Associate.
- Alex Huynh of AMP Ventures has joined the growth fund as an Investment Associate.
- Joey Mui previously from AMP Capital, has joined Merlon Capital Partners as an Analyst.

Global Markets, Equities & Treasury

- Warren Briggs, who was Vice-President Debt Capital Markets at Barclays, has joined Brisbane Airport Corporation as a Treasurer.
- Ben Smoker has been appointed CEO, Australia with Saxo Capital Markets. He was formerly Country Head Australia for GAIN Capital. Also joining Saxo as Head of institutional Business, Australia is Nik Kritikos.

Funds Management

Distribution

- Ross Kent, ex Dimensional Fund Advisors, has joined NAB Asset Management as Head of Global Institutional Distribution.
- Kate Hillyar has joined Standard Life Investments as Investment Director, Institutional Business. Prior, she was with NAB Asset Management.
- Jeremy Crowley has joined Bennelong Funds Management as an Associate Director, Institutional Sales. Prior he held a distribution role with Pacific Current Group.
- Emmanuel Vergara, ex CBA has joined Dixon Advisory as Key Account Manager.



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Investments

- Leigh Gavin has joined LUCRF as Head of Investments, he was previously with Frontier Advisors.
- Bob Cunneen has joined NAB Asset Management as Senior Economist, he was previously with AMP Capital.
- Alex Joiner is now Chief Economist with IFM Investors. Prior, he was Chief Economist at BAML.
- Craig Evans joins Tribeca Investment Partners as Co-Portfolio Manager, Tribeca Global Natural Resources Fund. He formerly held senior roles at BAML & Macquarie.
- Sean McMahon will join Charter Hall in August as Chief Investment Officer. He was previously with Frasers Property Australia. Also joining the firm is Geoff Sloan, ex BHP Billiton, who will be Head of Office Asset Management.
- Craig Collie, previously Lead Healthcare Equity Analyst with Macquarie, has joined Regal Funds Management as Portfolio Manager.
- Daniel Conti of Credit Suisse Asset Management, has joined Bentham Asset Management as a Senior Portfolio Specialist.
- Claire Ellis joins Magellan as an Investment Analyst. Previously, she worked at Goldman Sachs.
- Chris Newton has been appointed as Executive Director, Responsible Investment at IFM Investors. Prior, he was Head of Social Innovation at Australia Post.
- Daniel Mueller, has joined Forager Funds Management as Senior Equities Analyst, he has prior experience with Northward Capital & Cannae Capital Partners.
- David Mao ex Greenstone has joined White & Partners as an Associate Director.
- Jimmy Su has joined Advance Asset Management as a FICC strategist. He was previously Investment Analyst at BT Financial group.
- Terry Yuan has joined Antares as Analyst, Fixed Income & Credit. He was previously Lead Fixed Income & Credit Research Analyst with Morgan Stanley.
- Michael Murray has joined Australian Ethical as an Equities Analyst. Prior he was a Portfolio Manager & Analyst with Integrity Investment Management.
- Matthew Wallis, ex Citi has joined IFM as an Investment Analyst in Melbourne.

Corporate Infrastructure (Finance, Risk & Corporate Development)

- Nooshin Valmadre has joined Telstra as General Manager, Corporate Development from Arthur J. Gallagher.
- Sheetal Mudumba previously Corporate Development Manager at Telstra & ex Macquarie, has joined CSG as Head of Strategic Finance in Melbourne.
- Richard Skimin also previously with Telstra and ex Citi, has joined News Limited in a senior M&A role.
- Jaclyn Strelow, formerly Corporate Development Manager at Aurizon, has joined Dixon Advisory as Director, Corporate Finance.
- Corey Yung, ex Vice President with Lumini Partners, has joined Seven West Media in a corporate strategy role.
- Alexandra Ayscough, previously an Associate with Greenstone Partners, has joined GrainCorp in a corporate development role.
- Farhan Ali, ex Credit Suisse Analyst, has joined Woolworths as Associate, Strategy.
- Michael Ng, ex-Citi, Melbourne has joined Wesfarmers in Perth in a business development role.
- Simon Holt, ex WorleyParsons, has been appointed CFO at Centuria Capital.
- Ashley Conn, ex Goldman Sachs has joined Unlocked as CFO.
- Justin Diddams has been appointed as CFO with fintech business, Cover Genius. He was previously a lead analyst for Citi covering the TMET sector.
- Petrea Bradford, ex-Origin as General Manager, Solar and Asia Renewables, International Development, is now the new Head of strategy for the global engineering team of Qantas.
- Angus Knapp, KPMG Director, Corporate Development has joined Nexus Day Hospitals as Acquisitions Director on a contract basis.



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- Diana Saw is now Director, Risk Management with Qualitas. Previously she was with Babcock & Brown.
- Simon Cordell is the new Head of Credit Risk of RateSetter. He was previously Head of Small Business Risk with American Express Australia.
- Daniel James, ex-RBS, has joined Citi Bank as Vice President, Corporate Credit Risk.
- Brendan Kruger, ex- Greenhill is now Senior Analyst, Strategy & M&A at Caltex Australia.
- Georgia Carter has joined Nine Entertainment in the Strategy & Corporate Development team. She has prior experience offshore with Bacardi, as well as Ernst & Young in Sydney & Paris.

**We are keen to hear your feedback or should you require further information,
please contact Nissa Teguh on 02 9235 9404 or nteguh@jmicel.com.au**

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