



executive search

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Market Insight – May 2015

Introducing the “CTP” or the Career Trimester Phenomenon

By Jon Michel

I'm not sure why, but I seem to have had an unusually frequent number of conversations either here in the office, out over a coffee, or on the sideline of school sports events concerning “CTP” of late. By this, I refer to those usually pretty senior, accomplished professionals in their late 40's or early 50's contemplating the next 15 years (or longer if our beloved Treasurer were to have his way) of their careers and what might lie ahead.

I think the pregnancy analogy befitting of this phenomenon as a search online revealed some intriguing parallel symptoms: “You're revved up for that homestretch, but tired of carrying the extra weight, you're thirsty but often have to go to the bathroom and so on...”. Anyway, the CTP executive profile tends to be those whom have successfully climbed their way up the Greasy Career Pole and are well positioned financially as a result (mortgage covered, school fee(s) drain over or close to, superannuation topped up, etc.) but are looking for a challenging change of role/career to bookend their time in the workforce. This could entail the traditional Non-Executive Board option; a transition into an operational role in a company with an equity stake; a move across to Not for Profit; taking on a portfolio of consulting gigs; or retrain to become a teacher/therapist/yoga instructor - perhaps even write a novel, open a café/bar /restaurant or become an online entrepreneur. Possibly, it will be a combination of one or more of these for those more hyperactive CTP candidates needing variety and added excitement... we've seen them all!

This being the case, maybe we should send out a separate “Sea Change Insight” that includes a “Where Are They Now” category to act as a lighthouse to help guide these so called CTPers through the dreaded maze of Potential Trimester Directions that their predecessors have navigated??

Moves and Restructures

Investment Banking

- Grant Brown has been appointed as Head of M&A at Canaccord Genuity, he was previously Managing Director with Macquarie Capital.
- Paul Uren of Goldman Sachs, has joined JP Morgan as Co-Head of Investment Banking, alongside Grant Dempsey.
- Barclays has appointed Richard Satchwell & Paul Early as Co-Heads of Investment Banking. Richard will retain his role as Head of Loan Capital Markets & Paul will relocate to Sydney, he was previously Head of Natural Resources in Hong Kong.
- Anthony Lazzoppina has been appointed as Managing Director, Emerging Companies with Credit Suisse. He was previously with Barclays.
- Brendan Mulheron from Investec has joined Credit Suisse's TMET team as an Associate.
- Malcolm Ezzy, Senior Advisor at Aquasia has joined Investec as Managing Director, Financial Services.
- Mark Dorney has been appointed as the Australian Head of Advisory with CLSA, he was previously with Grant Samuel. Andrew Low, ex RedBridge Grant Samuel, has also joined having been appointed as Head of International Investment Banking with CLSA, he is now based in Hong Kong. Ashley Ozols (ex Grant Samuel), Sean Huang (ex CVC Capital Partners) & Eric Lalauze (ex RBCCM) also join the team. Ashley and Sean join as Directors and Eric joins as an Associate Director. Manuel Hernandez will also support the team as an Analyst (ex William Buck).
- Sidney Chan, ex Citi, has joined Allier Capital as Managing Director.
- Nicholas Rowe, Oscar Ludwigson & David Tozer of CIMB have established Houlihan Lokey in Australia.
- Ian Maxton of Nomura, has joined Citi as Managing Director & Vice Chairman of Investment Banking.
- Jonathan Gidney of JP Morgan, has joined Greenhill as Vice Chairman & Managing Director.



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- Tom Cribb has left Goldman Sachs and has joined Citi as Director FIG Investment Banking.
- Simon Mordant, Ron Malek & Jamie Garis have set up Luminis Partners following their departure from Greenhill. They are joined by Peter Brownie as Partner (ex Morgan Stanley), Ryan Franz & Kunal Parekh (ex CIMB), as Vice Presidents. Jason Tan (ex CIMB) also joined as an Analyst.
- Tim King ex Investec & Lion Capital, has joined ANZ as Director, Corporate Advisory.
- Jyoti Wardhen, previously with Lazard, has joined Flagstaff Partners as Vice President.
- Brian Ko, ex JP Morgan Associate has joined Macquarie's Financial Sponsors team.
- Adam Bill, previously an Associate with Barclays in Sydney then London, will be joining Credit Suisse in Sydney.

Corporate Banking & Loan Markets

- Aziz Dean, previously Managing Director with Citi, has joined Westpac in Sydney as Head of Loans & Syndications.
- Laurie Walker ex Commonwealth Bank is now on the Global Loans & Advisory Management Board at ANZ Bank.
- Sofia Rostankowska is returning from Perth to Sydney and re-entering the banking world with Barclays as a VP in the loans team.
- Maryrose Estacio, ex ICS Advisory has joined Commonwealth Bank as Executive Manager, Transport.
- Daniel McLean, previously with EY (London) has joined HSBC as Head of Real Estate, Large Corporates.
- Richard Pittam from Barclays, has joined Commonwealth Bank in London as Director covering natural resources.
- Mark Whelan, currently Managing Director Global Commercial Banking at ANZ has been appointed Chief Executive, Australia at the bank.
- Cathy Haynes-Smith has joined Citi (ex RBS) as Vice President, FIG Corporate Banking. Ben Teo (ex RBS) has also joined the team as Associate.
- Giles Borten has been appointed as Global Head of Funds & Insurance with ANZ in the UK, he was previously with UBS also in the UK.
- Wayne Green, previously Head of Loan Capital Markets & Head of Acquisition & Leveraged Finance, Australia has been appointed as Head of Loan Syndicate & Sales, Asia Pacific and will be based in Hong Kong.
- David McCombe has left BNPP and is joining SMBC as SVP Corporate Finance. Richard Green has also left the French bank to join Westpac in Qld in Corporate Banking.
- Andrew Harb, who was Associate Director, Corporate Finance with GE Capital, has joined HSBC as Business Development Manager.

Private Equity & Principal Investments

- Justin Reizes who was the Head of the Australian KRR business has decided to retire. He has been with the company for over 15 years. Peter White & Gareth Woodbridge, previously of Deutsche Bank and Archer Capital have joined the firm. Peter has been appointed as Director, Real Estate and Gareth as Principal, Private Equity.
- Graham Brooke, of CVC Capital Partners, has been appointed as Managing Director at CHAMP Private Equity.
- Aaron Hood, previously with Catalyst Investment Managers, has joined Andrew & Nicola Forrest's family office - Minderoo Group as CIO.
- William Middleton who was an Analyst with Nomura, has joined CHAMP Ventures as an Associate.
- Miki Cvijetic has joined Helmsman Funds Management as Investment Analyst, he was previously with Barclays.
- Mark Luo has joined QIC's private equity fund in Brisbane as an Investment Analyst, he joins from Credit Suisse Singapore.
- Stuart Wardman-Browne, Executive Director at CHAMP Ventures has left the business after 14 years with the firm.
- Sam Walker, previously Vice President at The Carlyle Group, has joined Macquarie Capital in principal investments. Michael Britton has joined the firm as an Associate from UBS.
- Cath Rogers has joined AirTree Ventures as an Investment Manager, she was previously with Anchorage Capital Partners.
- Brinn Tavener has joined BESEN as Investment Associate, he will be covering property. Brinn joins from Stockland Group.
- Bryan Brown (ex KPMG), Ben Dunphy (ex Seabury Group) & Ben Milton (ex Credit Suisse) have joined Blue Sky Private Equity as an Investment Manager & Investment Associates respectively.



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- Adam Dicembre has joined Next Capital as an Associate, he was previously with Rothschild.
- David Vien, ex Commonwealth Bank, has joined L Capital Asia as an Investment Analyst.
- James Giannas has joined the Macquarie Capital Principal Group as Vice President, he was previously with Catalyst Investment Managers.
- Jonathan Lay previously with Credit Suisse, has joined Macquarie Capital as Analyst, Principal Investments.
- Crescent Capital Group has expanded its team with the hire of Elaine Chan who was a Senior Business Analyst at A.T Kearney.

Global Markets, Equities & Treasury

- Andrew Hinchliff, ex Goldman Sachs has been appointed as Executive General Manager, Global Markets with the Commonwealth Bank.
- Tim Lindley, who was Managing Director with Barclays, has joined Morgan Stanley as Managing Director, Head of Fixed Income Capital Markets.
- Barclays have appointed Christoph Richter as Vice President Derivative Solutions, relocating from JPM London.
- Emma Wardrop who was Associate Vice President with Barclays in the Corporate Risk Solutions team has joined Commonwealth Bank.
- ANZ have been busy in Corporate Derivatives – also hiring Kenneth To as Director from Barclays and Ram Venkat from Citi.
- Barclays have appointed Warren Briggs as Vice President Corporate DCM, having joined from RBS.
- Richard Lovell has been appointed as Executive Director with CEFC, previously he was an Executive Director with Westpac.
- Gerry O'Driscoll ex Morgan Stanley has joined BAML as Director FICC Sales (GLSSG).
- Dave Adamo, previously Director, Corporate FX Sales with Citi has joined NAB as Director, Corporate & Institutional Markets (FX).
- David Yeomans has joined Moelis, covering their equities desk, he was previously with Commonwealth Bank.
- Jean Dieudonne has joined Equity Trustees as a Senior Equities Analyst. He was previously a Research Analyst with JCP Investment Partners.
- Steven Mixer of Westpac & Lloyds International, has joined GE Capital as Executive Director, Strategy - Capital Markets.
- John Cummins has been appointed Head of Institutional Markets at FIIG Securities – joining them from RBC Capital Markets. FIIG have also picked up Adam Papageorgiou as Director DCM from GE Capital.
- Tim Martin, ex Tyndall Asset Management and Chairman at Causeway Asset Management, has joined Blackhall & Pearl as a Partner.
- Derek Jellinek, Mark Williams & Alexander Lu, all ex CIMB research, have joined Morgans Financial. Derek covers healthcare, Mark covers transport and Alexander covers transport, infrastructure & utilities.
- Nick Burmester (ex Evans & Partners) has been appointed as Head of Small Cap Sales with the Commonwealth Bank.
- RBCCM have appointed Andrew Byron as Head of FICC Sales, having recently left Barclays.

Funds Management

Distribution

- Brad Watson ex Macquarie has joined Centuria Capital as Head of Distribution & Investor Relations.
- Michael Carter has joined MDS Financial Group as Executive Director, Marketing & Distribution. Formerly, he was Managing Director of IOOF Holdings' subsidiary, Bridges Financial.
- Rebecca Morgan is now Regional Manager, VIC, SA, WA & TAS with Pengana Capital. Prior she was with Advance Asset Management.
- Nina Redfern has joined Bell Asset Management as Head of Distribution. She was previously Director, Client & Consultant Relationships with QIC.
- Holly Old, previously with Franklin Templeton, has been appointed as Director, Distribution for Victoria and Tasmania.
- Tony Pattison has been appointed as Director of Sales with Legg Mason, Melbourne. He joins from Fidante Partners.
- Scott Baker and Nigel Waugh have been appointed as Key Account Managers with the Capital Group, joining Jorden Brown who joined as Head of Wholesale Sales in early 2014.
- Ben Moore ex Head of Wholesale Distribution with Russell Investments, has joined AllianceBernstein as National Retail Sales Manager.
- Neil Rogan, ex AMP has joined Centuria Capital as General Manager, Investment Bonds.
- Ross Youngman, ex Five Oceans Asset Management, has been appointed as Head of Institutional Business with Ausbil Investment Management.



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- Grant McCorquodale has joined FIIG Securities as its Head of Personal & Intermediary Clients. He was previously with JBWere as Executive Director & Head of Advice.
- Justin Brooks, ex Pengana Capital, has joined Investors Mutual Limited (IML) as State Manager, Distribution for VIC, WA & TAS.
- UBS Global Asset Management has appointed Marcus Cleary, ex Colonial First State, as National Sales Manager, VIC, TAS & SA. Further additions to the team include Alycia Vassallo as Consultant Relationship Manager & Adam Muston as ETF Capability Manager.

Investments

- Ben Skilbeck, previously with Rismark International, has joined PM Capital as CEO.
- Alexander Ferguson has joined Magellan Financial Group as an Advisor. He has prior experience with Commonwealth Bank & Societe Generale.
- Michael Block has been appointed as the new CIO with the Australian Catholic Superannuation & Retirement Fund (ACSRF).
- Ross Kent, Managing Director & former Country Head at AllianceBernstein has joined Dimensional Fund Advisors as Regional Director, Sydney.
- George Batsakis (ex Goldman Sachs) & Luke Smith (ex Canaccord Genuity) have joined AustralianSuper within the small caps team.
- Roger Knott has also joined AustralianSuper as Senior Investment Manager, Credit. He was previously with UBS as Executive Director.
- Robert da Silva, ex Van Eyk, has been appointed as Head of Research with SQM Research - leading the fixed income & alternatives team.
- Elspeth Lumsden, Head of Equities at Future Fund has departed the firm, to pursue full time study. She will be replaced on a temporary basis.
- Vicki Doyle has been appointed as Director of Corporate Superannuation, previously Vicki was with BT Financial Group.
- Ian Saines, formerly Group Executive, Institutional Banking & Markets at Commonwealth Bank has joined Challenger as Chief Executive, Funds Management. Rob Woods, who was in the role previously, is now Chief Executive, Group Strategy, replacing Blair Beaton who is leaving the firm.
- Rob Leck joins CBUS as Associate, Public Markets and will focus on credit, fixed interest and cash sectors. He joins from Vanguard Investments.
- Paul Cuddy has retired from Bennelong Australia Equity Partners. He will be replaced by Julian Beaumont (ex IML), who will be joining as Investment Director.
- James Holt has taken on the role of Senior Investment Specialist with Perpetual, previously he was with Zurich.
- David Lees has been appointed as head of BT Financial's newly created investment division BT Investment Solutions. Also joining the team are Anthony Lane (ex Mercer) as COO; Patrick Farrell as CIO; Rodney Greenhalgh as Acting Head of Investment Product Solutions and Michaela McGlenn as Head of Investment Distribution.
- Jeremy Tang has joined Resolution Capital as Quantitative Analyst, he was previously with Trust Company Limited & AMP Financial Services.
- Steve Tucker (ex NAB) & Paul Heath (ex JBWere) have launched Koda Capital, a non-institutional financial advice company.
- Leo Barry has been appointed as Senior Investment Manager with Fairview Equity Partners, he was previously with BAML.
- Joe Tran has joined Cooper Investors in Melbourne as Research Analyst for Asian Equities. Prior, he worked in investment banking for both Goldman Sachs & Credit Suisse.
- Suzanne Branton has joined Caresuper as General Manager Investments. She joins from Equisuper where she was a Senior Portfolio Manager.
- Neil Rogan, ex AMP, has joined Centuria Capital as General Manager, Investment Bonds. Also joining Centuria is Brad Watson as Head of Distribution & Investor Relations.
- Dean Thomas has joined AMP as Director - Product Strategy & Services. Prior, he was GM Retail Wealth Platforms with MLC.
- Felicity Walsh has joined Franklin Templeton as Solutions Portfolio Manager, moving from Towers Watson's investment consulting team.
- Bobby Bostic, ex Russell Investment New Zealand & Capital Group, has joined Vontobel Asset Management as Executive Director.
- Sam Hallinan, formerly GM, Investment Management with NAB has been appointed Managing Director at Nikko Asset Management Australia
- Andrew Howard has joined REST Industry Super as COO. Prior, he held a number of general management positions with NAB.
- Stephen Scott, ex Ord Minnett, and Justin Puli, ex Noah's Rule, have both joined Contango Asset Management as Senior Investment Analysts.
- Martin Drew is now Head of Investments at LUCRF Super. He joins from State Super where he was CIO.



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- Platinum Deputy CIO, Jacob Mitchell has set up Antipodes Partners, a funds management business under Pinnacle Investment Management.
- David Wilson has been appointed Head of Research, Australian Equities at Colonial First State Global Asset Management. He joins from UBS.
- David Costello has joined Magellan Financial Group as Investment Analyst in Brisbane, he was previously with SFG Consulting.
- Sarah Thorne (ex JP Morgan) & Alexander Ferguson (ex Commonwealth Bank) have joined Magellan Financial Group in an Investor Relations & Governance and Advisory roles respectively.
- Kylie O'Connor was been appointed as Fund Manager for the AMP Capital Diversification Property Fund, replacing Louise Joslin who retired earlier this year. Kylie was previously a Fund Manager with Lend Lease.

Corporate Infrastructure (Finance, Risk & Corporate Development)

- Nick Dowling has been appointed as CEO for Grocon Real Estate, he was previously Executive Director with Goldman Sachs.
- Steven Boggiano, Head of Healthcare Asia Pacific at Barclays, has joined Estia Health as Head of Strategy.
- Bernard Wilson, previously Senior Manager, Corporate Development & Strategy, has joined Woolworths in Strategy, Data & Retail Analytics.
- Emma Jane Newton, ex Credit Suisse has been appointed as Head of Corporate Development with Telstra, Rahul Vaidya, ex CIMB has also joined Telstra as Manager, Corporate Strategy. Albert Bielinko, ex CP2, also joins the firm in their Venture Capital team.
- Alvin The, previously with Lazard, joined GE Capital as Director for M&A but with their pending sale, has moved to Clearstone Capital.
- Tim Harrington ex Riverstone Advisory has joined Lion Co as Commercial Director, Lion Asia Dairy. Colin Maggs also joins as Strategy & Corporate Development Manager from UBS. Andrea Steli-Gajdos (ex Rabobank) will support the team as an Analyst.
- Rob Goudswaard has joined CUA as CEO, he was previously with the Rural Finance Corporation of Victoria and ANZ.
- Sarah Styles, ex Macquarie, has joined Cricket Australia as Strategy Manager.
- Clinton Cahn, previously with TPG Capital, has joined Crown Resorts as a Strategy & Business Development Manager.
- Azim Mitha, previously an Associate with Investec has joined LinkedIn as Associate, Sales Operations & Strategy (APAC).
- Ayngaran Kailainathan, previously a Director with BAML has joined 99 Wuxian Limited as CFO.
- James Gow, previously with APRA as Senior Manager, Specialised Institutions Division has been appointed as COO with Arab Bank.
- Kellie Benda has joined Origin as Head of Risk, she was previously with Emeco Holdings in Perth.
- Jonathan Allatt has joined litigation funding firm, JustKapital as COO. He was previously with Palatine Private Equity.
- Charlie Johnston, ex Rothschild Australia, has been appointed as Group Strategy Manager of Asahi Beverages, part of Schweppes Australia.
- David Roux, previously Vice President, Credit Risk at JP Morgan, has joined ANZ as Associate Director.
- Christiaan Birnzweig is now Credit Director nabCorporate Qld at NAB.
- Tom Foster, previously a Manager with LEK Consulting, has joined Ingham Enterprises as Transformation Manager.
- Bevan Tas has joined Evolution Healthcare from KPMG as Business Analyst.
- Simon Schwarz, previously with Investec, has joined SocietyOne as COO.
- Scott Colvin, ex Credit Suisse (Sydney & Hong Kong), has joined WiseTech Global.
- Julia Patterson has joined Westpac as Head of Strategy, Group Strategy. Julia is ex Partners in Performance, MSCI & Morgan Stanley.

**We are keen to hear your feedback or should you require further information,
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