



executive search

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## Market Insight – July 2020

### Recruiter Upside from the WFH Regime

Ok this has nothing to do with the reduction in commuting hours needed to be endured, or the ability to take calls in ones thongs / ugg boots / stilettos (take your pick) or even the opportunity for some to attempt to cultivate a COVID beard, but to the huge volume of inbound enquiries from prospective candidates we have received over the last few months.

As a result our candidate stocks are arguably better than we can ever recall, reasons being; those obvious returnees from overseas (workers, travellers, those studying) seeking jobs, some of these people have exceptional credentials and have already been snapped up by clients who can spot a quality hire when they see one! In addition, all those Bankers, Advisers, Investors sitting at home, as opposed to an open plan office, contemplating their future career aspirations not needing to find an empty room to make / take a call, or free to surf the net for roles, can send out their CVs without the fear of scrutiny from the Company IT police.

For some whom have been stood down or even let go (CA firms and certain boutiques have been first movers in this regard) there is simply no choice. Whilst for those in the Investment Banks the prospect of a much smaller bonus (if any), supported by the fear that assurances of job security from on high may prove hollow as Q3/Q4 loom with lower revenue volumes predicted means better to be on the front foot when exploring options rather than wait for the axe to fall. Also gone are any prospects of an overseas posting that may in the past have been dangled as a carrot to retain restless employees... and of course those that might have gone offshore under their own steam in the search of global glory are grounded.

So for prospective Clients - the market is looking rosy, with both volume and quality on offer and the added benefit being, the edge has been somewhat taken off compensation expectations as well. We await your call...

## “Movers & Shakers”

### INVESTMENT & CORPORATE BANKING

#### Investment Banking

- Alex Cartel has been appointed as Head of Investment Banking for Citi Australia & New Zealand, he was previously Co-Head of Corporate Finance with Deutsche Bank. Citi Melbourne also adds to its team with the hire of Bruno Consalvo as an Investment Banking Analyst.
- Jarden New Zealand has appointed Robbie Vanderzeil of UBS as Head of its Australia operations. Joining him is Sarah Rennie (previously Head of ECM at Goldman Sachs), Dane Fitzgibbon (previously of UBS, Co-Head of Capital Markets & more recently AACo), John Spencer (previously Head of ECM Syndicate at UBS), Enrico Musso (previously Co-Head DCM at UBS) & Aidan Allen (previously Co-Head of Investment Banking at UBS). Other members joining the Jarden team include: Ben Gilbert (previously of UBS) who will be Head of Australian Research, Chris Tolj (ex Credit Suisse) & Kieren Chidgey (ex UBS) in the equities team and Millie Horton (ex Goldman Sachs) in the corporate advisory team as an Associate.
- Nathan Reay has joined Jacanda Capital as a Partner, he was previously with NOVA Entertainment as Group Executive and Head of M&A, Strategy & Partnerships.
- Steven Boggiano has been appointed as Head of M&A with Ord Minnett. He was most recently with Allier Capital and earlier Estia Health.



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- Christian Lunny has been appointed as Managing Director with Houlihan Lokey, he was previously Head of Advisory at Wilsons.
- Thomas Fraczek will be joining RBCCM as Director, ECM. He was previously with Macquarie Group as Associate Director, ECM.
- Stella Boyle has joined Bank of China as a Director. She was previously with PwC as an Associate Director, M&A.
- David Kells, ex Shaw & Partners has joined Morgans as a Director in Corporate Finance.
- Gavin Mullett has joined amicaa as a Corporate Finance Advisor. He has prior experience with Oikos Storage & Challenger in London.
- Daniel Lopez previously with Deutsche Bank, has joined Jefferies as a Vice President.
- Matthew Kokas & Aaron Griffin have joined Bank of America, Matthew who was prior an Executive Director with Goldman Sachs joined as Vice President, FIG. Aaron who was prior with UBS as Director, joined as Vice President, Client Coverage.
- David Burley, ex Luminis Partners has joined Morgan Stanley as an Investment Banking Associate.
- Matt Stephens, prior with Credit Suisse as an Investment Banking Analyst, has joined Moelis Australia as an Associate.
- Brandon Tang (ex Luminis Partners) & Timothy Morrow (ex Venture Advisory) have joined Rothschild as Investment Banking Analysts.
- James Medway has joined RBC's Capital Structure Advisory & Infrastructure team. He has prior experience with Oliver Wyman & Wesfarmers. In the investment banking team, Karthigan Chandradas has joined as an Analyst for Power, Utilities & Infrastructure, he was previously with Whitehelm Capital.

### Corporate Banking / Debt Products

- Fiamma Morton has been appointed as Group Executive for BoQ, she was previously Executive General Manager, Global Client Coverage, Transaction Banking Solutions with the Commonwealth Bank.
- Mark Halpin has joined Export Finance Australia as Director, Origination Project & Structured Finance. He was previously in New York with Whitehall & Company.
- Tom Chirnside & Krissy Huxley (both ex Maia Financial) have Co-Founded Rebus Capital Partners in Melbourne.
- Carlo Lucci ex Remagen Capital is joining Westpac Institutional Bank as an Associate Director in Industrials coverage.
- Charles Riordan has joined MUFG as Vice President, Japanese Corporate & Institutional Banking from Commonwealth Bank where he was most recently Corporate Banking Credit Analyst. Frederique Curtis also joins the bank as Associate, Strategic & Acquisition Finance. She was previously with Wingate.
- Michael Leung has joined UBS as an Associate, Leveraged Finance from Westpac.
- Justin Chin, ex Trident Debt Capital Advisors has joined Commonwealth Bank as a Corporate Relationship Executive.

### Global Markets, Equities & Treasury

- Chris Bryan former Vice Chairman with Evans & Partners, has been appointed to head of the institutional equities desk in Melbourne with Macquarie Group.
- Emmanuel Kalogerakis has joined Bank of China as Executive Director, Global Markets. He was previously with BNP Paribas.
- Grant Eshuys formerly Director at Bell Potter Securities & Head of Market Sales at Citi, has joined MST Financial and is expected to head the firm alongside Gerard Satur. Tom Larkin of Citi has also joined MST Financial and is expected to be heading up equity sales.
- Ryan Ellis, ex BAML London & Sydney, has been appointed as Head of Offshore Rates Sales for Citi Australia & New Zealand.
- George BouAntoun has been appointed as Managing Director with Cambridge Investment Partners. Prior he was with Shaw & Partners as a Director.
- Dom Di Gori, ex ANZ Executive Director & Head of Diversified Financials, has joined Eclix Group as Group Treasurer.
- Michael Levenston has joined Marketlend as Treasury Manager & Head of Investor Relations. He was previously with NAB most recently as Associate Director, Corporate Debt Capital Markets.
- Brett Gillespie has been appointed as Head of International Balance Sheet with the Commonwealth Bank. He has prior experience with Ellerstion Capital as Head of Global Macro.
- Paul de Lange has joined Citi's sales trading team, he was previously with UBS for 13 years. Michael Rudland BAML's sale research trader also joins the team.



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- Barry O'Malley ex ANZ Corporate Advisory has joined Brookfield Asset Management as Vice President, Capital Markets & Treasury.
- Gitendra Pradhananga has joined Maple-Brown Abbott as a Senior Research Associate. Gitendra has prior experience with Allan Gray Australia.

### ALTERNATIVE INVESTMENTS

#### **Private Equity / Family Office / Credit / etc.**

- KKR has appointed Nicholas Hyde from IFM Investors as Managing Director for its client partner group. Rizul Makkar has also joined KKR as an Analyst, from UBS.
- Alexandra O'Dea of Towers Watson has joined Lighthouse Infrastructure Management as an Investment Director.
- Michael Goldman & Lance McKegg have joined Metrics Credit Partners as Investment Directors. Michael has prior experience with CVS Lane Capital Partners & AIMS Financial Group. Lance was previously with UBS for 13 years, most recently as Managing Director, Leveraged Finance.
- Neil Sutton & Jay Mertens have joined Quintet Yorkway Private Debt as Managing Director & Executive Director respectively, both were previously with MH Carnegie & Co. Neil as Head of Debt Capital and Jay as Investment Director, Debt Capital.
- Anna Ruut has joined TDM Growth Partners as an Equities Dealer. She was previously Head Dealer, Listed Equities with Macquarie Investment Management. Jessica Bell-Allen will also be joining the firm as an Investment Associate. She was previously with Index Ventures in the US.
- Victoria Adams previously Director & Head of Social Infrastructure at CEFC, has joined Pollination Group as an Executive Director.
- Dan O' Brien will be joining Greensill Capital as Director, Distribution. Dan was previously with Goldman Sachs. Amy Wong has also joined the firm as Vice President, Senior Credit Analyst - Risk APAC. She has prior experience with Westpac & SMBC.
- Justin England previously of Calyx Private Equity & Pemba Capital Partners, has joined Five V Capital as an Investment Director.
- Steve Duncan will be joining TPG Capital in Melbourne as Vice President in the buyouts team. He will be relocating from Singapore where he was with CPE Capital (formerly Champ Private Equity).
- Adam Cook previously Investment Manager with AirTree has joined Skip Capital.
- Zubin Bilimoria has joined Palisade Investment Partners as an Investment Associate from Goldman Sachs.
- Carol Yu previously with Next Capital has relocated to London with Cinven as an Associate.
- George O'Connor has joined Seidler Equity Australia as an Investment Associate from Credit Suisse.
- Sally Qin, ex Citi has joined Potentia Capital as an Investment Associate.
- David Hetherington has joined StepStone Group as a Senior Associate. David has prior experience with Olirek Partners.
- Carola Wiksten, Susan Deng & Sam Habibeh have joined First State Super. Carola, previously with Federated Hermes in London has joined as a Senior Investment Analyst, Susan previously with Deutsche Bank has joined the real estate investment team & Sam has joined the Infrastructure & Real Assets team from Investec where he was an Investment Banking Associate.
- Chris Macalpine previously an Investment Banking Associate with JP Morgan, has joined QIC as Associate, Global Infrastructure.
- Anika Choudhury previously with First State Super's private equity team, has joined Future Fund's private equity team as a Senior Analyst.
- Ellisa Bennett previously with First State Super & Gresham Partners, has joined Blackbird Ventures as a Portfolio Analyst.
- Laura Armenian has joined BGH Capital as an Associate, she was previously with UBS.
- Julia Schoenheimer (ex Parcel Point & Port Jackson Partners) & Catherine Perry (ex Citi) have joined Pacific Equity Partners (PEP) as Associates.
- Kevin Liu previously with KKR as an Analyst has joined PAG in Singapore as an Associate.
- Ricci Steckoll previously Senior Analyst with Deloitte, has joined Frontier Advisors as an Associate in the real assets team.
- So-Young Park has joined BGH Capital as an Associate from Goldman Sachs's leveraged finance team.
- Trang Tran (ex Lazard) & Michael Liu (ex Goldman Sachs Hong Kong) have both joined Crescent Capital Partners as Investment Associates.
- Conrad Lucas has joined Morgan Stanley's Infrastructure Partners team. He was previously with Greenhill & Co as an Investment Banking Analyst.
- Zenie Trinh has joined Macquarie's Principal Finance team as an Analyst. She was previously with Merrill Lynch.
- Rahim Chunara has joined Brookfield Asset Management as Vice President, Special Opportunities Program, he was previously with BlackRock.

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Will Adamson (ex JP Morgan) & Melissa Martin (ex BAML) have also joined Brookfield as Analysts.

- Jonathan Holding has joined Liverpool Partners as an Investment Director. He was previously in London with Limerston Capital. Laura Van Rie also joined the team as an Investment Analyst. She was previously with ING as Associate Acquisition Finance & Structured Lending.
- Jordan Smith, ex HSBC has joined Wingate in Melbourne as Senior Analyst, Corporate Investments.
- Campbell Smith has joined Light Warrior Group as an Investment Analyst, he was previously with UBS.
- Sameen Khalid has joined Whitehelm Capital as an Analyst from KPMG.
- Sally Badger, ex EY will join Allegro Funds as an Investment Analyst in July.
- Rebecca Lau has joined Bain Capital Credit as an Analyst. She was previously with Macquarie Group as an Analyst in the principal finance team.
- John Ratcliffe, ex Challenger, has joined Barings as Head of APAC Real Estate.
- Jade Waite has joined Metrics Credit Partners as an Investment Analyst from ANZ where she was Manager, Leveraged & Acquisition Finance.

### **FUNDS MANAGEMENT**

#### **Distribution & Advice**

- Matt Willis, ex Vanguard, has joined First State Super as Head of Business Development.
- Duncan Hodnett, ex Pinnacle Investment Management, joins Maple-Brown Abbott as Head of Global Distribution.
- Rommel Hacopian has joined Yarra Capital as their Retail Distribution Manager. Previously he spent close to 20 years at Challenger.
- Eric Finnell, ex Fisher Investments, has joined Bennelong Funds Management as an Institutional Distribution Executive.

#### **Investments**

- Michelle Liebau has joined John Laing as a Portfolio Manager from Commonwealth Bank where she was most recently Associate Director, Real Estate & Infrastructure.
- Rob Hamer joined Wentworth Williamson Management as a Portfolio Manager, he was previously Director, Asset Finance at Maia Financial.
- David Bryant has been appointed as Pacific Zone Leader and Australia CEO at Mercer. Prior he was CIO at Australian Unity.
- Sally Auld has been appointed as CIO of JBWere, she was previously Managing Director, Chief Economist & Head, AUS/NZ Fixed Income & FX Strategy with JP Morgan.
- Andrew Lill, ex Morningstar, will join Rest Super as CIO in August.
- Tim Nguyen has joined First State Super as Investment Analyst, Credit Income, he was previously with Metrics Credit Partners.
- Hendrie Koster, ex Nikko, has joined First Sentier Investors as Head of Investment Product Research & Assurance.
- Craig Stevens has joined Vanguard Australia as Head of Strategic Growth for its superannuation business. Before Vanguard, Stevens was a senior consultant at Pinnacle Investment Management Group.
- Joe Marassa joins Warakirri Asset Management as Head of Marketing & Product. Prior he held marketing roles with Franklin Templeton and ING Investment Management.
- Georgia Hall has joined Maple Brown-Abbott as an ESG Specialist. She was previously with the Commonwealth Bank as Manager, Sustainability & ESG.
- Luke Galloway, ex Deutsche Bank, has been appointed General Manager of Strategic Tilting at HESTA.
- David Lloyd previously Director with Citi covering REITs, has joined Ausbil Investment Management as Equity Analyst.
- Anika Minocha will be joining First State Super's Direct Investing, Real Estate team in August. She was previously with Savills in Singapore as a Business Development Manager.
- Tanya Moon has joined Trade and Investment Queensland based in Seoul as an Investment Director. She was previously an Investment Banking Associate with Rothschild & Co in Sydney.
- Matthew Cameron has joined HESTA as General Manager of Investment. Prior he held roles with Bank of America Merrill Lynch and Morgan Stanley in New York and Hong Kong.



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**CORPORATE, GOVERNMENT & RISK MANAGEMENT**

- Julian Peck of Morgan Stanley has been appointed as Head of APA Group's Strategy & Commercial units.
- Ian Larkin has joined Trussle Group as CEO, he was previously with Target.
- Helen Moore has been appointed as CEO with Oporto, prior she was with Caltex.
- Gavin Dennis previously with eBay as Senior Director, Finance, has joined Cover Genius as a CFO.
- Andrew Cowlshaw, Partner, M&A of Ernst & Young Melbourne, has joined Reece Group as a CFO.
- Jay Doherty has joined Besen Group as a CFO, he has prior experience with Burnham Group.
- Matt Haes, formerly CFO for HUB24, has joined fintech the Lakeba Group as CFO.
- Charlotte Middleton is joining Xero as Chief Risk Officer. She previously held senior risk roles with Go Blank, Westpac & HSBC.
- Jaki Virtue has joined the Commonwealth Bank as Executive General Manager, Customer Remediation from NAB where she was in the role of Executive General Manager, Strategy, Transformation & Enablement.
- Martin Krauskopf has joined EBOS Group as Head of M&A and Investor Relations. He was previously Division Director at Macquarie Capital.
- Okan Kender previously Vice President at BAML, has joined InfoTrack as General Manager, M&A.
- Matthew Donazzan has joined TEG as Director of Strategy and M&A. He has prior experience with Goldman Sachs as an Executive Director.
- Simon York has been appointed as Senior Adviser, Financial Services with L.E.K Consulting. Previously he was with SAY Consulting & Macquarie.
- Jane Bowd has joined IAG as Executive General Manager of Board Services. Jane was previously Group Company Secretary & Corporate Counsel with Coca-Cola Amatil.
- Roopen Nichha & Anup Jois have joined Transurban both as Senior Manager, Corporate Finance. Roopen has prior experience with Standard Bank & Investec in Johannesburg & Anup was previously Executive Director at Goldman Sachs.
- Steven Banks has joined Newcrest Mining in a Business Development role, he has prior experience with BMO Capital Markets & PwC.
- Carmen Lee (ex Telstra & UBS) has joined QBE Insurance as Senior Analyst, Corporate Finance.
- Angus Buckley, ex Division Director with Macquarie, has joined Smartgroup as a Chief Commercial Officer.
- Laura Mineo previously with Goldman Sachs (Sydney & New York) has joined Rokt in New York as Deputy CFO & SVP Strategy.
- Jason Bagg has joined Catch.com.au as a Chief Commercial Officer, he was previously Director with Intrinsic Partners.
- Harry Taylor-Grace has joined Woolworths as a Manager, M&A. He was previously with Luminis Partners.
- Ivan Wong has joined Lion as a Senior Strategy & Corporate Development Analyst, he was previously with Morgan Stanley as an Investment Banking Associate.
- Miles Drury has joined RateSetter as Chief Financial Officer. He has prior experience with Caltex & earlier with UBS.
- Li Wang has joined Elliott Green Power as a Financial Controller, Li has prior experience with Enel Green Power & Hume Community Housing.

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

**please contact us on 02 9235 9400 or [nfoster@jmichel.com.au](mailto:nfoster@jmichel.com.au)**

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