



executive search

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## Market Insight – November 2021

### The 3 Steps to “Career Heaven”\*

Over the last few years we have witnessed the ever-increasing migration of professionals from advisory/consulting to what is classically known as “the buy-side”. Despite the unprecedented levels of deal activity and entry of new players competing for talent, creating upward pressure on compensation for staff, we are seeing little or no change in this trend. For example, a recent recruitment sweep across one of the global IB platforms revealed that the majority of Analysts/Associates, whilst possessing no interest in a bank-to-bank move, were contemplating a buy-side manoeuvre at some point (likely to be post bonus of course). For many, a career in advisory/consulting is merely the necessary experience gathering mechanism required in order to then be able to successfully execute the jump across to the fund of one’s choice, whilst in some cases getting paid handsomely on the way.

So surely there are only two steps to a chosen career destination? The first is landing a good post-graduate role at a leading IB, advisory, consulting or CA firm (I’m afraid lawyers, apart from the odd notable exception, rarely - if ever - get a look in). Then, having gained experience and with a few \$ in your back pocket - hop across to that fund you’ve been admiring from afar... Hmm, not so simple it would seem. Whilst some land on their feet and find a fund where mutual love abounds and can never imagine leaving, others work out that, whilst happy to have left their last employer, their landing has not delivered the perfect career outcome. This may be for a number of reasons: the culture; not doing enough deals; deals too small or too large; too many deals and not enough portfolio work; too much portfolio work; no blue sky re partner prospects; not enough mentoring... It seems you’re a rather particular lot out there in funds land!

Increasingly, we see candidates repositioning themselves within the buy-side sector itself and deciding to move sooner rather than later. Whilst not ideal from a CV perspective, this is probably justifiable rather than staying in a non-optimal situation. After all, the majority of roles tend to be at a fund’s entry point (Senior Analyst/Associate) so one needs to beware of not pricing or experiencing oneself out of the hiring “sweet spot” of the fund of your choice. Choice roles may only arise once in a blue moon, so you have to be ready to hop on board when the opportunity presents.

\*title inspired by “Three Steps to Heaven” 1975 covered by Showaddywaddy

## “Movers & Shakers”

### BANKING & MARKETS

#### Investment Banking

- Hamish Kelly has been appointed as Managing Director, FIG with Credit Suisse. He joins from HSBC where he was most recently Head of Global Banking. Brett Ryman joins his team as a Director from BoQ where he was Head of Corporate Development. Karla Wynne has also joined the Consumer, Retail & Healthcare team as a Director from Viva Energy.
- Michael Ryan previously with Deutsche Bank, has been appointed as Head of Real Estate with Jefferies.
- JP Morgan has added to the team with the appointments of Matthew Leicester as Executive Director, FI from Goldman Sachs & Alex Nikov as Executive Director, from Macquarie Capital. Nazarite Pond has also joined the firm as an Investment Banking Analyst, Metals & Mining from BNP Paribas.
- Erin Tinker previously Head of Growth, Business Banking with Macquarie Group has been appointed as Founding Partner with Barrenjoey Capital.
- Mark Lewkovitz has joined Stanton Road Partners as Managing Director. He was previously Managing Director, Corporate Advisory with Grant Samuel. The firm has also hired Fernando Lulli as Vice President alongside two other Analysts all from Grant Samuel.
- Adrian Smith will be leading EY’s deal origination team in Melbourne. Adrian was previously with Standard Chartered Bank offshore in the role of Executive Director, Private Equity.
- James Park previously Head of Market Development, Business Banking with Macquarie Group, has joined Bank of America as Vice President, FIG. Krzysztof Kaczmarek has also joined the firm as Investment Banking Associate from JP Morgan where he was an Equity Research Analyst.
- Russell Morgan, ex HPS Investment Partners, has joined UBS as Associate Director in the Financial Sponsors team. John Ryan, ex Luminis

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Partners, has also joined UBS as an Associate Director.

- Ashleigh Shand ex Director, Consumer, TMT & Industrials with UBS London is joining Goldman Sachs Sydney as Vice President this month. Julian Kowal previously with Crescent Capital Partners has also joined firm in the special situations team as an Associate. In the natural resources & infrastructure team the firm has added Lap Yim from Luminis Partners as an Analyst.
- Anton Gasteiger has joined Grant Samuel as an Associate Director from DC Advisory where he was based in Germany.
- Abhinay Jeggannagari, ex JP Morgan Equities Analyst, has joined Nomura as an Investment Banking Associate, TMT & Financial Sponsors.
- Luke McAlpin has rejoined Deutsche Bank in its FIG team. He was most recently with Westpac as a Senior Associate, Corporate Development.
- Alex Farmer has joined Jarden as Vice President from JP Morgan. Xavier Ventris also joined the firm from MUFG as Investment Banking Associate.
- Adam Offermann previously Manager, M&A with Origin Energy, has joined Lazard Australia as a Senior Associate.
- Robert Dowling previously with Prostar Capital as an Associate, has joined Lazard in their Melbourne office.
- RBCCM has hired Sandesh Sidhu (ex E&P) as Vice President, Sponsors & Industrials, as well as Carol Wu (ex KPMG) & Matthew Milenkovic (ex PwC) as Investment Banking Analysts.

### Corporate Banking / Debt Products

- John Whelan has been appointed as Head of M&A and Sponsor Finance with SMBC. John was previously Managing Director, Private Equity & Leveraged Finance with Commonwealth Bank.
- Michelle Sichlau has joined ANZ as Head of Business Development, Corporate Finance. Prior, she was an Executive Director with Plenary and earlier with ANZ (Melbourne & Sydney).
- Louise Donn has been appointed as Managing Director & Co-Head of Debt Advisory with Gresham Partners from Grant Samuel.
- Philip Nguyen has joined Deutsche Bank as Director, Institutional Client Group, ANZ from Hamel Capital where he was Managing Director.
- Toby Boettcher previously with PwC (Sydney, New York & Brisbane) has joined EY Brisbane as Director, Capital & Debt Advisory.
- Nicole Dunn previously Director, Investor Sales with NAB, has joined Credit Suisse's private banking team.
- Joshua Wilks has joined Commonwealth Bank as Associate Director, Private Equity & Leveraged Finance. He was most recently with ANZ Bank as Associate Director, Leveraged Finance.
- Maia Financial has added to the team with the appointments of Kathy Hayes (ex Crown Equipment Singapore) as Regional Executive Director, Michelle Narayan (ex Westpac) as Director of Digital, Todd Fortescue (ex Plenti & Macquarie Group) as Head of Partner Development and Michael Ortolan (ex humm group) as CRO.
- MUFG Bank has added Tom Muffet to its team as Director, Funds Finance from Commonwealth Bank, Michael Holding as Vice President in the resources, utilities, infrastructure & transport team from ANZ Bank & Rashad Marmash as Analyst, Structured Finance Advisory from KPMG.
- Kevin Lee, previously with Credit Suisse, has joined Morgan Stanley as Vice President, Leveraged & Acquisition Finance.
- Debora Santosa will be joining Bank of America in 2022 as Vice President, Trade Finance. She has earlier experience with Greensill Capital.
- Lucy Strike has joined Macquarie Group as a Senior Credit Risk Manager, Financial Institutions. She was previously with MUFG.
- Harrison Darcy has joined HSBC as Senior Associate, Structured Banking from ANZ where he was an Associate.
- Jeffrey Lau, ex Deloitte, has joined Westpac Bank as Senior Associate, Project Finance Renewables.
- Aaron Muller has joined Muzinich & Co as Associate, Private Debt. Aaron has prior experience with Adastra Corporate Advisory & PwC.
- Justin Muller previously with Commonwealth Bank's institutional credit risk team, has joined JP Morgan as an Associate, Credit Risk.
- Beatrix Leung previously with NAB as Associate, Major Projects, Specialised Finance has joined Azure Capital as an Associate.
- Cameron Mason, ex Investec, has joined Jefferies as Analyst, Leveraged Finance and Loan Syndication.
- Tian Li previously with NAB as Senior Associate, Leveraged & Acquisition Finance, has joined Nomura's Leveraged Finance team as an Analyst.
- Charles Mazzochi previously with Gresham's Debt Capital Solutions team, has joined Macquarie's Leveraged Finance & DCM team as an Analyst.

### Global Markets, Equities & Treasury

- Daniel De La Cruz has been appointed as Head of DCM for Australia & New Zealand for Credit Agricole. Daniel has earlier experience with Bank

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of America as Director & Co-Head of DCM. Daniel O'Brien, ex Greensill Capital has also joined the team as Head of Financial Institution Sales.

- Natalie Vanstone, has been appointed as Head of Global Markets, Australia for RBCCM. She joins from NAB where she has been COO of their Markets business & previously JP Morgan.
- Rob Talevski has been appointed as CEO, ANZ with WeBull. Rob has prior experience with AUSIEX as Executive Director.
- John Manchee previously with Credit Suisse, has joined Morgan Stanley as Head of Facilitation & Trading.
- Tim Piper, ex RBCCM has joined UBS' research team covering emerging companies.
- Francis Kwok, ex Credit Suisse has been appointed as Managing Director with ICBC's DCM & Investment Banking team.
- William Manfield (Director, Credit Trading) & Hugh Norton (Vice President, Credit Trading) previously with Deutsche Bank have both joined Westpac's credit trading team. Warren Phillips has also joined the bank as Business Manager, FICC from Deutsche Bank.
- John Selkrig has joined Credit Suisse as Director, Institutional Equities. John was a Morgan Stanley veteran having been with the firm for 20 years.
- Carina Wong has joined MUFG from ANZ Bank where she was Director, Investor Sales, Fixed Income & Derivatives.
- Simon Rutz who was earlier with Commonwealth Bank most recently in London, has joined Bank of America as Director, DCM & Syndicate.
- Tamara Haban-Ber Stats who was earlier with JP Morgan has now joined BlackRock as Director, Whole Portfolio Solutions.
- JP Morgan has added to its research team with the addition of Annabelle Atkins (ex LendLease) to cover A-REIT, Chris McKegg (ex Bank of America) to cover the consumer sector, Michael Pocock (ex Evolution Mining) to cover metals & mining, Michael James (ex CLSA) to cover gaming & media, Anthony Longo & Silvia Luo (both ex CLSA) are covering transport & infrastructure and healthcare respectively. Tim Pinchen also joins JP Morgan on the Syndicate desk as Vice President from Barclays in London.
- David Gay previously Associate Director with NAB, has joined Resimac's capital markets, group treasury team.
- Philip Pepe & Kristian Stella have both joined Shaw & Partners in Sydney & Melbourne respectively. Philip previously with Blue Ocean Equities will lead emerging industrial companies research & Kristian previously with Syrah Resources will cover emerging resources companies.
- Praveena Baheerathan (ex ANZ Bank) & Arani Uthayan (ex Commonwealth Bank) have joined Barclays as Analysts in the DCM team.

### ALTERNATIVE INVESTMENTS

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

- Geoff Hutchinson of Pacific Equity Partners has been appointed as Managing Director with HRL Morrison & Co. Georgina Haire previously with MUFG Bank as an Associate, has also joined the firm as an Investment Executive.
- Michael Blickstead Head of Principal Finance APAC with Macquarie Group, has been appointed as Senior Managing Director with Blackstone.
- Ed Eason previously CFO, Enterprise Services with Commonwealth Bank, is now Managing Director with Yarra Capital Management.
- Stephen Burns has joined Palisade Investment Partners as Managing Director, Palisade Real Assets. Stephen has prior experience with TCorp, Barings in Sydney & London, as well as Whitehelm Capital. Annika Li has joined the team as Senior Investment Manager, Real Assets from TCorp. Brandon Tang previously with Rothschild has also joined as an Investment Associate.
- Anthony Hermann, Executive General Manager Global Markets, Institutional Banking & Markets with the Commonwealth Bank has been appointed to lead the Credit business in the APAC region with Apollo Global Management. Anthony's senior colleagues Julian Longstaff & Vid Pulavarti who were Managing Directors from the Commonwealth Bank will also be joining the firm.
- David Spiez joins QIC as General Manager of Strategy & Operations, Private Debt. Prior, he held roles with Standard Chartered and Citi. Anastasia Comninos & David Xu have also joined the QIC team as Associates from MUFG & JP Morgan respectively.
- Jacqueline Purcell will be joining TDM Growth as Head of Growth in the new year, she was previously with Culture AMP as CFO. Sophia Croker is also joining the firm this month as an Investment Analyst from JP Morgan.
- Mike Ferrari has joined Salesforce Ventures as Managing Director. Mike has prior experience with In-Q-Tel as Managing Director & Goldman Sachs in the US.
- Dries Venter previously with HSBC as Director, Structured Banking has joined ABGF as Director, Origination. Jack Lin has joined as Investment Director from AUA Private Equity Partners (New York) & Lucinda Bradshaw has joined as an Investment Manager from BBRC Private Equity.
- Tom Forde previously with Tanarra Capital as an Investment Director, has gone to Caledonia Investments.

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- Mark Chudek of Affinity Equity Partners has joined Quadrant Private Equity as an Investment Director. Andy Cheung, ex Canva has also joined the firm as an Investment Analyst, Growth Fund.
- Wingate has seen the hires of Yoni Cukierman as Director, Corporate Investments from Toll Group, Joel Zanoni as Executive Director from Salter Brothers & Daniel Max as Associate Director from Deloitte.
- Oliver Trajcevski formerly of Moelis Australia has been appointed as CIO with Lakeba Group.
- MaxCap Group has expanded its team with the hire of Joe Vincent (ex Lendlease) as Director, Direct Investment, Matthew Smith (ex Westpac) as Investment Director & Leyla Sacks (ex FairVine Super) as Associate Director in the Private Capital team.
- Patrick Sieb of InfraTech Partners, has joined Investible as Investment Director, ClimateTech Fund.
- Tom Farmakis has joined KKR's private equity team from Macquarie's Infrastructure & Real Assets team where he was a Manager.
- Peter Han who has prior experience with Pacific Equity Partners as an Associate Director has joined Stonepeak Infrastructure Partners. Andy Truong, ex Goldman Sachs has also joined the firm as an Investment Associate.
- Peter Casper, ex Citi Director, Investment Banking, has joined PAG Melbourne as Vice President, Private Equity.
- Harry Byrnes Howe has joined EQT Group as a Vice President from Pacific Equity Partners.
- Frederique Curtis & Angus Larcombe have joined Pacific Equity Partners' capital solutions team, Frederique joins from MUFG & Angus was previously with RBCCM. Adam Simpson previously with Credit Suisse as an Investment Banking Analyst has also joined the firm as an Associate.
- Hayley Baker previously an Associate with Adamantem Capital, has joined Eucalyptus, a Healthcare Technology VC Fund.
- Alisia Fabry has joined TCorp as Manager, Infrastructure Investments from Plenary Group, where she was an Associate Director.
- Olivia Wise, ex Morgan Stanley Investment Banking Associate has joined Pexa Ventures as a Senior Manager.
- Richard Osborne ex Westpac Strategic Investments has joined Partners for Growth as an Investment Manager.
- Joshua Lane has joined Seidler Equity Partners as an Investment Associate. Joshua joins from Citi.
- Gemma Stooke who was an Engagement Manager with McKinsey & Co., has joined Bain Capital as an Associate.
- Michael Townshend previously with Moelis & Co. has joined Ellerston Capital as an Investment Associate.
- Jasmine Wang has joined Anchorage Capital Partners as a Senior Associate from Z Capital Group in New York.
- Isabella Blakiston previously Associate Director with UBS, has joined Advent Partners as an Investment Associate.
- Metrics Credit Partners have added to their team with the hires of Alison Chan from NAB as Investment Director, Sustainable Finance, Luke Adams from GFG Alliance as Group Treasurer & Jitesh Menon from NAB as an Investment Associate.
- Anthony Achjian (ex Moelis & Co.) and William Tunny (ex Deutsche Bank) have joined Apollo Global Management as Associates, Real Estate.
- Jake Gee previously with MH Carnegie & Co. has joined Colinton Capital Partners as an Investment Associate.
- Sophie Masterton has joined Moelis' MA Financial Group as an Investment Associate, Principal Investments, Credit & Lending. Sophie has prior experience with ANZ as Manager, Leveraged & Acquisition Finance. Adrielle Touma, ex ASX Strategy is also joining Moelis as an Investment Analyst in their Private Equity & Venture Capital team.
- Dawen Lin has resigned from JP Morgan's FIG team and is joining Federation Asset Management as an Investment Associate.
- Rebecca Lau previously with Bain Capital Credit as an Analyst, has joined Macquarie Principal's team.
- Bombora Group has added Abbie Wang (ex UBS Investment Banking Analyst), Garren Robbins & Matthew Hutchinson (both ex Citi Investment Banking Associate) to the team.
- Max Lim has joined PAC Capital as an Analyst. He was previously with Prodigal as a Senior Quantitative Analyst.
- Hao Do (ex JP Morgan) & Thomas Fawcett (ex Stanton Road Partners) have joined Regal Funds Management as Investment Analysts.
- Jefta Ongkodiputra has joined the Susan McKinnon Foundation as an Investment Analyst from Karara Capital.
- Thomas Hermsen has joined The Riverside Company as an Analyst from Moelis & Co. where he was an Associate.
- Robert Lister has joined Redwood North as an Investment Analyst from Deloitte.
- Daniel Coughlan previously in equity research with Credit Suisse, has joined AirTree as an Analyst.



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## **FUNDS MANAGEMENT**

### **Distribution & Advice**

- Steve Mazzarelli has been appointed as Head of Distribution with Fortitude Investment Partners, Steve was previously with AMP Capital.
- Joy Yacoub has been appointed as Head of Distribution with Pella Funds Management. Joy was Executive Director at Pengana Capital Group.
- Huw O'Grady has joined Franklin Templeton as a Sales Director, he joins from Grant Samuel where he was a Key Account Manager.
- Matthew Jackson previously of Franklin Templeton, has joined Shaw & Partners as Director of Sales & Distribution for Australia.

### **Investments**

- Kris Walesby, ex ETF Securities & Oliver Reynolds, ex Coolabah Capital have joined Mirae Asset Global Investments as CEO & COO respectively.
- Alison Telfer most recently COO with BlackRock has been appointed as Country Head ANZ with UBS Asset Management.
- Jonathan Baird has been appointed as CEO of IAM Funds. Prior to this, Jonathan was with Western Asset Management & UBS.
- Matthew Rady joins BT Financial as CEO. Prior he was CEO for Allianz Australia Life Insurance and also spent several years with Macquarie.
- John Moorhead has been appointed as Head of Global Emerging Markets with Maple-Brown Abbott. He has earlier experience with Pictet Asset Management in London.
- Karen Chan previously Head of Emerging Companies with Investec, has joined Perennial Value Management as a Senior Investment Director.
- Kate Galvin previously of NAB Health has been appointed incoming CEO of VFMC, replacing retiring Lisa Gray.
- Jason Hazell has joined State Super as General Manager, Defined Contribution Investments from Crescent Wealth where he was CIO.
- Anastassia Juventin has been appointed as CIO with Lipman Burgon & Partners, she has prior experience with AMP Capital as Portfolio Manager.
- Brett Lazarides has joined Frontier Advisors as Principal Consultant & Head of Investment Governance. Brett sits on various Boards and has earlier experience with Infrastructure Capital Group.
- Joseph Lai (formerly of Platinum Asia Fund) & Douglas Huey (formerly of PM Capital) have joined newly establish merging market fund manager, Ox Capital Management. Joseph joins as Principal & Lead Portfolio Manager and Douglas joins as Portfolio Manager.
- Gillian Wilson has joined Antares Fixed Income as Portfolio Manager from Dimensional Fund Advisors.
- Fiona Manning has joined Apostle Funds Management as Portfolio Manager, People & Planet Diversified Fund. Fiona was previously with AMP Capital as Ethical Investments Manager, Multi-Asset Group.
- James Hawkins, ex Flagstaff Partners, joins L1 Capital to lead their Catalyst Fund.
- Joshua Bloom who has prior experience with EISS Super, has joined Australian Catholic Superannuation as an Investment Manager.
- Christopher Bauer who was previously with Goldman Sachs in London as Executive Director, Pension Solutions will be joining Ardea Investment Management as Investment Solutions Manager.
- Lillian Lin previously with Macquarie Group, has joined Aware Super as a Portfolio Analyst, Private Equity.

## **CORPORATE, GOVERNMENT & RISK MANAGEMENT**

- Chania Rodwell has been appointed as General Manager, Commercial with InvoCare, she has prior experience with Vortex Group of Companies & M.H. Carnegie & Co.
- Claudia Adamson, ex Legend Corporation & Deloitte, has joined Arnott's Group as a Corporate Development Manager.
- Andrew McConnell has joined Woolworths as Senior Manager, M&A from KPMG where he was Director, Transaction Services. Nancy Chen (ex Credit Suisse) & Ivan Wong (ex Lion Co) have both also joined the company as Manager, M&A. Bonnie Sheldon (ex Senior Analyst from Deloitte) has joined the strategy team.
- Steve Mylonas has been appointed as CFO & General Counsel with Valiant Finance, Steve has prior experience with Lumini Partners.
- Craig Whelan, ex Executive Director with Infrastructure Capital Group has joined CEFC as a Chief Risk Officer in Melbourne.
- Barry Keenan has joined NHFIC as Director, Credit. Barry has earlier experience with CIC as Senior Credit Risk Officer.
- Michael Cant has been appointed as CFO with Genworth replacing Michael Bencsik. Cant has prior experience with Commonwealth Bank as Executive General Manager, Strategic Development.

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- Kirstin Hunter, formerly of Future Super, has joined green energy fintech Brighte as Chief People, Risk & Legal Officer.
- Oliver Blades-Moore previously with JP Morgan as Executive Director, Diversified Industries has joined Lion Co as Strategy & Corporate Development Leader.
- Daniel Smart previously with ANZ Bank as Director, Resources, Energy & Infrastructure has joined Export Finance in Perth. Caroline Joo previously with Vantage Asset Management has joined the Sydney team as Director, Origination.
- Becky Sung has joined Origin Energy as Senior Commercial Advisor, Becky has prior experience with InfraRed Capital Partners.
- Cindy Goodwin previously General Manager, Corporate Development with Australia Post, will be joining Wesfarmers in Perth as a General Manager. Dan Harloe previously with Affinity Equity Partners as an Associate, has joined Wesfarmers in a business development role.
- Alvaro Koc Fong has joined Clean Energy Finance Corporation as an Associate from Transurban where he was a Corporate Finance Analyst.
- Danny Tang previously with Gresham Partners, has joined QBE Insurance as a Corporate Development Manager.
- Harvey Liu & Andrew Middleton have both joined NAIF as Associate Director, Portfolio Management. Harvey joins from ICBC & Andrew joins from NSW Treasury. Matthias Prosser, Grace Hang & Oliver Sawyer have also joined the team as Associates from Mazars, Westpac & Commonwealth Bank respectively.
- John Whitehill ex Macquarie Capital has joined Ramsay Health Care as a Business Development Manager.
- Laura Cohalan who has prior experience with Bain & Company, has joined The a2 Milk Company as a Senior Strategy Manager.
- Fond Lim previously with Sumitomo Mitsui Trust Bank & ING, has joined Transport for NSW as an Associate Director.
- Matthew Ng has joined Splend as a Strategy Analyst from Lion Co, where he was a Senior Commercial Analyst.

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