



DIVERSITY
OPPORTUNITY
EXPERIENCE

Australian Prudential Regulation Authority





Put yourself in the equation...
...and help shape the future of Australia's
financial services industry.

The Australian Prudential Regulation Authority offers diverse opportunities and experience across the entire financial services industry.

BANKING INSURANCE SUPERANNUATION



 **APRA**

INTRODUCING APRA

The Australian Prudential Regulation Authority (APRA) is the prudential regulator of the financial services industry.

We oversee Australia's banks, credit unions, building societies, life and general insurance companies and reinsurance companies, friendly societies and most of the superannuation industry.

APRA currently supervises institutions holding approximately \$3.6 trillion in assets for 22 million Australian depositors, policyholders and superannuation fund members.

OUR VISION is to be a world-class integrated prudential supervisor recognised for its leadership, professionalism and innovation.

OUR CORE MISSION is to establish and enforce prudential standards and practices designed to ensure that, under all reasonable circumstances, financial promises made by institutions we supervise are met within a stable, efficient and competitive financial system.

We also act as the national statistical agency for the Australian financial sector and play a role in preserving the integrity of Australia's retirement incomes policy.



OUR VALUES underpin the critical role we play in protecting the financial well-being of the Australian community. High standards are required in everything we do. In our work and in our interactions with others, we value and seek to demonstrate:

- Integrity • Collaboration • Professionalism
- Foresight • Accountability

OUR SUPERVISORY APPROACH is forward-looking, primarily risk-based, consultative, consistent and in line with international best practice. The approach also recognises that management and boards of supervised institutions are primarily responsible for financial soundness.

DIVERSITY

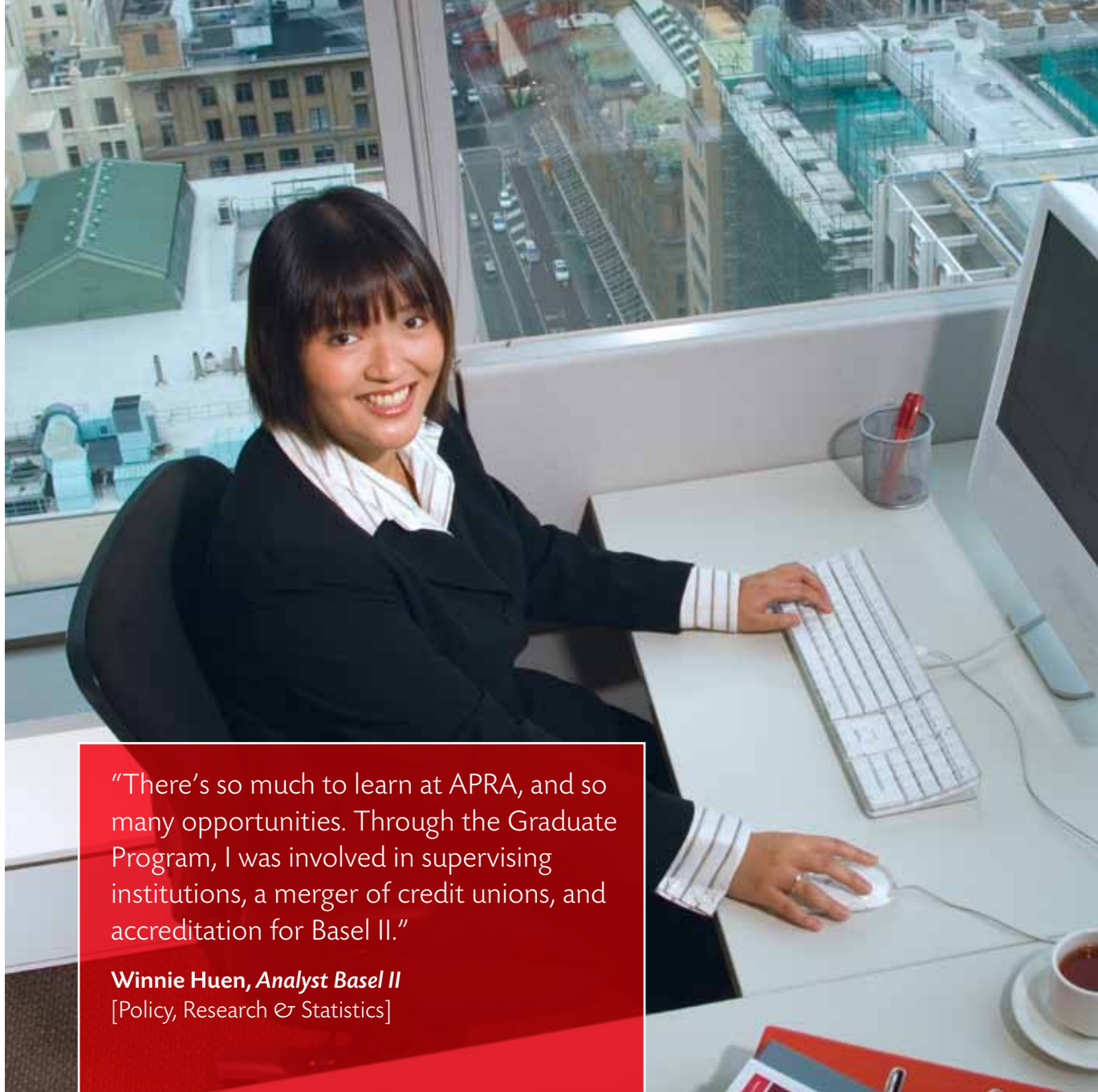
We employ a diverse range of highly skilled professionals to supervise financial institutions, or provide specialist advice to our front-line supervisors.

Opportunities exist for graduates in the supervision of banks, insurance companies and superannuation funds, and also as part of teams providing policy and risk management advice.

Our highly skilled economists, accountants, lawyers, statisticians and actuaries analyse a range of financial issues, including:

- asset pricing;
- risk measurement and management;
- legal matters;
- corporate governance; and
- linkages between the financial system and the macro-economy.

With approximately 600 employees, APRA is based in Sydney's CBD with offices in Melbourne, Brisbane, Perth, Adelaide and Canberra.



"There's so much to learn at APRA, and so many opportunities. Through the Graduate Program, I was involved in supervising institutions, a merger of credit unions, and accreditation for Basel II."

Winnie Huen, Analyst Basel II
[Policy, Research & Statistics]



OPPORTUNITY

“The work is different to what my friends are doing. You feel part of something really important.”

Shane Wilson, Analyst
[Credit & Operational Risk Services]

“APRA provides a valuable opportunity to gain exposure across financial services. I’ve learnt a great deal in the first year in supervising banks and superannuation funds.”

Orla Fitzpatrick, Analyst
[Diversified Institutions]

APRA offers you the opportunity to make a difference.

With unmatched exposure to the Australian banking, insurance and superannuation industries, APRA offers the opportunity for graduates to kick-start their professional career.

We also offer arguably the most rigorous training and development in the finance industry.

Our people are given a range of learning opportunities to deal with the specific demands of operational roles, and to cater for both professional and management leadership development. These include structured training programs, project-based work, rotations, secondments and mentoring programs.

Match that with generous financial support and study leave for post-graduate studies and technical training, and APRA provides the sort of opportunity that makes a real difference to a graduate’s career.

EXPERIENCE

Our people gain experience at the coal face of a changing and complex industry from day one. No exceptions.

We carry out prudential reforms which shape the future of Australia's financial services industry to better protect policyholders, depositors and superannuation fund members.

At APRA we:

- monitor institutions' financial position and outlook;
- assess the safety implications of mergers, acquisitions and major changes to financial institutions' business operations;

- assess risks in financial institutions;
- license new financial institutions;
- manage problem situations and at-risk institutions; and
- enforce directions to protect policyholders, depositors and superannuation fund members.

Internationally APRA is also at the forefront of financial regulators.



"APRA people are professional, rigorous and dedicated to what is a very important job. It feels good to be part of it all."

Harry Hu, Analyst
[Diversified Institutions]



CAREER PROGRESSION

APRA's 12-month Graduate Program is one of the most rigorous and diverse in the financial services industry.

Training is ongoing throughout your career with us. In fact, training and development is an integral part of ensuring we maintain our excellence as a regulator.

In a knowledge-based organisation such as APRA, learning through interaction with peers is essential. As one of up to 20 graduates, you'll benefit from our mentoring program, a 'buddy' system and the opportunity to rotate to another APRA division in your first year. To assist in professional development, we fully reimburse professional association membership fees.

Progression

APRA's Graduate Program takes a progressive approach to development. After a successful 12-month traineeship, you will be promoted to the role of Analyst. At APRA, progression is based on performance, not tenure. Promotions are available to the right people – even without a vacancy being available. It's our policy.

Attractive remuneration and benefits

Remuneration is based on a Total Remuneration Package that includes salary and superannuation. It is performance linked. In addition to annual remuneration increases, you may earn a performance bonus after a 12-month qualifying period as a reward for your effort and commitment.

Other benefits offered include 20 days paid annual leave, generous personal leave, access to salary sacrifice arrangements and flexible work arrangements.

"The training helps me gain in-depth knowledge across financial services, which is what I need for my career development"

Maria Huynh, Senior Analyst Supervision
[Specialised Institutions]

FREQUENTLY ASKED QUESTIONS

What academic qualifications does APRA look for in graduates?

APRA seeks graduates with a minimum credit average from a range of disciplines including accounting, actuarial, banking, econometrics, finance, financial modelling, law, mathematics, public policy and statistics. We also consider high achieving graduates with strong research and analytical skills from all disciplines.

What qualities does APRA look for in graduates?

Academic performance is only one of the qualities that APRA looks for when considering graduates who are seeking a career in prudential regulation and supervision. Integrity and high ethical standards are essential.

Is work-life balance important at APRA?

At APRA we recognise that work is just one element of our employee's lives, so we offer a range of options to help make juggling work, home, family and other personal commitments easier for our staff, including flexible work arrangements.

Is work experience required for graduates?

No. Work experience in the financial services industry is not essential. However, general work experience – including in the financial services industry – is taken into consideration.

Are there opportunities to work in other Australian offices?

Yes. But only on completion of the Graduate Program and only if you are offered a rotation, transfer or promotion.

Does APRA offer financial assistance to successful interstate recruits?

Yes. For graduate recruits who have to move interstate, we offer a relocation package. This includes a relocation specialist who will help you get your feet on the ground in a new city with advice on choosing an area that's right for you, important local knowledge on transport and finding your way around.

When does the graduate recruitment program commence?

The recruitment for the program commences in March each year, with the graduates commencing on the Graduate Program February the following year.

When do applications for graduate positions close?

They usually close in April each year – check the APRA website www.apra.gov.au. Offers are made in June.

How many graduates are you recruiting for this year and where?

We offer around 20 graduate positions each year for placement in our Sydney and Melbourne offices.

APPLICATIONS

1

Visit
www.apra.gov.au/careers/

2

Complete online
application form

Applications for APRA's Graduate Program can only be made through the graduate section of the 'Careers' page of the APRA website at www.apra.gov.au/careers/

This involves completing a resume template and application form including academic results.

Applicants will then be invited to undertake online assessments.

Shortlisted applicants will move through two further stages being a combination of a practical assessment and structured interview.

More information about the Graduate Program is also available on our website or by contacting APRA's recruitment team on (02) 9210 3000 or email recruitment@apra.gov.au

We are looking for...

...graduates with a minimum credit average from accounting, actuarial, banking, econometrics, finance, financial modelling, law, mathematics, public policy and statistics. We will also consider high achieving graduates with strong research and analytical skills from all disciplines.

Locations

We offer placements in Sydney and Melbourne.

Core competencies

Analytical skills – research skills – verbal communication skills – writing skills.

Eligibility

Australian citizenship or permanent residency.