



Position overview

Leadership level

Leading self

Business unit

Finance

Reports to manager job title

Rotation Leader
Senior Manager – Early Careers (Program Manager)

Division

Finance

Number of direct reports

0

Location of role

Sydney-Quay Quarter Tower, 50 Bridge Street

Key relationships

Rotation Leader, Team & Stakeholders
Graduate Champions & Program Manager
Graduate Cohort & Buddies

Financial accountabilities

NA but maintain a commercial mindset

Description of division and business unit

AMP Finance plays an important role in enabling AMP to adapt and thrive in a changing environment by being responsible for:

- Protecting, creating and reporting on shareholder value
- Partnering with business leaders to achieve strong business performance
- Ensuring that AMP is efficient and cost effective
- Protecting the assets of external customers.

AMP Finance is an influential strategic business partner and a proactive catalyst for change in the AMP business. To this end, AMP Finance focuses on:

- Driving long term strategy and resource allocation
- Providing advice and insights
- Efficient, agile and simple processes and systems
- Robust governance and financial control

Purpose of the role

A two-year rotational graduate program, graduates obtain hands-on foundational accounting experience within AMP Finance, ensuring they have a breadth of experience for a successful career post program.

The skills learnt on the program align with the professional study of the CA which is completed as part of the graduate program. Graduates will be financially supported in their completion of the CA program.

Rotations offered

This stream provides an opportunity for graduates to complete four, six-monthly rotations across two core areas during their first year, and two elective areas in the second year. Potential rotations could include but are not limited to:

Core: Financial Control – Supports AMP's strategy by directly maintaining the Financial Control Framework and Financial Accounting of the organisation. Examples include: Financial Accounting; General Ledger maintenance; Reconciliations and Analysis; Audit process management; and Tax Accounting.

Core: Performance and Planning – Supporting AMP's various business areas to add value and form business insights through financial reporting and analytics. Examples include, Cashflow and expense reporting; Sales and retention metrics; Performance reporting; Investor reports; and ad-hoc financial reports.

Core: Statutory Reporting – Responsible for the preparation of statutory and regulatory reports for an ASX-listed entity. Examples include: Setting and developing accounting policy; Providing technical advice; Consolidation of numerous business and investment entities; Facilitating the production and review of financial reports; and Preparing consolidated and entity statutory reports and regulatory returns based on the General Ledger and non-ledger data sourced from other teams and providers.

Core: Internal Audit – Supports AMP's strategy by providing independent, objective assurance services to evaluate the effectiveness and efficiency of AMP's governance, risk management and control processes.

Elective: Treasury – Responsible for managing the liquidity and balance sheets risks and capital position for the AMP Group and AMP Bank. Examples include: Front office (dealing); as well as middle and back office (settlement and reporting). Treasury also provides internal advisory and execution services.

Elective: Business Performance – Partnering with one of AMP's business units (such as AMP Australia) to provide finance support and insight to solve business problems on a day-to-day basis while developing business acumen and influencing skills. Examples include: Business reporting and advice – incorporating volumes, margins, experience, expenses, capital and return on equity; Planning and forecasting KPI's; and Business case reviews.

Elective: Enterprise Risk Management (ERM) – accountable for developing and implementing AMP's ERM Framework. The ERM Framework is the totality of systems, structures, policies, processes and people within AMP that identify, assess, respond, monitor and review all internal and external sources of risk that could have a material impact on AMP. ERM provides risk management capability, high quality advice, insight and support to our business partners.

Elective: Portfolio Strategy and Mergers & Acquisitions (M&A) – Responsible for formulating recommendations about the optimal deployment of capital across AMP's businesses and managing M&A-related activity for the AMP Group. Consideration is given to the market environment (economic, industry, competitors), organisational capabilities, competitive advantages and the allocation of scarce resources (capacity and capital).

Qualifications required

Applicants must have successfully completed an accredited degree and pre-requisite subjects that allow them to enrol in the CA Program

Typical degrees include but are not limited to:

- Bachelor of Commerce / Business (Accounting)
- Bachelor of Accounting
- Bachelor of Finance (Accounting)

Meet Our Graduates

Chris-2023 Accounting & Finance Graduate

Bachelor of Economics from University of Sydney

Since joining AMP's Graduate Program, I have been given fantastic opportunities to develop both my technical and interpersonal skills and explore professional pathways that I would like to pursue in the long term. My team members have been friendly and supportive, and I find AMP to be an excellent place for me to improve myself both personally and professionally.

AMP's graduate program will be a wonderful opportunity for you to explore different business areas and specialities through multiple team rotations. You will be given opportunities to work in areas of your own liking such as Group Statutory Reporting, Planning & Performance and Technology etc. This degree of flexibility will allow you to develop a more well-rounded set of skills and will be instrumental in helping you shape your long-term career path.



Danny-2022 Accounting & Finance Graduate

Bachelor of Commerce (Accounting & Finance) from UNSW

AMP's Graduate Program allows you to rotate through diverse teams within the business and explore different types of work before finding your interests. Some of the rotations on offer include Group Finance, Treasury and Strategy. These rotations provide you with a holistic understanding of both the business and the financial services industry, whilst developing key technical skills. The continued support received from AMP and the

willingness of the staff to continually assist you throughout the program effectively eases you into the professional workplace from university



Kavya-2021 Accounting & Finance Graduate

Current role-Treasury Reporting Analyst

Bachelor of Applied Finance/ Bachelor of Commerce-Professional Accounting at Macquarie University

I chose AMP's Graduate Program because I recognised the need to rotate and explore multiple business areas and functions and get a sense of the diversity in teams across this prestigious financial services institution. Some of these areas include Group Planning and Performance, Internal Audit and Statutory reporting, alongside electives to your own liking. Graduating out of University, it can be daunting putting your finger on a single area to specialise in considering the broad financial service environment, and choosing this program allows me to personalise my path to my dream career. There is an ongoing investment in the graduates and this is something that has motivated me to allow myself to exit my comfort zone and accrue professional and personal development.



Sharleen-2020 Accounting & Finance Graduate

Current role-Group Strategy and M&A Analyst

Bachelor of Commerce at University of Melbourne, Master of Business Law at University of Sydney

Joining AMP's Graduate Program has provided me an incredible experience that has accelerated my professional development and opened my eyes to the broad range of career pathways available to me. The program offers four 6-month rotations across Finance and

other departments within the company, which gives Graduates the opportunity to explore their interests, experiment with different roles, and create a network of peers and mentors across the business. Some of the highlights from my time in the Graduate Program include getting involved in strategy development workshops with the executive leadership team, key corporate M&A transactions, and the delivery of full year financial results.



AMP Purpose & Values

Our purpose

Our purpose - **helping people create their tomorrow** – guides our actions and decisions.

- For our **customers** this means giving them the confidence to take control of their finances and achieve their goals.
- For our **partners** this means working together to meet the needs of customers.
- For our **shareholders** this means delivering sustainable financial performance and returns.
- For our **employees** this creates meaningful opportunities to contribute and deliver positive outcomes.
- For our **communities** this means improving financial equality through our community partners, grants programs and volunteering.
- For **all our stakeholders** it is about delivering value and impact and reporting meaningfully on our progress.

Our Values

- **Put customers first:** we are here for our end customers. Their experience and outcomes matter to us. We consider customers in all our decisions and make it as simple as possible for them to take control and achieve their goals.
- **Own it:** accountability starts and stops with all of us. We hold ourselves and each other accountable, honour our commitments, move quickly to execution, and deliver results.
- **Be brave:** courage empowers us to have a go and chase after our priorities. We speak up, think big and try new ways of doing things. If something isn't working, we fail fast, adapt, and learn.
- **Play as one team:** when we play as one team, we achieve more. We break down silos and come together quickly to solve problems and kick goals, playing to our strengths, and sharing our wins and losses.
- **Do the right thing:** doing the right thing matters, even when no one is looking. We are respectful, act with integrity, and deliver on our promises. This is how we earn trust.

Inclusion and diversity

AMP welcomes people with all kinds of life and work experiences. Our individual differences – and collective strength – make for great employee, customer, and business outcomes. What unique insights could you bring to the AMP team?