

## Candidate Information Pack

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**Organisation:** Australian Office of Financial Management  
(AOFM)

**Position:** Assistant Director Investor Relations

**Consultant:** Emma Alberici

May 2026

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## Advertisement

### Assistant Director, Investor Relations

Australian Office of Financial Management

EL 1 - Canberra or Sydney

- Lead investor engagement for the largest debt manager in the country
- Shape the future of the Australian Government's Green Bond Program
- Join a small, high-calibre and high-impact team

#### The Organisation

The Australian Office of Financial Management (AOFM) is one of the country's most significant financial institutions. As the agency responsible for managing the Commonwealth's debt and financial assets, the AOFM operates at the intersection of sovereign markets, fiscal policy, and international capital flows. It manages the issuance of Australian Government Securities (AGS), including the landmark Green Treasury Bond program - Australia's first sovereign green bond. It works closely with Treasury to ensure the government's financing needs are met efficiently and transparently.

The AOFM's Front Office is a compact, experienced team that punches well above its weight in global markets. It is a place where intellectual rigour, market knowledge, and collaborative working are the norm. People who join the AOFM consistently cite the calibre of their colleagues, the significance of the effort, and the quality of life that comes with it as the value of their work.

#### The Role

This is a newly scoped position within the Investor Relations Unit, created to bring together two disciplines the AOFM now needs under one roof: sustainable finance expertise and market-facing investor relations capability. Reporting to the Head of Investor Relations, the Assistant Director, Investor Relations will lead a small team of two and serve as the AOFM's subject matter expert on green bonds, sustainability reporting, and the growing body of international frameworks that govern sustainable sovereign issuance.

Day to day, the role covers a wide spectrum: managing the annual impact and allocation report, maintaining the Green Bond Framework in collaboration with Treasury, responding to investor and internal queries on sustainability matters, monitoring global developments in sustainable finance, and participating in domestic and international investor engagement activities including roadshows and presentations. The person in this role will be the AOFM's representative and voice in a space that continues to evolve rapidly. They will engage with green bond investors, environmental finance bodies, and the sustainability teams across Australia's major financial institutions. This is not a communications role. It is an analytical, market-facing position that demands both technical depth and the confidence to represent the agency at high-level forums.

#### What We Are Looking For

The AOFM is looking for someone with more than 10 years of broad financial markets experience, with genuine depth in sustainable finance. The ideal candidate has worked directly with green bond issuance, whether from the issuer side (corporate or government treasury), the originator side (debt capital markets within a major bank), or through a role with close involvement in framework development and impact reporting. Familiarity with green loans and sustainability-linked instruments is relevant, though green bond experience is the priority.

Candidates might come from corporate treasury teams, the sustainable finance divisions of the major banks, state government funding teams, or from within the investment management community – provided they bring a market-facing, analytical orientation rather than a communications or advocacy background. The AOFM is looking for someone who understands how the market works, can speak the language of investors and intermediaries, and is ready to be the team's expert on a function that is now business-as-usual but still requires deep knowledge to execute well.

#### Qualities and Cultural Fit

The AOFM places particular value on mature judgement, intellectual honesty, and a genuine willingness to learn and improve. The person who succeeds in this role will be comfortable working across the spectrum - from getting into the analytical weeds of a proceeds allocation model to presenting on behalf of the agency at an international forum. They will be an effective mentor to more junior team members, a credible voice with external stakeholders, and a collaborative contributor to a front office that works hard to get things right together.

## OFFICIAL

Strong written and verbal communication skills are essential, as are sound analytical abilities and the confidence to handle competing priorities without losing attention to detail. A relevant tertiary qualification in finance, economics, or a related discipline is expected; postgraduate qualifications are desirable. Familiarity with Commonwealth policy frameworks is helpful but not essential.

### How to Apply

Derwent Search has been retained by the AOFM to manage this appointment. Applications should be submitted to Derwent and must include:

- A current curriculum vitae.
- A one-page pitch outlining how your skills, experience, and knowledge are relevant to the role.

### Contact

For a confidential discussion about the role, please contact Emma Alberici at Derwent Search on [ealberici@derwentsearch.com.au](mailto:ealberici@derwentsearch.com.au) or 0419 683 660. Applications close at 11.59pm AEST on Sunday 31<sup>st</sup> May 2026.

## The Organisation

### Overview

The Australian Office of Financial Management (AOFM) was established on 1 July 1999 as a prescribed agency under the Financial Management and Accountability Act 1997. This creation formed part of an Administrative Arrangement Order variation that transferred the Commonwealth's debt management activities from the Department of the Treasury to the new entity, aiming to separate operational debt handling from broader policy functions. As a non-corporate Commonwealth entity within the Treasury portfolio, the AOFM became accountable to the Treasurer and the Secretary to the Treasury, with its chief executive officer designated as the accountable authority under relevant legislation.

The Australian Office of Financial Management (AOFM) is Australia's sovereign debt manager. Its role involves financing the operations of the Australian Government. To do this, it issues debt securities on behalf of the government and manages its cash. The AOFM also implements government initiatives that relate to the Australian securitisation market. The AOFM borrows in wholesale funding markets by issuing Australian Government Securities (AGS). It has two main responsibilities: ensuring the government can always meet its financial obligations and managing the government's debt portfolio by prudently balancing risks and costs over time. It is aware of its potential to impact sectors of the capital markets through its actions as an issuer of government debt and as an investor on behalf of the government.



The AOFM employs circa 45 people. The accountable authority is its Chief Executive Officer (CEO), Anna Hughes. In 2025, the AOFM senior leadership team was expanded to include the Deputy CEO and Chief Operating Officer (COO) roles. This is the first major change to the AOFM leadership structure since the early 2000s, and reflects the changing internal and external operating environment. These positions provide additional executive support to the CEO and managerial support to the broader organisation, increasing the AOFM's capacity and capability.

The AOFM organisational structure is based on financial industry best practice, and it develops its teams to align with different stages of its business processes. The structure specifically recognises the separation of duties related to financial transactions. Core operational activities form the following three broad areas, reporting to the Deputy CEO and COO as appropriate.

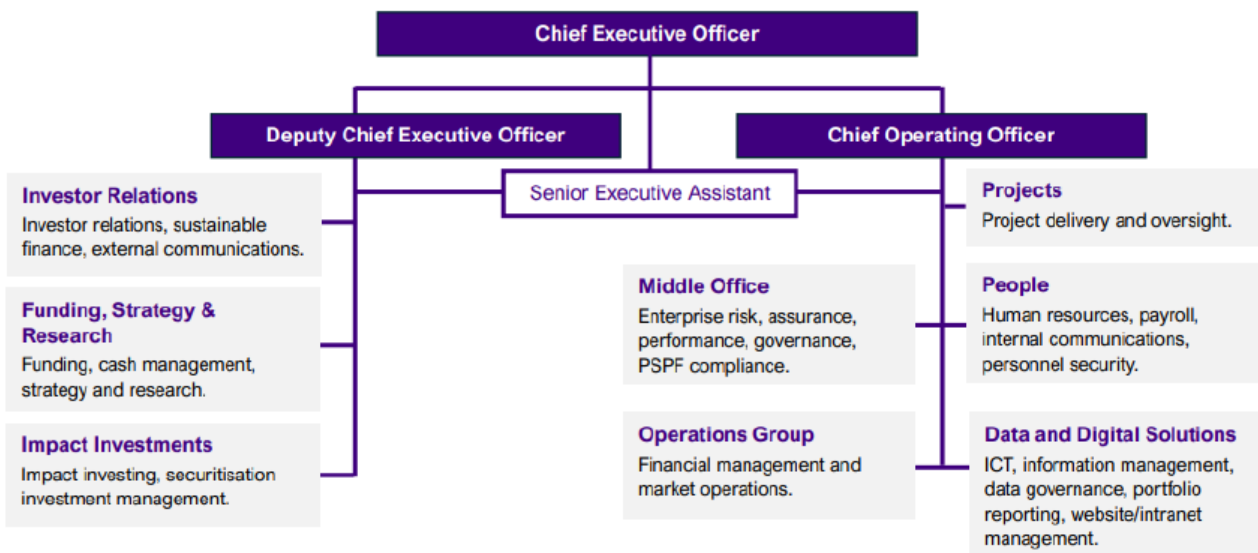
Anna Hughes has held the CEO position since 16 January 2023, becoming the first woman to lead the AOFM; prior to this, she served as South Australia's Deputy Under Treasurer with more than 20 years of public and private sector finance experience across the Asia-Pacific.

### DCEO -

The front office reports to the DCEO and is responsible for funding operations, debt strategy, investor relations, policy-driven investment and sustainable finance. Activities include conducting tenders and syndications for the issuance of AGS; liaising and engaging with AGS investors and other market participants; managing government cash balances; administering and executing the investment program for the Australian Business Securitisation Fund; and managing the Green Treasury Bond program.

**COO -**

The reports into the COO support enterprise risk management; undertake second-line risk assurance; manage business continuity, business systems and data; safeguard security and privacy; and measures portfolio performance. Risk and compliance monitoring facilitates the AOFM's management of risk, including adherence to the separation of back office and front office functions. The Finance and People teams also report into the COO.



## Role Description

The Investor Relations Unit is responsible for the development and delivery of investor relations strategy for the AOFM, with a focus on promoting understanding of the economic and financial environment influencing the Australian Government Securities (AGS) market and the AOFM's issuance plans (including issuance of Green Treasury Bonds). This includes direct engagement with investors and collaboration with intermediaries to conduct marketing activities, prepare promotional materials, and gather insights into investor preferences and concerns.

The Assistant Director - Investor Relations plays a key role in promoting the AOFM's debt products and sustainable finance initiatives to domestic and international stakeholders. The role supports and leads investor engagement activities, informing annual issuance strategy, managing external communications and supports the strategic direction of the AOFM through effective communication and stakeholder management.

This is an Executive Level 1 (EL1) appointment reporting directly to the Head of Investor Relations. The role sits within the front office and is responsible for leading the AOFM's sustainable finance function while contributing substantively to the broader investor relations program.

The sustainable finance function was established as part of the AOFM's green bond program, which has now reached a level of maturity. The EL1 position brings together two functions that were previously separate: sustainable finance and investor relations. The incoming appointee will lead a small team of up to two and be expected to operate as the AOFM's subject matter expert on all matters relating to green bonds, sustainability frameworks, and the interface between sustainable finance and debt capital markets.

This is not a communications or brand-focused role. The AOFM requires a technically grounded professional who understands how markets work, how investors think, and how sustainable finance frameworks operate in practice. The successful candidate will be trusted to represent the AOFM to external stakeholders, including investors, Treasury, and international sustainability bodies.

### Key Responsibilities

- Lead relationships with financial market intermediaries and key investor groups including in relation to green bond issuance and sustainable finance initiatives.
- Lead implement and review strategies for marketing Australian Government debt products and green bonds.
- Monitor international developments, investor preferences, concerns and market trends to inform AOFM's investor relations strategy and AOFM's issuance strategy, including green bonds.
- Liaison with Treasury with respect to the preparation of the annual impact and allocation report, accounting for the allocation of green bond proceeds to eligible Commonwealth government projects. Support the analytical work involved in allocating bond proceeds, working alongside the analyst team on the numbers underpinning impact reporting.
- Maintain and periodically review the AOFM's green bond framework, in conjunction with Treasury, ensuring it remains current with evolving global standards and investor expectations.
- Have a grounded understanding of sustainable finance including, for example, tracking and assessing changes to frameworks including the Green Bond Principles, the Australian Sustainable Finance Taxonomy, and the United Nations Principles for Responsible Investment (UN PRI) guidelines.
- Respond to investor, internal, and Treasury queries on all matters relating to Australian Government Securities including green bonds, providing technically informed and commercially relevant guidance.
- Participate in domestic and international investor engagement programs, representing the AOFM at investor meetings, roadshows, and conferences, including roadshow co-ordination.
- Prepare speaking notes, Q&A materials, and presentation content for investor-facing activity, including the AOFM's participation at domestic and international forums.
- Work with the Head of Investor Relations and other senior colleagues to plan and execute investor outreach, with travel to both Sydney and Canberra required, and periodic international travel.
- Manage and mentor a team of up to two direct reports, providing guidance on the technical and analytical aspects of Investor Relations, including green bonds.
- Act as a coach and reference point for junior team members, building capability within the team over time.
- Contribute to the collegial, knowledge-sharing culture of the AOFM front office, including assisting colleagues with presentation preparation, Q&A support, and broader investor relations work as required.

### Skills and Experience Required

Financial markets experience is the highest priority requirement. Specifically, the AOFM is seeking evidence of one or more of the following:

- Diverse experience in financial markets, including relevant market facing experience of greater than 10 years, investor relations and sustainable finance.

- Leadership experience, including team management and mentoring.
- Outstanding public presentation, verbal and written communications skills and demonstrated ability to relay complex information to diverse audiences.
- Proven relationship management skills with domestic and international stakeholders.
- Experience in developing and implementing strategic investor engagement plans.
- Experience in external communications is desirable.
- Ability to manage competing priorities and deliver high-quality outcomes.
- Sound judgement, initiative and attention to detail.
- Familiarity with Commonwealth policy frameworks and reporting requirements is desirable, but not essential.
- Direct involvement in the issuance of a green bond, sustainability bond, or sustainability-linked loan, whether as an issuer in a corporate or government treasury function, or as a debt capital markets professional supporting an issuer through the process.
- Experience working within a green bond framework and associated reporting, including contributing to its development, maintenance, or review.
- Understanding of how sustainable finance markets operate, including the role of environmental finance bodies, bank sustainable finance teams, and international sovereign issuers.

Candidates who have only occupied sustainability, communications, ESG strategy, or policy roles, without direct involvement in market facing activity, are unlikely to meet this requirement.

## The Application and Selection Process

### *Applications*

**Closing date: Sunday, 31 May 2026.**

#### Applications:

All applications are to be received by Derwent. To apply, please go to [www.derwentsearch.com.au](http://www.derwentsearch.com.au) and “Search Jobs” where you will find links to submit your application. Your application should include a resume and a cover letter highlighting your suitability.

#### Enquiries:

Please contact Derwent by email [publicsector@derwentsearch.com.au](mailto:publicsector@derwentsearch.com.au) and we will reply with appropriate information and/or arrange a convenient time to speak. You may also contact Emma Alberici, Partner Derwent on 02 9223 1855.

### *Merit based selection process*

The selection panel will assess applicants against the selection criteria to select a short list of applicants to be invited to attend an interview with the selection panel. Candidates may also be invited to attend a pre-screening interview with Derwent to support the panel’s decision making.

Candidates may be required to attend additional interviews and or complete additional assessments such as presentation task, or psychometric assessments.

### *Reference Checks*

Candidates at an advanced stage of consideration will be requested to provide at least two referees who may be contacted before an offer is made. Any written references provided will also be checked.

### *Pre-employment verification and background checks*

Before an offer of employment is made the following checks will be undertaken:

- Academic Qualification Check
- Professional Membership Check
- Criminal History Check
- Financial Regulatory Check
- Bankruptcy Check
- Media and public commentary searches.

### *Candidate Care*

We are committed to ensuring that potential applicants and candidates are treated respectfully and fairly. Derwent consultants are available to field enquiries and ensure that applicants are informed about developments as they become available. Candidates who are shortlisted and complete assessments including interviews will be offered a feedback session to discuss their experience and the assessment results.

### *Candidates with a Disability*

Derwent aims to ensure people with disability can access secure and sustainable employment opportunities and are respected for their skills and capabilities. If required, we will provide reasonable adjustments such as access, equipment or other practical support at relevant stages of the recruitment process. You can specify in the application if you have necessary adjustments, or please inform us at any stage, and we can arrange reasonable adjustments on your behalf. If you need to contact us about reasonable adjustments during the recruitment process, please contact [publicsector@derwentsearch.com.au](mailto:publicsector@derwentsearch.com.au)

**Thank you for your interest in the Australian Office of Financial Management.**