



# THE VOICE

Monthly Newsletter for our Australian Alumni Community

ISSUE 16 | JUNE 2022

## A MESSAGE FROM THE PRESIDENT

Dear Members & Partners,

We have touched the mid-year mark and I can't believe how fast time flies. It was an amazing first half for AAS and I am excited about what is in store for the second half this year. I have been waiting to share some of the key developments over the past month.

I am excited to announce that **Andrea Della Mattea** has kindly accepted our invitation to join our esteemed Council of Advisors. As **President of Microsoft Asia-Pacific**, Andrea is responsible for leading Microsoft's strategy and operations in the region. Andrea is a distinguished alum of James Cook University and was also awarded Honorary Doctor of Engineering for her outstanding achievement in the field of engineering. In addition, she serves on the advisory board for James Cook University. In March, Andrea was also appointed as an Independent Non-executive director of HSBC. With Andrea's extensive experience and contribution in the space of technology and her focus and advocacy in the areas of inclusivity, women in leadership and closing gender gap in technology, I have no doubt that AAS will immensely benefit from her guidance and support.



Our Council of Advisor **Philip Forrest** is no stranger to the Australian alumni and business community in Singapore. Philip was appointed as Member of the Order of Australia for his outstanding contributions to Australia-Singapore business relations over the past many decades. AAS can't thank Philip Forrest AM for his contributions in helping AAS transform into this vibrant organization that we are today.

AAS organised first of our bi-monthly in person networking event on 22nd June 2022 in partnership with **Fraxtor**. **Oliver Siah** shared about Fraxtor's unique platform and how it offers easy access to global real estate investment opportunities otherwise out of reach for the investors. If you are keen to know more, please reach out to AAS and we will be more than happy to connect you to Oliver and his team at Fraxtor. We were extremely pleased with the turnout with nearly 100 people registering for the event. I was delighted to meet a lot of new faces and re-connect with many familiar faces. If you missed this opportunity, I highly recommend you to lookout for our upcoming event in August. Please follow us on our social media channels for the photos from the event and to stay updated on future events.

**Melbourne Brunch Festival 2022** organised by Global Victoria and Agriculture Victoria is landing in Singapore for the first time this July. 11 restaurants in Singapore will come together to present special brunch menus made with the best produce from the state of Victoria. The event runs from July 1 to July 31. Check the newsletter for more details. You wouldn't want to miss the Melbourne brunch!

Finally, as highlighted in our last newsletter **AAS 67th Anniversary Gala Dinner** will be held this year on **Saturday 12th November 2022** at **Fairmont Singapore**. We are looking forward to hosting 450 alumni in our post-pandemic celebration. Please watch this space for more updates on the event.

Yours Sincerely,

Rajaneesh R Kurup  
#forwardtogether

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# AUSTRALIAN HIGH COMMISSION UPDATE

## HAVE YOU HAD THE CHANCE TO VISIT THE 'EVER PRESENT' EXHIBITION IN SINGAPORE?



Tony Albert, Girramay/Yidinji/Kuku-Yalanji peoples, ASH on Me, 2008, vintage ceramic ashtrays on vinyl lettering, overall 150 x 150 cm, National Gallery of Australia, Kamberri/Canberra, purchased 2009, ©the artist and Sullivan+Strumpf, Gadigal Nura/Sydney

Did you know that the largest exhibition of art works by Aboriginal and Torres Strait Islander artists to ever tour Asia is on now in Singapore? Running from 27 May until 25 September, 'Ever Present' includes historical and contemporary art works by over 150 Aboriginal and Torres Strait Islander artists from across Australia.

Drawn from the collections of the National Gallery of Australia and Wesfarmers Collection of Australian Art, the art works show deep interconnections between past and present, as well as extraordinary artistic innovation.

The Australian High Commission, Singapore is honoured to support this significant exhibition that celebrates Aboriginal and Torres Strait Islander art, while also grappling with Australia's complex histories. The exhibition's exciting programme includes artist talks and lectures, family art tours, performances and hands-on workshops.

Find out more about 'Ever Present' and related events at <https://www.nationalgallery.sg/everpresent>.

## AAS MEMBER SPOTLIGHT

### LYNN WONG, CFO & DIRECTOR - SIEMENS LOGISTICS | PRESIDENT, MURDOCH SINGAPORE ALUMNI CHAPTER



Lynn is currently the Chief Financial Officer (CFO) & Director with Siemens Logistics of Singapore, Malaysia and Thailand. She has worked for more than 20 years with Multinational Companies (MNCs), headquartered in Germany, Japan, and the United States mostly deal with Business to Business (B2B) models involving the sales and distribution of industrial products/systems, turnkey solutions projects and research & development projects. She has performed functions in the areas of Accounting & Finance, Mergers and acquisitions, Business Administration, Commercial Management, Supply Change Management, Risk Management, and Business Process Transformation among other duties.

She graduated with a Bachelor of Business (BBus) from Monash University, a Master of Business Administration (MBA), and a Master of Professional Accounting (MPA) from Murdoch University.

Passionate about advocating for women's welfare & development as well as wanting to contribute back to the community, Lynn volunteers in Grassroots Organization and is currently serving as a Chairperson in the Women's Executive Committee (WEC) of a Community Club (CC) in the Northeast District. She is a Council Member with the Women's Integration Network (WIN) Council of People's Association, the Honorary Treasurer with the Singapore Business & Professional Women's Association (SBPWA), and the Business & Professional Women Federation (BPWF Singapore).

Having served in the Murdoch University Alumni Singapore Chapter for the past 4 years as the Honorary Secretary, she is extremely excited to be appointed as the President of the Murdoch University Alumni, Singapore Chapter to continue her passion for fostering a sense of community and support among alumni.

She is looking to meet with most of you during her serving term.

# MEET OUR NEWEST COUNCIL OF ADVISOR

## MS. ANDREA DELLA MATTEA



As President of Asia Pacific, Andrea leads Microsoft's strategic direction and operations in the region, supporting digital acceleration across 16 countries, and driving the company's mission of empowering every person and every organization on the planet to achieve more.

She and her team enable businesses of all sizes to embrace technology as a platform for continuous innovation and inclusive economic growth. Andrea has more than 25 years of experience in the technology sector and is an enthusiastic advocate for inclusivity. That includes encouraging girls in science, technology, engineering and maths (STEM), women in leadership roles and enhancing the employability of people with disabilities.

Before joining Microsoft in 2017, she served in a series of senior leadership roles at Insight Enterprises & Software Spectrum in North America and APAC, including her most recent role as Asia Pacific Managing Director where she advocated technology-driven business outcomes, transformational leadership, digital acceleration, and business empowerment.

A distinguished alum of James Cook University, Andrea completed a Bachelor of Engineering (Computer Systems) with Class 1 Honours and was the inaugural recipient of the JCU Outstanding Alumni Award for the College of Science and Engineering.

Della Mattea is also a Graduate Member of the Australian Institute of Company Directors, was appointed as an Independent Non-executive Director of The Hongkong and Shanghai Banking Corporation Limited and serves on the Board of Directors for Meals on Wheels in New South Wales, Australia. She is on the Advisory Board for James Cook University and was awarded an Honorary Doctor of Engineering *honoris causa* in recognition of her outstanding achievement in the field of Engineering and her service to the University in 2022.

# CONGRATULATIONS PHILIP FORREST AM

## MR. PHILIP FORREST AWARDED IN 2022 QUEEN'S BIRTHDAY HONOURS LIST



**Mr Philip Forrest AM**, a member of the AAS Council of Advisors was appointed a Member of the Order of Australia on 13 June 2022. He was recognized for significant service to Australia-Singapore business relations. The award was named in the 2022 Queen's Birthday Honours List — which recognizes outstanding service and inspiring achievements in Queensland, Australia and abroad.

He also serves on Advisory Board at James Cook University (JCU) in Singapore and is the Chair of its Sub-Committee for the Business School and a Council Member of the Singapore Institute of Directors. In addition, he serves as a Singapore-based independent company director focused on the Australia/ASEAN commercial relationship.

"I feel hugely honoured by this award. But I'm also humbled as I think about the wonderful people, within AAS and beyond, who contribute so much for our community (often without recognition or appreciation), and I'm also grateful to all those people who have helped me on my journey through life. So, a big thank you to family, friends and colleagues, and especially to the AAS team (management committee, council and many members) who constantly work to make the Singapore-Australia relationship as special as it is." - **Mr. Philip Forrest AM**

# PARTNER UPDATES

## DO YOU RESPOND TO QUESTIONS QUICKLY? YOU MIGHT BE SEEN AS AN EXTRAVERT



### New research explores the link between response timing and perceived extraversion, and how it influences hiring decisions and other interpersonal situations.

What makes a person come off as an introvert or an extrovert? When it comes to forming impressions of someone's personality, people often rely on observing behavioural cues — including appearance, body language, and other non-verbal cues. The judgement of other people's personality traits is crucial because they can impact interpersonal relationships, such as promote friendships, enhance chemistry in romantic relationships, and even affect hiring decisions.

In the current climate, the widespread use of mobile and online communication (e.g., online chatting, phone calls) has resulted in social interactions without traditional visual cues such as gestures. Face-to-face interactions also suffer from incomplete visual information due to mask-wearing measures that aim to curb the spread of the coronavirus. Therefore, Dr Deming (Adam) Wang, Senior Lecturer of Psychology at James Cook University in Singapore, set out to examine response timing — “a non-visual, non-verbal, yet ever-present social cue” — with regards to perceived extraversion.

“We sought to test the prediction that responders providing a response immediately (versus after a slight pause) are perceived as more extraverted because immediate responses reflect lower levels of responder nervousness and passivity,” says Dr Wang. “We believe that this prediction is imperative to test because response timing is a ubiquitous feature of social interactions that could have surreptitious or insidious effects on important social outcomes.”

Previous research has shown that response timing is associated with impressions of honesty, confidence, certainty, compliance, and intelligence. For example, studies have shown that compared to immediate responses, delayed responses are often perceived as higher in quality, since response delays signal cognitive effort and thought calibration. However, response delays are also seen to reflect uncertainty, doubt, reluctance, or hesitation. In situations where deception and honesty may be pertinent, delayed responses have been shown to be judged as less sincere, since response delays could be attributed to the responder taking time to fabricate a lie.

Over a series of studies, Dr Wang's research (published in *Journal of Experimental Psychology: General*. <https://doi.org/10.1037/xge0001254>) showed that prompt responses were seen as relaxed and proactive, while responses after a slight pause are considered to signal nervousness and passivity in social interactions, even with close friends. As a result, responders providing a prompt response were judged to be more extraverted than those who provided the response after a slight delay.

Dr Wang remarks, “Specifically, a slight difference in response timing (e.g., responding after four vs. two seconds) could be enough for job interviewers to form different impressions of applicants' extraversion levels, even when the question was not straightforward and rightfully required some thought, and consequently judge them to be differentially suitable for different types of jobs”. The study showed that people are seen as more suitable to take on social jobs (such as salespersons) if they respond to questions swiftly in job interviews, and if they respond after a short pause, they are seen as more suitable to solitary jobs (such as admin staff). These findings highlight the important role of response timing as a non-verbal cue that influences personality impression formation processes. More importantly, it highlights that response timing and other seemingly subtle social cues could potentially influence important social outcomes in life, such as whether people are hired for a job.”

Of course, since response timing can be controlled volitionally, the findings also suggest that individuals may take advantage of response timing to appear more introverted or extraverted, whatever their goal is. For example, a person could intentionally delay their response timing if they are motivated to appear more introverted. On the other hand, they could begin responding more promptly if they wish to appear more extraverted, and if they need more time to prepare their answer, they could use filler words and phrases like “Umm...” or “That's a good question...” while they prepare their answer.

Dr Wang points out: “Observers are cautioned to be mindful that not all non-verbal cues are equally reliable in extraversion judgements, since response timing is a relatively controllable exception.”

#### PAPER

Wang, D., Ziano, I. (2022) Faster Responders are Perceived as more Extraverted. *Journal of Experimental Psychology: General*.  
<https://doi.org/10.1037/xge0001254>

Check out [Dr Adam Wang's staff and research profiles](#).

Discover further information on [areas of research and research strength at James Cook University in Singapore](#).

#### Contacts

Dr Adam Wang [adam.wang@jcu.edu.au](mailto:adam.wang@jcu.edu.au)

Media: Mr Edwin Teo [edwin.teo@jcu.edu.au](mailto:edwin.teo@jcu.edu.au)

## JCU IN SINGAPORE SIGNS MOU WITH OCEAN PURPOSE PROJECT TO ENHANCE COLLABORATION AND PROMOTE SUSTAINABILITY

James Cook University (JCU) in Singapore signed a Memorandum of Understanding (MOU) on 11 June 2022 with [Ocean Purpose Project](#) (OPP), a Singaporean social enterprise committed to driving ocean conservation and plastic pollution prevention via disruptive and creative projects.

The signing took place in conjunction with a beach clean-up and the launch of the OPP Beach Hub — which will serve as a focal point for monthly beach clean-ups as well as a place for students and researchers to gather while they are out on the ground or at sea.



**The collaboration aims to benefit communities by promoting and furthering knowledge in sustainability and aquaculture.**

The MOU strengthens cooperation between JCU in Singapore and OPP through initiatives such as internships, student/staff attachments, education research, and community projects. These collaboration opportunities aim to help enhance Singapore's sustainability efforts by promoting knowledge and awareness on sustainability and aquaculture — as well as the exploration of flora and fauna in the northern waters of Singapore, and nature-based solutions such as bioremediation — to deepen the community's understanding of ocean conservation and prevention of ocean pollution. One of the innovative sustainable solutions that this partnership is interested in exploring includes creating innovative products from seaweed such as seaweed leathers and bioplastics.

JCU in Singapore has [previously worked with OPP through student volunteers](#), who helped OPP with maintenance works at floating offshore fish farms, such as tying of barrels and changing of wooden planks.

Sustainable development underpins much of JCU's teaching and research, and is central to our lives and our work, as well as JCU's role as a university for the Tropics. This collaboration advances JCU's commitment towards sustainability, and contributes to the [Sustainable Development Goals](#), including [Sustainable Cities and Communities](#), [Responsible Consumption and Production](#), and [Life Below Water](#). At the same time, the signing of this MOU dovetails neatly with JCU's annual celebration of [International Day of the Tropics](#), which highlights the diversity of the Tropics and the challenges and opportunities faced by countries within this region.

Mathilda D'silva, Founder and CEO of Ocean Purpose Project, said, "Our ocean produces more than 50 per cent of the planet's oxygen, sustains over a billion people, and provides work to about 40 million employees. The time pressure is on everyone in ocean conservation to disrupt sustainability as we know it. It's not just the domain of tree-huggers or corporates trying to make themselves look good on the ESG spreadsheets. We need to create a 'blue ocean' of possibility and rewrite what 'business as usual' really is. That starts with a strong foundation in research and an even stronger commitment to diving deep into solution the way JCU's aquaculture and sustainability teams have done with us over the years. We have been honoured to have their expertise and support to explore and test-bed innovative projects with researchers and students alike, journeying beyond theory towards hands-on application. This MOU marks a remarkable step in Ocean Purpose Project's history towards joining the hands of citizen science and established research from JCU's Singapore and Australia campuses, a truly exciting moment for us."

Professor Chris Rudd OBE, Deputy Vice Chancellor and Head of Campus, Singapore at JCU, said, "As the world's population grows and becomes increasingly urbanised, it is especially important to discern and promote a sustainable way forward. With sustainability being a cornerstone of JCU's core philosophy, this partnership demonstrates how we work together with experts in the field to advance our sustainability goals and improve the lives of communities in the greater region."

Find out more about the [Singapore campus of James Cook University](#).

Find out more about our [Environmental Science courses](#).

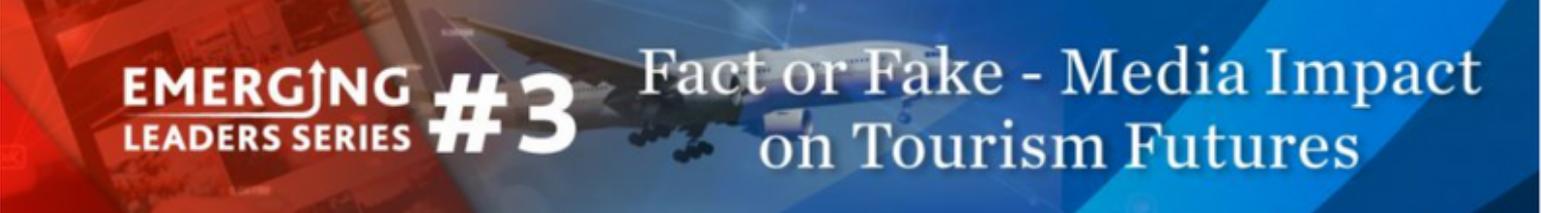
Discover further information on [areas of research and research strength at James Cook University in Singapore](#).

Contacts

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Thu, 14 Jul 2022

## Emerging Leaders Series #3: Fact or Fake – Media Impact on Tourism Futures



### EMERGING LEADERS SERIES #3 Fact or Fake - Media Impact on Tourism Futures

**When:** 14 July 2022, 4:30pm -- 5:30pm

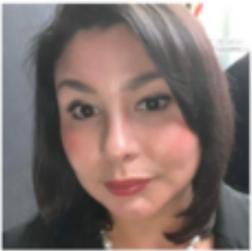
**Location:** Online Webinar

Since 2020, COVID-19 (Coronavirus Disease) has impacted tourism as a contagious global pandemic. The tourist's perception of safety and risk has a significant impact on post-pandemic travel behaviour and perception of the destination. This session will explore the role of media in times of pandemics on both the supply and demand sides of tourism, from the perspectives of academic and industry experts, and will serve as a forum for discussing research opportunities and resolving some of the issues.

#### Webinar time

4:30 pm GMT+8 (Singapore)

#### Speaker Profile



##### Ms Rachel Kelly

**Management Committee Member and Head of Student Chapter, Singapore Press Club**

Rachel Kelly is a multi-award winning journalist with over 15 years of experience under her belt. Rachel has covered various significant events across the globe, having her career span across Asia, Middle East, Europe, and the US. She started off her career in broadcast journalism in 2007 and was one of the first journalists to report for multiple platforms, encompassing TV, radio and print nationwide. Well versed in business current affairs, she was recognised for her skills in financial reporting and was recently awarded Investor Education Journalist of the Year 2021 and a Special Award for Financial Journalism in 2012 for the Securities Investors Association (Singapore) Investors' Choice Awards. Rachel was also recognised for her work in covering environmental issues by the Singapore Environment Council. Rachel takes pride with having worked with prominent figures globally, the most memorable interviews she has conducted are those with Jane Goodall, Jack Ma, and Christine Lagarde.



##### Ms Gerardine Donough-Tan

**Freelance Writer and Editor; Sessional Lecturer, James Cook University, Singapore**

Gerardine Donough-Tan writes for trade media, specialising in business events/MICE and travel & tourism. She also consults and conducts training in Marketing PR. At JCUS, she teaches MICE in the Master's program and previously taught Disaster Resilience in the Master's in Planning & Urban Design. Her previous corporate experience was in Singapore Airlines, Tradewinds Tours & Travel and TTG Asia Media. Voluntary activities include guiding in museums and heritage trails. She is a member of the Singapore Press Club and Institute of Public Relations of Singapore and sits in the Heritage Committee of the Eurasian Association.



##### Dr Zohre Mohammadi

**Senior Research Fellow - Tourism, James Cook University, Singapore**

Dr Zohre Mohammadi is currently a Senior Research Fellow in Tourism at James Cook University, Singapore. She received her PhD in Tourism in 2019 with her qualitative study on Childhood Travel Experiences and Motivations. She has a number of papers published in prestigious international journals and conferences, as well as book chapters. She has also served as a reviewer for journals and a member of scientific committees for conferences. Additionally, she benefits from conducting her research using novel qualitative methods, and she is quite confident in deploying and exploring this approach more extensively in future research activities.

[Register now](#)

*Photos and recording will be taken during the event for news and various publicity purposes*



Victoria’s startup ecosystem has grown exponentially, and the state is now home to more than 1,900 startups, contributing to an estimate of AUD 17 billion (USD 11.7 billion) to the economy. Melbourne provides opportunities across a myriad of sectors, including life sciences, software-as-a-service, artificial intelligence, blockchain, advanced manufacturing, the internet of things, big data, and fintech.

The city contributes to 64 per cent of Australia’s economic activity and startups can leverage on various initiatives and programs developed by the Victorian government to help them scale domestically and globally.

LaunchVic, the government agency that oversees the growth of the startup sector in Victoria, introduced a program in 2020 called Accelerate, a AUD 40 million (USD 27.9 million) initiative to support high-potential startups over a four-year period. Other government-backed funds include the AUD 60 million (USD 41.8 million) Victorian Startup Capital Fund, and the AUD 2 billion (USD 1.4 billion) Breakthrough Victoria Fund.

Victoria has seen a growing number of Singaporean startups anchoring themselves in the state such as health tech startup, *Homage*. Gillian Tee, Co-Founder and CEO of *Homage*, said at the summit that she believes startups have benefited greatly from the support. “We were helped by the readiness of corporates to step into a partnership and their adoption of technology. It’s a really exciting time for us in Australia. We have more than 1,000 health care workers in Victoria. We’re expanding and growing our team in Australia,” Tee said.

Read the full article at Focus on [Melbourne: Australia’s hotspot for startups | KrASIA \(krasia.com\)](https://krasia.com)

AAS members interested to expand your business into Victoria may visit the Invest Victoria website or contact [sharifah.khairunnisa@global.vic.gov.au](mailto:sharifah.khairunnisa@global.vic.gov.au) for a discussion.

# MELBOURNE BRUNCH FESTIVAL

*served up by Global Victoria*

**1-31 July 2022**

The perfect day begins with a quintessential Melbourne brunch, where top-quality produce features in luxurious meals bursting with fresh and seasonal flavours.

This July, Singapore's best cafes and restaurants celebrate the exceptional food and drink producers from Victoria, Australia for the first-ever Melbourne Brunch Festival!

Find out more:



## Lendlease partners Singtel for \$3 billion Comcentre headquarters redevelopment



Artist's impression: Facade of new Comcentre Headquarters.

Lendlease was named by Singtel as its partner to jointly redevelop Singtel's Comcentre headquarters in Somerset.

A net zero energy development built in line with carbon neutral construction principles, the new development is expected to have a total gross floor area spanning more than 110,000 sq m, comprising two premium Grade/Grade A office buildings, a retail and lifestyle space as well as Singtel's new flagship store.

Lendlease will provide development, construction and ongoing property and asset management services under the joint venture established with Singtel for the development. Lendlease will own 49 percent of the joint venture.

Reflective of Lendlease's vision of creating value through places where communities thrive to greater heights, the project's proposed design is people-centric, providing a range of inspirational spaces inclusive of an elevated rooftop park with a 300-person auditorium, a running and walking track and integrated wellness hub.



Artist's impression: 300-person auditorium in the new Comcentre Headquarters.



Artist's impression: Entrance of the new Comcentre Headquarters.

The addition of the Comcentre redevelopment takes the company's major urbanisation projects around the world to 21.

With Lendlease's placemaking expertise, the modern urban development scheduled for completion in 2028 will provide a healthy and digitally enhanced workplace while contributing to the overall rejuvenation of the Orchard Road precinct.



**Citi Credit Cardmembers Exclusive**  
Now – 31 Jul 2022

Spend a min. \$100\* nett when you shop using your Citi Credit Card to receive a \$5 Lendlease E-Voucher. Redeemable at the respective malls' Concierge Desk:

313@somerset: B1, Jem@: L3, Parkway Parade: L2, PLQ Mall: L4

\*Max 3 same-day receipts. Limited to 1 redemption per Citi Credit Cardmember per day.

**Lendlease Plus Members Exclusive**  
Now – 31 Jul 2022

**Get E-Vouchers with Plus\$ at 97.5% off!**

Redeem \$10 retailers' E-Vouchers\* with just 500 Plus\$ every Wednesday, 12pm! Brands include Benjamin Barker, Marché Mövenpick, Paris Baguette and more! Simply go to the Rewards section of your Lendlease Plus mobile app, fastest fingers first!

\*Limited to 3 redemptions per member per E-Voucher type. All E-Vouchers are valid for use till 31 Aug 2022.

**Discover Endless Plus\$ Rewards**

Let's keep the rewards coming! Stand a chance to win 200,000 Plus\$ (worth \$100 Lendlease E-Vouchers) with a min. nett spend of \$10\*. 600 lucky members will get to walk away with a total of 120,000,000 Plus\$! Simply upload your receipts via the Lendlease Plus app to qualify.

\*Max 1 same-day receipt.

Not a Lendlease Plus member yet? Scan  to download the Lendlease Plus App and sign up as a member to enjoy the above exciting promotions! Use promo code "LLP22" upon sign up to enjoy a welcome gift of 5,000 Plus\$!

# Business Psychology in the Workplace

Covid-19 had a massive impact globally and remains an ongoing concern. The pandemic undoubtedly changed the world in so many ways whereby it has dominated our lives, communities, businesses and politics. It resulted in a seismic shift in the way that we approach the workplace; it turns out that people can be trusted to work at home and are frequently far more productive as a result. The employee and their requirements have become central to business success, and those organizations that have pivoted to adopt this philosophy have reaped the rewards.

Effective businesses and organizations are becoming more agile, team-oriented and efficient. This necessitates critical shifts in the way we understand and run organizations. Business Psychology offers insight into productivity, team building, business leadership and culture. With an understanding of leading and management skills from a psychological perspective, organizations can make the most effective use of their employees, ensuring they can do their jobs to the best of their abilities as they are happy and engaged. Happy employees are productive employees which equate to business success but what results in most satisfaction for employees is not always obvious and can be highly context-dependent and situation-specific.

Business psychology provides the opportunity to understand the idiosyncratic nature of the employee-business relationship. Identifying the circumstances that allow a person in the organization to lead with clarity and realize ambitious business goals. Business Psychology is the systematic study of individuals, groups and organizations to create high-performing businesses that engender high levels of outcomes for all stakeholders, including employees, shareholders and the community.

Author:



**Professor Kristen Pammer**, the Head of the School of Psychological Sciences at the University of Newcastle Australia. She has held leadership positions at some of Australia's most prestigious universities and has worked all over the world, including in England, Finland and Japan. She is a neuroscientist by training, devoting her research career to understanding how the brain responds to complex events. More recently, she has been conducting Human Factors research, exploring how people interact with technology such as self-drive cars. She is a national award-winning educator with prizes in global engagement, excellence in Indigenous education, and outstanding contribution to learning and research supervision. In addition to her academic achievements, she runs a professional coaching business helping businesses and individuals realise their full potential.



A WHOLLY OWNED ENTITY OF THE UNIVERSITY OF NEWCASTLE

**Newcastle Australia** is a wholly owned entity of the University of Newcastle, Australia. It has recently been registered with the Committee for Private Education (CPE) to launch postgraduate programmes. The CPE registration number is 200603214N, and the validity period is from 23 March 2022 to 22 March 2024.

W: <https://www.newcastleaustralia.edu.sg> | T: +65 6221 3306  
100 Victoria Street #13-01/02 National Library Building, Singapore 188064

Organizational structures that embrace Business Psychology are more creative, productive and resilient. Such organizations prove to be the sector leaders, setting industry standards by reducing employee turnover, increasing employee productivity and reducing costs. Recognizing that people are an organization's most important asset.

For example, since 2015, the [University of Newcastle \(Australia\)](#) has launched the [Master of Business Psychology](#) program, which is also currently conducted at the [Newcastle Australia Institute of Higher Education \(Singapore\)](#). The program will give insight to those seeking to advance their leadership and management skills from a psychological perspective. It aims to enhance performance and well-being in the corporate world through an advanced understanding of human behaviour and how this can be applied to manage workplace relationships and develop specialized skills in applied psychology and organizational behaviour. It is suitable for graduates from different degrees and disciplines, as long as they look forward to enhancing their leadership and management skills in their workplace. The first intake will commence on 22 August 2022. Students will be eligible for up to a 50% bursary grant.

In summary, psychology can foster healthy and successful organizations, enabling employees to move beyond survival to flourishing meaningfully in their careers. People thrive when they are happier, setting higher goals and persisting longer to reach them. Such employees experience less stress and fatigue, and show better team cooperation and problem-solving which ultimately leads to a productive and successful business and organization. Understanding the Psychology within the business is a winning formula for individuals, organizations and society.



THE UNIVERSITY OF  
NEWCASTLE  
AUSTRALIA

# MASTER OF BUSINESS PSYCHOLOGY

No matter what your degree or discipline is, this programme is for everyone.

Get up close and personal with the world of business and master the skill of not only being a good leader but also engage people emotionally, help individuals and manage teams to achieve more than they ever thought was possible. It's time to look beyond the ordinary, it's time to look ahead...

Come and join the University of Newcastle's Master of Business Psychology and give your career the upgrade it deserves.

You don't need to be a psychologist to create a healthy and positive workplace.

The University of Newcastle, Australia



**Top 5** in the world for Partnering for a Sustainable Future\*



**Connect & network** with our alumni of market leaders



**No.1** University in Australia for industry collaboration†



Accredited by **AACSB** and **EQUIS** among 200 business schools globally

**UP TO 50% BURSARY GRANT**  
T&C APPLY

**TOP 200  
WORLD  
FOR  
PSYCHOLOGY<sup>1</sup>**

**FOR  
PSYCHOLOGY<sup>1</sup>**

<sup>1</sup>QS World University Rankings by subject 2022

**Call 6992 2373**  
or visit  
**[newcastleaustralia.edu.sg](http://newcastleaustralia.edu.sg)**

\*Based on Times Higher Education Impact Rankings 2022

†Based on Innovation Connections IC Report 2024 - 2020

# UPCOMING EVENTS

## AAS BEER & BRAINS SESSION

by Raj, Noel & Richard

Venue: Mandala Club, 31 Bukit Pasoh Rd, Singapore 089845

[Google Map](#)

Thursday 28 Jul 2022 Thur) | 7pm SGT



Come & join us for a chill & relaxing evening of networking and getting to know the AAS Management Committee - Raj Kurup (JCU), Noel Ng & Richard Ngo (both alumni of the University of Tasmania).

Kindly note: Participants will pay for their own drinks.

For more information & to Register, please scan on Whatsapp QR Code



President



Chair of Events



Treasurer



## JULY BEACH CLEAN UP

by OCEAN PURPOSE PROJECT

Saturday 30 July 2022 | 9AM



For more information & to Register, please scan the Whatsapp QR Code and join AAS Sustainability Social Interest Group



# Macquarie University Alumni Vice Chancellor reception – SINGAPORE



## MACQUARIE UNIVERSITY ALUMNI VICE - CHANCELLOR RECEPTION - SINGAPORE

ANDAZ SINGAPORE, GARDEN STUDIO, 5 FRASER STREET,  
SINGAPORE 18935

WEDNESDAY 13 JULY 2022, 7PM - 9PM

Macquarie University and the Singapore Alumni Chapter invite you to join **Professor S. Bruce Downton**, Vice-Chancellor and President, Macquarie University for an evening of celebration of our alumni and broader Macquarie University community once coming together again in Singapore.

[REGISTER HERE](#)

## AAS CYCLING INTEREST GROUP MONTHLY MEETUP

Saturday, 9 July 2022 | 6.30am SGT

For more information and to Register, please scan the Whatsapp QR Code and join the AAS Cycling Social Interest Group below.



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## UPCOMING SESSIONS IN SINGAPORE

**Webinar –Becoming a CPA**  
**Wednesday 6 July 2022**  
**6.30pm – 7.30pm**

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**Physical event –Becoming a CPA**  
**1 Raffles Place #31-01 One Raffles**  
**Place Singapore 048616**  
**Wednesday 13 July 2022**  
**6.30pm – 7.30pm**

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**Webinar – Trailblazer**  
**Saturday 23 July 2022**  
**12.30pm – 1.30pm**

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Hear from a CPA on how he leverages his skillsets and experiences as a CPA to gain useful market insights in the accounting and finance sector.

Join us at this webinar to find out more on the exciting opportunities as an accountant.

# FUTURE OF WORK



## Lunchtime Webinar: Taxation Trends Tuesday 26 July 2022 | 12:00 pm-1:00 pm SGT |

The IRAS has rolled out two new tax frameworks, the Tax Governance Framework (TGF) and the Tax Risk Management and Control Framework for Corporate Income Tax (CTRM), to help companies strengthen tax compliance. The TGF and CTRM complement the existing Goods and Services Tax Assisted Compliance Assurance Programme. Together, they provide a suite of voluntary compliance tools that companies can adopt holistically or as independent programs, depending on their readiness and business needs.

While the new programs are not compulsory, it may well be the case in time. Participation in such programs on a voluntary basis generally sends a positive signal to the IRAS in relation to its assessment of taxpayer risk and should result in lower tax audit and controversy costs in the long run. Taxpayers with a mature tax governance / internal control environment may wish to consider the TGF and/or the CTRM for this reason.

### Key take-aways

- Learn about International trends for tax transparency and reporting
- Key requirements and benefits of TGF and CTRM
- Practical planning and resource considerations

**RSVP now by clicking on the register now button**

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**In conversation with**  
**Dr Jackie Huggins AM FAHA**  
**&**  
**Ms Constance Singam**

Come and join us for a discussion with  
 Dr Jackie Huggins, Indigenous Australian writer and historian  
 & Ms Constance Singam, Singaporean writer and civil society leader

**Date: Tuesday, 12 July 2022**  
**Time: 11.45am - 1.00pm**

Venue: Singapore Council of Women's Organisation,  
 Function room, 96 Waterloo St, Singapore 187967

Dress code: Office Attire/ Smart Casual  
 RSVP: [highcommissioner.singapore@dfat.gov.au](mailto:highcommissioner.singapore@dfat.gov.au)

**Date: T**  
**Time**



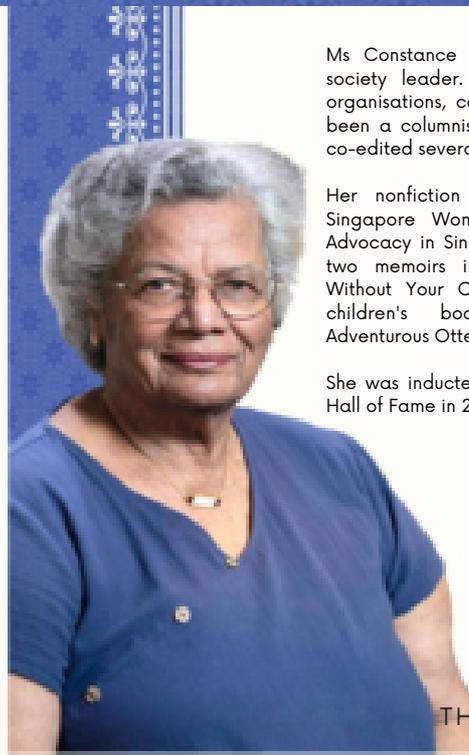
Dr Jackie Huggins AMFAHA has spent four decades of working across community, government and non government arenas. Her involvement has been in the field and on many Boards. More recently she has been the Co-Chair of the Treaty Advancement Committee Qld. She was formerly the Co-Chair National Congress of Australia's First Peoples.

She worked at the University of Queensland as Deputy Director, Aboriginal and Torres Strait Islander Studies Unit. Other highlights include, Co-Chair Reconciliation Australia, Council for Aboriginal Reconciliation, Commission for the Inquiry Into the Separation of Aboriginal and Torres Strait Children From Their Families, Australian Heritage Commission, State Library of Queensland, Telstra Foundation, Qld Centre for Domestic and Family Violence Research, Australian Institute of Aboriginal and Torres Strait Islander Studies, Cape York Girls Academy. She is an author and historian and is currently working in this area.

Latest appointments include First Nations Strategic Advisory Group, Disability Royal Commission, National Patron Justice Reform Initiative, First Nations Advisory Committee Australian War Memorial, Co-Chair National Apology Foundation, First Nations Messaging Project Australian Progress.

Dr Huggins is the Patron First Nations Writer's Network. Her books include Auntie Rita, Sistergirl - with a new edition published in early 2022 and Jack of Hearts: QX11594 her latest book.

She has written numerous chapters and articles in history and women's studies journals and books.



Ms Constance Singam is a writer and civil society leader. Constance has led women's organisations, co-founded civil society groups, been a columnist in national publications, and co-edited several books.

Her nonfiction works include Re-Presenting Singapore Women (2004) and The Art of Advocacy in Singapore (2017). She has written two memoirs including Never Leave Home Without Your Chilli Sauce (2016), and three children's books including Porter the Adventurous Otter (2021).

She was inducted into the Singapore Women's Hall of Fame in 2015.



# Ever Present

First Peoples Art of Australia

Erny Kanne Kijangman, Ancestral people, First World, 1995, synthetic polymer paint on canvas, 100 x 100 x 4 cm, National Gallery of Australia, Canberra/Carlotta, Gift of the Deutscher Collection, Berlin and Jener Hall, 1995. © Erny Kanne Kijangman/Copyright Agency, 2022

**A celebration of Aboriginal and Torres Strait Islander art, life and culture.**

*Ever Present: First Peoples Art of Australia* surveys historical and contemporary works by over 150 Aboriginal and Torres Strait Islander artists from across Australia—the largest exhibition of its kind to travel to Asia. Drawn from the collections of the National Gallery of Australia and Wesfarmers Collection of Australian Art, the artworks show deep interconnections between past and present, as well as extraordinary artistic innovation.

*Ever Present* is a celebration of Aboriginal and Torres Strait Islander art, which has made a significant contribution to the development of global modern and contemporary art. Yet it also grapples with Australia's complex histories. Art emerges as a tool of resistance, asserting deep connections to Country, as well as using wit and satire to confront viewers and encourage conversations about critical issues in the world today. The works challenge stereotypes about First Nations people and what defines their art.

This exhibition looks at key aspects of Aboriginal and Torres Strait Islander life and culture, arranged thematically to highlight connections to Country, community and ceremony, as well as experiences of colonisation and resistance. The exhibition also draws out links with Southeast Asia, connecting First Nations art from Australia to the broader histories of this region.

The National Gallery Singapore respects the diverse points of view of all artists and speakers in this exhibition. The views and perspectives expressed by them are their own and may not reflect the position of National Gallery Singapore.

## DATE

27 May 2022 – 25 September 2022

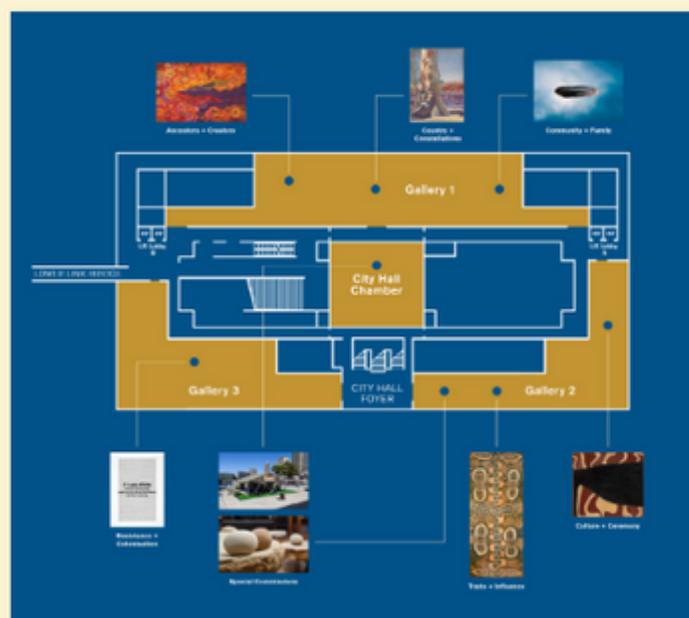
## LOCATION

Singtel Special Exhibition Gallery  
5 works will also be found in UOB Southeast Asia Gallery

## General

admission ticket required (free for Singaporeans and PR)

## Exhibition Themes



The artworks in this exhibition are arranged in six interlinked themes, each revealing an important aspect of First Peoples culture and experience:

- Ancestors + Creators
- Country + Constellations
- Community + Family
- Culture + Ceremony
- Trade + Influence
- Resistance + Colonisation

This exhibition celebrates the resilience and pride of the First Peoples of Australia through their powerful artistic expression, which is internationally recognised as a major contribution to the development of global contemporary art.

For more details and to register, please visit <https://www.nationalgallery.sg/everpresent>

# AAS 67th Anniversary Gala Dinner

Date: Saturday, 12 Nov 2022

Venue: Stamford Ballroom @ Fairmont Singapore



## Save the Date

THE MUCH AWAITED AAS GALA  
DINNER IS BACK IN 2022



# PAST EVENTS

Invest in Real Estate, Differently

Wednesday 22 June 2022



**SPEAKER:**  
OLIVER SIAH  
CEO & Co-Founder of Fraxtor



Talk was short and sweet, concise and to the point. Speaker was humorous and entertaining. Location is good. Team is well organised and engaging.

- Attendee's Feedback

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# PAST EVENTS

Invest in Real Estate, Differently

Wednesday 22 June 2022



Networking  
after the talk



For more photos, visit our Facebook page [here](#)



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If you would like to form lead an interest group, please feel free to contact [secretariat@aes.org.sg](mailto:secretariat@aes.org.sg)





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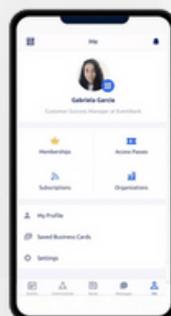
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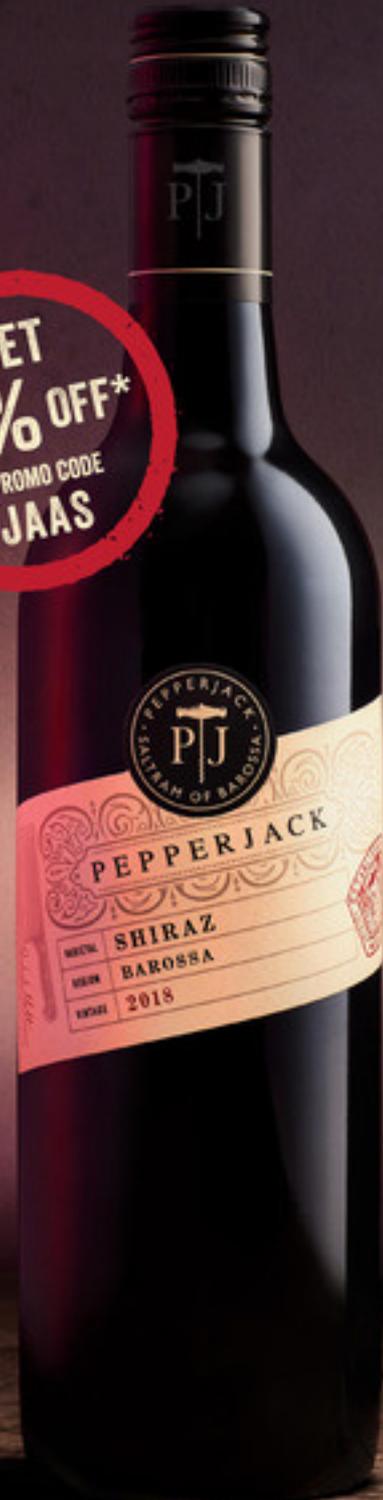
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University of Wollongong  
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## Team Lead, Talent Acquisition Group

### Business Function

Group Human Resources has the important role of attracting, retaining, and nurturing talent to ensure that DBS continues to be a competitive employer in Asia. With a well-established team of HR partners, we support and deliver effective people-based solutions and services across businesses. Our goal is to build a high-performance organisation by empowering and engaging our employees. Because we believe that banking is about people. We are looking for a Team Lead, Talent Acquisition with strong leadership and the right attitude and ability to employ creative and innovative methods to help us find the right talent. Reporting into the Talent Acquisition Team Head, you will lead a team of Talent Advisors and work closely with key stakeholders from a number of line business, HR business partners, HR specialists etc for related recruitment strategy of the allocated portfolios.

### Responsibilities:

- Lead the team of Talent Advisors in providing value-added partnership by understanding special talent needs through a consultative approach and advising accordingly
- Partner with Senior HR Relationship Managers, Department Heads and Hiring Managers to plan and implement sourcing and recruitment strategies to support business growth
- Build knowledge of key markets and develop passive candidates pool and future talent pipeline
- Act as a change agent to ensure smooth adoption of initiatives and facilitate communication within the team
- Formulate strategy on recruitment and selection processes to uphold the effectiveness of talent acquisition and improve hiring managers/candidates experiences
- Adopt data driven methodology and leverage data to review effectiveness and tweak hiring initiatives
- Develop and advocate the employer brand and penetration into key talent segments
- Lead and participate in various assigned HR related projects

### Requirements

- Degree in Human Resources Management, Business Administration or related disciplines
- Min 10 years of relevant experience with at least 2 years in people management role.
- Possess strong leadership and coaching skills.
- Possess strong stakeholder management skills, ensuring a strong cadence of communications and provide a high-level partnership with the hiring managers.
- Be a self-starter with initiative, enthusiasm and drive.
- Thrive on change and enjoy the challenge and rewards of working in a fast paced, dynamic and growing environment.
- Be an effective communicator with good written and verbal skills.

## AVP, L2 Team Lead (Digital Process), Application Support, Institutional Banking Group Technology, Technology & Operations

### Business Function

Group Technology and Operations (T&O) enables and empowers the bank with an efficient, nimble and resilient infrastructure through a strategic focus on productivity, quality & control, technology, people capability and innovation. In Group T&O, we manage the majority of the Bank's operational processes and inspire to delight our business partners through our multiple banking delivery channels.

### Responsibilities

Responsible for the daily IT Operations for application systems to ensure high availability  
Provide technical expertise to facilitate investigation of technical issues.  
Attend to user tickets within defined SLA  
Perform incident investigation and root cause analysis in collaboration with other application teams.  
Facilitate meetings with stakeholders. Manage coordination at a local and international level with users where required  
Prepare implementation plans and upgrading schedules for application  
Coordinate with Application Development team to successfully deploy software releases in Production environments  
Participate in knowledge sharing within the team.

### Requirements

- Overall experience of at least 2 years in IT. Experience in banking domain will be an advantage
- Fresh Polytechnic graduates with IT certificate are welcome to apply
- Technical knowledge of Unix/Linux & Databases
- Knowledge of SQL and Shell scripting will be an advantage
- Able to work in shifts
- Must have an aptitude to learn & should be meticulous
- Clear communication skills; both written and oral



**Ramasubramanian Krishnan**

Alumni of University of Newcastle

<https://www.linkedin.com/in/ramasubramanian-krishnan-aa665b16/>

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