

# THE VOICE

Monthly Newsletter for our Australian Alumni Community

ISSUE 38 | APRIL 2024

## A MESSAGE FROM THE PRESIDENT

Dear Members & Partners,

The newly elected Management Committee for 2024-2025 had our first meeting to discuss the journey ahead for AAS. I am extremely excited to see the energy, enthusiasm, and commitment from the new members to drive our agenda. I have no doubt that the diverse experience and expertise will help us reach new heights in 2024 and beyond.

Cross-regional alumni network development was one of the priorities we set out to achieve last year. Early in March, I had the opportunity to meet the regional Australian Alumni leaders from South-East Asian countries in Thailand. We discussed various cross-regional collaboration initiatives to expand networking, business, and community engagement opportunities. The diversity of perspectives will lead to more innovative solutions to problems, expanded networks, opportunities, and access to new markets for our alumni community. Combining the strengths of our networks across the region can create synergies and economies of scale that benefit all parties involved. This can lead to increased efficiency, productivity, competitiveness and above all, impact.

Last week, AAS partnered with JCU Singapore Alumni Association (JCUSAA) volunteers and joined hands with Central Singapore Community Development Council (Central CDC) and Silver Home Projects to support the home improvement projects for the needy. Silver Home Project is an initiative under Central CDC focused on providing better living spaces for the elderly that will help improve their mental and physical well-being. Through this event, our 25 volunteers helped with the home improvement of 5 households.

AAS is committed to accelerate our community outreach and leverage the strength of our alumni community for the betterment of underprivileged communities. If you are an organization that is keen to partner or an organization that requires volunteers or if you are an alumnus keen to volunteer in one of our upcoming events, please reach out to [csr@aaas.org.sg](mailto:csr@aaas.org.sg).

Yours Sincerely,



Rajaneesh R Kurup  
#forwardtogether



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# AAS 69th Management Committee & Honorary Auditor for term 2024-2025



President  
**Mr Rajaneesh Kurup**  
James Cook University



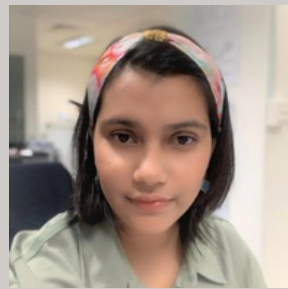
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University of Technology Sydney



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Swinburne University  
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Chair of Partner University  
& Sponsorship  
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University of Tasmania



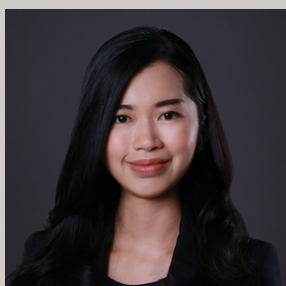
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University of Melbourne



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Chair of Events  
**Ms Steffie Vanessa**  
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Co-chair of Events  
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Murdoch University



Chair of Mentorship  
**Mr Victor Tay**  
Curtin University



Honorary Auditor  
**Mr Cliff Goh**  
Curtin University

# AAS MEMBER SPOTLIGHT

## ERNEST TOH

**SENIOR MANAGER | AMBASSADOR, PEOPLECERT | HBR ADVISORY COUNCIL  
MURDOCH UNIVERSITY GRADUATE**



With nearly two decades of immersive experience within the Infocomm technology and telecommunication sector, Ernest proudly stands as a global luminary in service delivery and operations. Ernest is a Senior Manager at Equinix.

Ernest's working experience and academic background, including a Master of Business Administration from Murdoch University and a Certificate in Global Management from INSEAD, have equipped him with a strong foundation in business strategy and global operations. His esteemed credentials, such as an ITIL® 4 Master and PRINCE2® Practitioner, further enhance his ability to navigate complex projects and processes while exceeding industry standards and customer expectations.

Ernest's expertise spans a diverse spectrum, including DevOps and change management. Notably, Ernest's repertoire encompasses the leadership of strategic initiatives and the finesse of ITIL/ ITSM process refinement and implementation.

Ernest has volunteered at the itSMF (Information Technology Service Management Forum - World wide association of Non-profit Chapters, promoting the development of best practices and certification in Service Management) locally and internationally.

Currently, Ernest is an ambassador with PeopleCert (a global leader in the delivery of examination and accreditation services, delivering millions of exams in over 200 countries) and an HBR Advisory Council member. Ernest is a member of both the INSEAD Alumni and Murdoch Alumni.

In his free time, Ernest enjoys networking, reading, and spending quality time with his family.



The Mentorship Program aims to equip AAS members to meet the challenges in entering or already in workforce and to enhance the networking opportunities for participants.

The program will pair a mentor with a mentee. Each mentor and mentee will commit to participate in the program for at least 4 calendar months from September 2023 - February 2024. Each mentor and mentee should commit to meet at least 1 hour each month. The mode of meetings shall be as agreed between the mentors and mentees.

The mentorship programme will cover 3 areas:

- Student Mentorship Programme**
- Professional-Entrepreneurship Mentorship Programme**
- Job Opportunities**

### **MENTEE**

For potential mentees, this is a opportunity for you to connect with a mentor who can offer you insight, advice and help you to navigate the next stage/s of your career.

**REGISTER AS MENTEE**



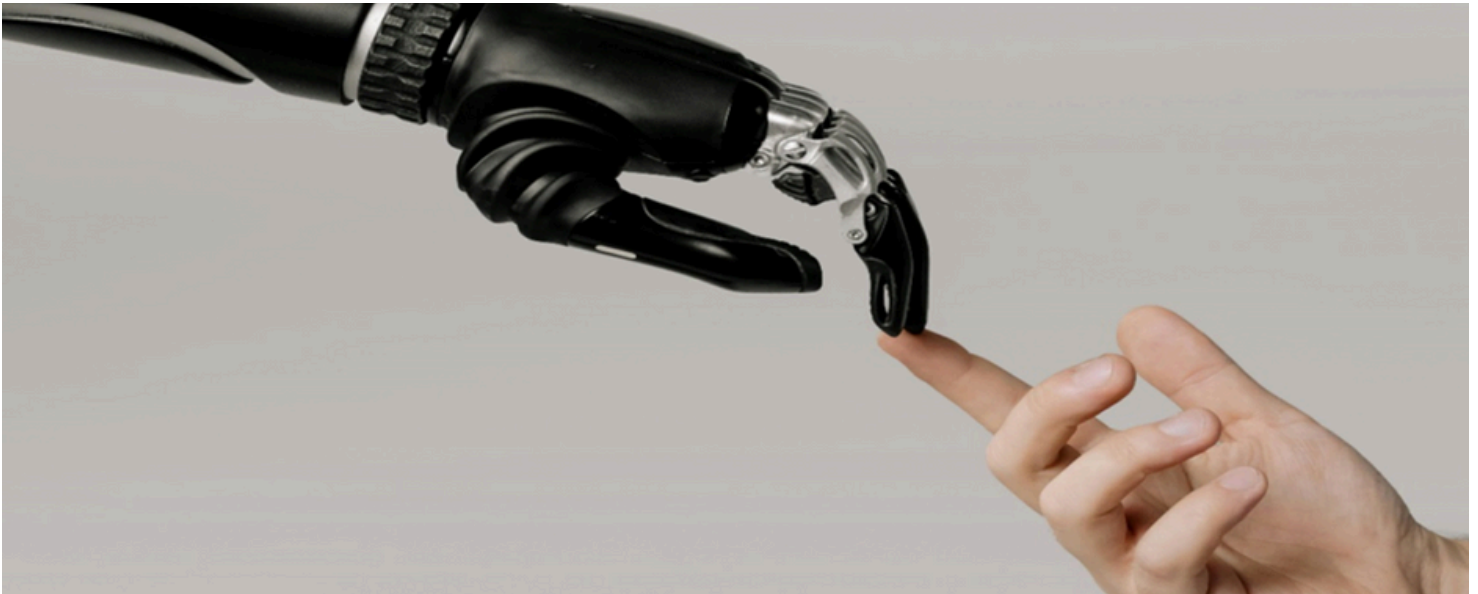
### **JOB OPPORTUNITY**

Send us the job posts from your company or details and we will publish it in our newsletters and other channels and distribute to our reach out

**JOB OPENING**



# Harnessing potential in smart technologies and artificial intelligence in the workplace: Managerial strategies for co-existence and enhanced productivity



Led by a researcher from James Cook University in Singapore, a team employed predictive analytics to identify strategies that employers can adopt to foster more receptive attitudes amongst employees towards innovations such as smart technologies, artificial intelligence, robotics, and algorithms (STARA) in workplaces.

As smart technologies, artificial intelligence, robotics, and algorithms (STARA) continue to redefine the way we work, a recent study sheds light on the role managers play in shaping employees' experiences and productivity in the hospitality sector.

This [study](#) explores how organisations can leverage STARA in supporting hospitality employees to maximise their productivity. Such a study is significant, considering the hospitality industry's pivotal role in a country's economy, and leveraging STARA is a key focus for enhancing efficiency and competitiveness in this sector.

"While many earlier articles often highlight the negative impacts of such technological innovations, including the increased propensity of experiencing job burnout or higher turnover intentions, our study takes a different approach. We identify how employees can co-exist with STARA and leverage it to enhance their effectiveness at work. After all, STARA is here to stay and will continue playing an increasingly important role in businesses, whether we like it or not," explains Lead Researcher [Dr Kim-Lim Tan](#), Lecturer at James Cook University in Singapore.

"In other words, our study aims to understand the psychological mechanisms bridging STARA and individual benefits," he adds.

To achieve this objective, the researchers adopted the challenge-hindrane framework. When employees are confronted with a new work situation such as the introduction of STARA, two main forms of emotional responses can be triggered. One, employees could perceive STARA as a "challenge" that presents opportunities to enhance productivity and to learn new skills. Alternatively, they may perceive it as potential harm (e.g., loss of work autonomy), that is, a hindrance. Naturally, managers would want to promote perspectives that view STARA as more of a "challenge" rather than a hindrance.

The team further extended the research by understanding if the challenge-hindrane perspective supports or undermines employees' basic psychological needs for autonomy, competency, and relatedness. While earlier studies have suggested that STARA met employees' need for more autonomy in managing their job demands, they fell short of providing empirical support. This study is one of the first to understand if these added dimensions could complement the cultivation of a "challenge" perspective, facilitating co-existence between STARA and employees and ultimately fostering a productive work environment.

# Harnessing potential in smart technologies and artificial intelligence in the workplace: Managerial strategies for co-existence and enhanced productivity

In reference to the findings, the researchers highlight the need for managers to play a proactive role in navigating the integration of STARA in workplaces.

“At the end of the day, we believe that managers should foster a positive environment where STARA, such as AI, are viewed as an opportunity for growth rather than a threat,” says Dr Tan.

Key findings from the study emphasise the following recommendations for managers:

**1. Encourage a Positive View of STARA:** Managers should nurture a workplace environment that encourages a positive perception of new technologies such as AI, presenting them as opportunities for personal and professional growth. By advocating this perspective, managers can cultivate higher job satisfaction and performance levels among employees.

**2. Create a Supportive Work Environment:** Managers should focus on initiatives that meet employees’ needs for relatedness and competency. This may include fostering collaboration, providing skill development opportunities, and acknowledging employees’ adaption efforts. For instance, managers could offer support and resources to help employees cope with the introduction of new technology, including emotional support, open communication, platforms for knowledge sharing, and peer assistance.

**3. Implement Recognition and Rewards:** Managers should acknowledge and reward employees who excel in adaptation to reinforce their sense of competencies related to STARA. This recognition can bolster employees’ feeling of competence, at the same time, seeking out deserving employees for advancement opportunities. These not only motivate employees to embrace career paths linked to STARA but also cultivate positive perceptions and encourage their adoption of new technologies.

“By implementing these recommendations, managers can not only mitigate employees’ negative perspectives of STARA implementation but also unlock the full potential of it that drives productivity, innovation and competitiveness,” says Dr Tan.

**Dr Kim-Lim Tan will be hosting an online public lecture in May 2024, titled ‘To Leverage AI to Increase Employees’ Productivity, is Training the Only Strategy?’**

Click [here](#) to register.

**Date:** 15 May 2024

**Time:** 4pm to 5pm

## PAPER

Kim-Lim Tan, Gabriel C. W. Gim, Ivy S. H. Hii & Wenqian Zhu (2023) STARA fight or flight: a two-wave time-lagged study of challenge and hindrance appraisal of STARA awareness on basic psychological needs and individual competitiveness productivity among hospitality employees, *Current Issues in Tourism*, DOI: [10.1080/13683500.2023.2224550](https://doi.org/10.1080/13683500.2023.2224550)

Check out Dr Kim-Lim Tan’s [staff](#) and [research](#) profiles.

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

## Contacts

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JCU Conversations is the premier podcast series of James Cook University, Singapore —bringing to you discussions with successful leaders in the industry (across fields such as business, education, sustainability, and more) while offering a deeper understanding of their personal lives, careers, inspirations, and approaches to success. Join our rotating chair of distinguished hosts as we find out: What makes these bright minds tick?

Latest ▾



### JCU Conversations 24: Allaster Cox

His Excellency Allaster Cox, High Commissioner at the Australian High Commission Singapore, shares interesting insights into life as an ambassador – from a typical day at work to memorable cultural experiences, and what it takes to pursue a career in international diplomacy.

This episode's host: Andrew Chew, Chief Commercial Officer of James Cook University in Singapore, and Chairman of James Cook Institute



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# What's in the CPA Program

The CPA Program comprises four compulsory subjects and two electives.

## Compulsory subjects

- Ethics and Governance
- Strategic Management Accounting
- Financial Reporting
- Global Strategy and Leadership

## Elective subjects (choose two)

- Australia Taxation
- Australia Taxation – Advanced
- Singapore Taxation
- Advanced Audit and Assurance
- Financial Risk Management
- Contemporary Business Issues
- Digital Finance

The CPA Program can be completed within 2 to 3 years, making it a perfect fit for your busy lifestyle, with flexible and guided support throughout to cater to your individual learning needs.

All exams are open book (except for Singapore Taxation) and consists mostly of multiple-choice and short answer questions, resulting in a significantly high pass rate among our candidates.

## Employers recognise our brand



CPA Australia is recognised around the world and in Singapore. Employers who are keen to develop their staff professionally partner us as we provide the highest standard of development and support through an extensive range of training and events to help others grow their skillsets.

Our employer partners in Singapore include Deloitte, EY, KPMG, PwC, FairPrice Group, JP Morgan, Shell, Tencent, among many other esteemed organisations.

To find out more, contact Jordan Chung  
[Jordan.Chung@cpaaustralia.com.au](mailto:Jordan.Chung@cpaaustralia.com.au)



# SportNXT 2024 - Australia's Leading Sport Thought Leadership Conference



Another great year at Australia's leading sport thought leadership conference SportNXT has come to a close! From 18 to 21 March, we were pleased to welcome 31 delegates from Southeast Asia to Melbourne – Australia's sporting capital – for a 4-day program featuring global leaders from every part of the sport industry.

Highlights included:

- business matching hosted by Global Victoria focused on cutting-edge innovation and sector-shaping ideas
- insights from some of the most credentialed voices in sport and business
- visits to Melbourne's most iconic and world class sporting infrastructure

The Australian sports tech industry has grown to \$3.1 billion per annum across sport business, sport performance technologies and sport participation, with 44% of sector companies based in Victoria - almost double that of any other state in Australia! This includes companies like CATAPULT SPORTS LIMITED and 2XU, both based in Victoria and driving innovation and excellence in sports technology.

Victoria is also home to a strong pipeline of talent with universities offering diverse courses specialising in sports tech. University of Melbourne, Monash University, La Trobe University, and Deakin University all deliver high ranking courses in sports medicine, sports science, health science and sports management.

Thank you to all our attendees, speakers, sponsors, and partners for making SportNXT 2024 a resounding success! Together, we're shaping the future of sport. Find out more about Victoria's sport capabilities here: <https://www.invest.vic.gov.au/opportunities/sports-technology>



## Innovative Models of Eye Care: Transforming Lives and Vision



Blindness and vision impairment affect millions of people worldwide. Currently, there are 43.3 million people who are blind and an additional 295 million people with moderate or severe vision impairment worldwide. The International Agency for the Prevention of Blindness (IAPB) predicts that by 2050, these numbers will soar to 1.7 billion individuals without significant interventions. Unfortunately, approximately 90% of vision-impaired people reside in low and middle-income countries, limiting their access to adequate eye care.

To combat this, sustainable and innovative models of eye care are crucial in effectively preventing avoidable blindness and to improve access to eye care for the millions of people who are needlessly blind. The Fred Hollows Foundation, in collaboration with its partners, has been at the forefront of efforts to eliminate avoidable blindness and vision impairment for over 30 years. With the global demand for eye health escalating, investing in eye health emerges as a vital priority to alleviate the economic burden and improve livelihoods for the global blind population.

One innovative model of eye care is Alina Vision, a social enterprise co-founded by The Fred Hollows Foundation. Alina Vision employs a tiered pricing model to make high-quality eye health services accessible to all, irrespective of financial capability. Middle and upper income patients' fees subsidize the treatment of low-income patients, ensuring affordability. Since its establishment as a pilot eye clinic in Vietnam, Alina Vision has screened nearly 53,000 patients and performed over 3,600 successful cataract and other surgeries, surpassing national and World Health Organization (WHO) benchmarks. Furthermore, Alina Vision serves as a training center, expanding the local eye health workforce by training eye surgeons, ophthalmologists, refractionists, and nurses.



## Innovative Models of Eye Care: Transforming Lives and Vision



In Kenya, The Fred Hollows Foundation launched a project in 2019 to increase the uptake of cataract surgeries in remote districts. By leveraging the existing national health insurance scheme, the project enhances the availability and accessibility of cataract surgeries for low-income communities. The Foundation raises community awareness of the insurance scheme's coverage for cataract surgery costs, facilitates insurance registration for vulnerable, uninsured individuals, and collaborates with local hospitals to improve the quality of surgery while reducing costs. This approach increases the supply of high-quality cataract surgeries and promotes sustainable funding for essential eye treatments.

Empowering women for eye health is another crucial aspect of innovative models of eye care. In Bangladesh, The Fred Hollows Foundation supports Women CAN, a women-led entrepreneurship group that offers basic eye care services to local community members, focusing on reducing vision loss caused by refractive error. By funding women's business groups, The Foundation helps overcome barriers to eye health services for women. The Foundation provides the necessary eye-screening equipment and eyeglasses as a starter kit, enabling the women to generate income through screenings and affordable glasses sales. The generated funds are reinvested in hiring personnel and procuring subsequent batches of eyeglasses, ensuring sustainability and increased eye health access for women in remote areas.

Investing in innovative models of eye care is crucial to address the growing global demand for eye health services. The Fred Hollows Foundation and its partners have demonstrated the effectiveness of sustainable approaches, such as Alina Vision, health financing in Kenya and Women CAN in Bangladesh. These models not only provide accessible and affordable eye care but also contribute to the training of local eye health professionals, create social impact, and alleviate the burden of avoidable blindness. By working together across government, non-government, philanthropy and the private sector, we can make a significant difference in the lives of the world's needlessly blind.

Visit our website at [www.hollows.org](http://www.hollows.org) if you are interested to find out more. We also welcome corporate partners who are interested in investing in eye health to [get in touch with us](#).

# UPCOMING EVENTS

## MAY BEACH CLEAN UP

by OCEAN PURPOSE PROJECT



Australian Alumni Singapore since 1955 x 

### BEACH CLEAN UP

 Pasir Ris Beach Carpark E

All participants are to be fully vaccinated.



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



## AAS CYCLING INTEREST GROUP MONTHLY MEETUP

SATURDAY, 11 MAY 2024 | 6.30AM SGT

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



[LINK](#)

## Research Spotlight Series #2 – To leverage AI to increase employees' productivity, is training the only strategy?



**When:** 15 May 2024, 4pm to 5pm

**Location:** C2-15, Sims Drive Campus

The introduction of artificial intelligence (AI) has significantly altered the workforce, leading to concerns about its impact on employees. From a psychological perspective, employees can perceive the introduction of AI as a hindrance that reduces their productivity or an opportunity to learn new knowledge (challenge). This lecture highlights Dr Kim's research study, which focuses on how these opinions would affect their perspectives of work and productivity. At the same time, it is also about what employers can do to turn hindrance into challenges. This presentation will contribute to understanding how AI can affect employees' well-being and performance and provide insights into how employees can work effectively alongside these technologies.

### This is a hybrid event.

[Register now](#)

(PHYSICAL)

[Register now](#)

(ZOOM)

### Agenda

- Introduction by Moderator Mr Dam Xuan Minh (JCU Ph.D. student in Business)
- Presentation by Dr Kim-Lim Tan (JCU Lecturer in Business)
- Q&A session
- End of Event

### Speaker

[Dr Kim-Lim Tan](#)

Lecturer, Business

James Cook University, Singapore

Kim Lim's research seeks to create actionable interventions with impact to create sustainable and behavioural changes concerning the most pressing issues in organisations. His research interests lie primarily in contemporary issues such as the future of work, employee attitudes, and employee behaviours. He also investigates consumer behaviour across different contexts, such as technology adoption, hospitality, and tourism. Kim Lim is an avid publisher and a regular reviewer in several journals, including the British Food Journal, the European Business Review, and the Asia Pacific Journal of Marketing and Logistics. He also sits on the editorial committee of journals such as the Journal of Global Responsibilities. Kim Lim is also an accredited professional member of the Singapore Human Resource Institute and the Society of Industrial and Organisational Psychology. Besides empirical research, Kim Lim has been commissioned with several applied research from government agencies and private organisations. He has also been invited as a speaker to several regional conferences, sharing his insights on tourism trends, employment trends, and the future of work. Before teaching, Kim Lim spent more than ten years in the public sector, where his expertise lies in the full spectrum of HR work, operational HR, strategic HR, and national-level HR policy work.



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

Registration information collected here will be handled in accordance with the [Privacy Policy](#) of the Singapore campus of James Cook University.

## AAS BEER & BRAINS SESSION

by Raj, Steffie, Ernest

Venue: TBC (will announce on AAS Beers & Brains whatsapp groupchat)

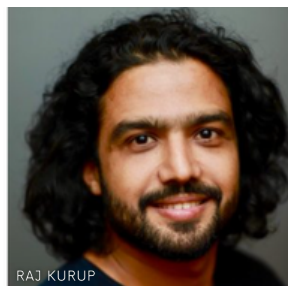
17 May 2024 | 7pm SGT



Come & join us for a chill & relaxing evening of networking and getting to know the AAS Management Committee - Raj Kurup (JCU), Steffie Vanessa (JCU), Ernest Toh (Murdoch) & Michael Aw (La Trobe).

Kindly note: Participants will pay for their own drinks.

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



RAJ KURUP

President



STEFFIE VANESSIA

Chair of Events



ERNEST TOH

Co-chair of Events



MICHAEL AW

VP & Treasurer



### *Some of our past Beers & Brains sessions*

PURPLE AGAVE



HIGHLANDER BAR @ MILLENIA WALK







Charles Sturt  
University

# 2024 Alumni Awards

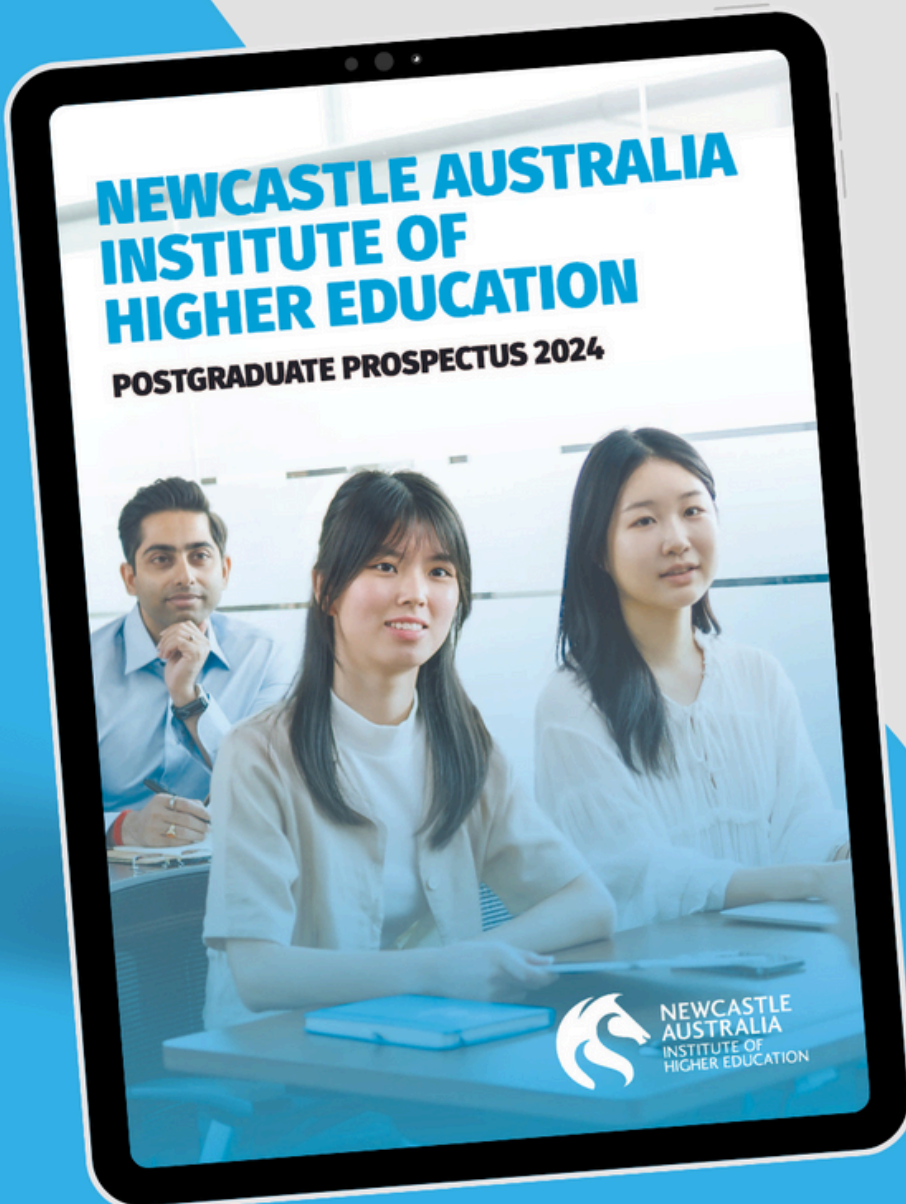
→ Nominations now open

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# PAST EVENTS

Thursday, 27 April 2024

## AAS-JCUSAA CSR PROJECT

In collaboration with The Silver Homes Project



Getting ready for work



Cleaning up toilet



Scraping off old paints

Painting gate and door



## YOU CAN MAKE A DIFFERENCE!

Stay tune for our next CSR event

Group photo at the end of the day!



# SOCIAL INTEREST GROUPS

Scan or click the link to join & connect with like minded AAS members



## AAS-Tennis Group

WhatsApp group



[LINK](#)



## AAS| Wine & Spirits Group

WhatsApp group



[LINK](#)



## AAS-Cycling Group

WhatsApp group



[LINK](#)



## AAS -Sustainability Group

WhatsApp group



[LINK](#)



## AAS - Volunteer

WhatsApp group



[LINK](#)



## AAS - Leverage SEO Group



[LINK](#)

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





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Silver



Silver

[Ordinary / Associate](#)

## FLASH YOUR AAS MEMBERSHIP CARD VIA GLUEUP APP & ENJOY ALL THE EXCLUSIVE DISCOUNTS

- If you are a new user, **register** you Glue Up account directly on the app. Otherwise, simply log in to your existing account.
- Start exploring My Glue app!
- Check the following 3 slides to understand how you should proceed based on your user status.

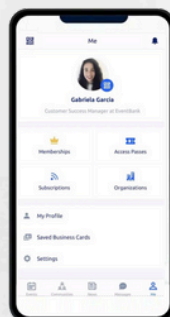
### How to get the mobile app?

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# Organisational Resilience in the New Normal

## THE “NEW NORMAL”

As Governments, businesses and societies begin to adapt to the post-COVID 19 pandemic environment, organisations continue to evolve in a complex operating climate impacting daily operations, assurance to stakeholders and creating a sense of uncertainty. Left unchecked, these may materialise into potential undesirable consequences causing unnecessary disruption or leading to a crisis in their organisation.

Navigating through these complexities require trained and experienced professionals to ensure such threats do not become a reality and if they ever do, organisations must be ready to implement well tested contingency and response plans to recover from and resume critical operations.

It is a proven and well documented fact when organisations that are resilient and equipped to manage risks not only stand a higher chance of survival in their respective competitive fields but emerge stronger and ready to take on potential opportunities left behind by others who are not as well prepared.

Post-pandemic, more businesses, governments and key stakeholders will be requiring a greater adoption of business continuity and crisis management plans and procedures. Is your organisation ready?

## WHY CLIENTS CHOOSE US

Clients want to partner with us because:

- We simplify resilience and continuity
- We “hand hold” you to develop your resilience plans (some say we do everything for them) at your pace
- We work with organisations of all sizes and maturity phases (i.e., regardless if it's a full programme or to review existing components)
- More importantly, our specialists are field-tested with actual planning, execution and response experience across multiple sectors (yet we don't charge sky high rates)

## INFINITY CONTINUITY

We're an independent organisational resilience consultancy and training practice with a core focus in emergency preparedness, business continuity and crisis management.

Established since 2013, our goal is to enable governments and businesses to achieve organisational resilience through customised solutions specific to our clients' needs, goals and strategy

Our services can be broadly categorised (but not limited to) as follows:

- Business Continuity and Crisis Management:
- Resilience and readiness assessment
- Programme and policy development
- Business impact analysis and risk assessment
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## Ashton Legal merged with Agile Visas to form a new joint venture

Ashton Legal has merged with Agile Visas to form a new joint venture, now trading as ALC Lawyers. We have an expanded team of Solicitors and Registered Migration Agents and are continuing to service clients with all their Australian visa and migration needs. Please contact [info@alclawyers.com.au](mailto:info@alclawyers.com.au) to arrange a consultation and discuss your needs.

Australian Migration Law Updates.

In line with announcements from early 2023, Australia's migration program is set to undergo significant reform.

### Global Talent Visas

Home Affairs are currently assessing EOI applications submitted in December 2023, due to high demand we are seeing an overall increase in the threshold to be successfully invited, however this has resulted in faster processing.

### General Skilled Migration

As we draw closer to the end of the Migration Program year allocations for state and territory sponsored visas are nearing their thresholds. WA has already closed for the program year. There is ongoing high demand for the 189 visa, however only one invitation round has been issued since the commencement of the 2023/24 program and only Education and Medical sector occupations were included.

### Employer sponsored work visas

The government is planning to target temporary skilled migration to address skills needs and promote worker mobility. Consultation is underway with a planned implementation in late 2024. Planned Measures include:

- Develop a new Skills in Demand visa, with full mobility and clear pathways to permanent residence
- Develop a Specialist Skills Pathway to drive innovation and job creation
- Develop a Core Skills Pathway to meet targeted workforce needs
- Legislate indexation of income thresholds to maintain system integrity
- Streamline Labour Market Testing (LMT) to reduce complexity
- Take a coordinated, evidence-based, tripartite approach to identifying skills needs
- Establish a best practice service level agreement for processing times and a modernised accreditation pathway to better compete for talent

The simpler and better targeted Skills in Demand visa will replace the complex single employer sponsored Temporary Skill Shortage visa. A key feature of this visa is an alternative approach to mobility—with new visa settings, streamlined applications and consideration of trailing employer fees that remove many onerous conditions that tie a migrant to a single employer

### Business Innovation and Investor Program

The programme is not inviting any new candidates, however processing of existing applications is continuing. The Migration Review flagged the opportunity to draw on the relative strength of the Significant Investor stream to design a visa product more sharply targeted to select migrants who can drive innovative investments in sectors of national importance or play a valuable role in the venture capital industry.

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\* Invisalign Singapore is facilitating the outreach program for corporates. The dental treatments, Invisalign treatment consultation, offers and payments will be directly between the patient and the partner clinic for this program.  
\*\* Data on file at Align Technology, September 30, 2022

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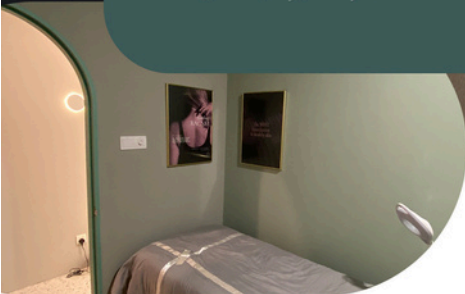
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## SAP PRACTICE & DELIVERY MANAGER, APJ

### Role Description

- Lead delivery, maintain strong engagement with our clients, communicate clear and focused messages to different parties, and facilitate interactions between the different teams and stakeholders.
- In charge of recruiting, up-skilling, and mentoring team members.
- Vendor and Stakeholder management.
- Delivery/Project Management - End-to-End operational oversight, from project proposals, and project kick-offs, up to the management of regular invoicing
- Account management - Building long-term relationships with Organization's valuable accounts
- Manage the team on projects implementation and support

### Your Profile

- SAP experience in various industries such as Retail/ Banking/Healthcare /Property/Manufacturing, etc
- Good years of regional SAP experience in project implementation
- Must have experience in S/4 Hana & deep understanding of SAP Functional Modules
- Strong integration working experience with other SAP modules
- Technical knowledge in various technology and project management tools.
- Motivated, with good interpersonal and editorial skills, you are recognized for your rigor, your analytical capacity, and your strength of proposal.
- Project Management and Team management experience
- Good to have Project Management certifications (Prince, PMI)
- Good communication skills
- Mandarin language is an added advantage
- Overseas traveling is required

DIPANTI DAS  
JAMES COOK UNIVERSITY  
DIPANTI.DAS@WISEO.COM  
[LINKEDIN PROFILE](#)

## SAP DIRECTOR, APJ

### Role Description

- Managing the SAP team. This includes hiring, assigning of work, performance review and etc. Ensuring user incidents are resolved by the team timely
- Leading SAP implementation and ensure the success (on-time, on-budget and on-quality) of the project and serving as the key business contact representing IT in designing SAP solutions to improve business outcomes
- Ensuring all project activities including implementation plans, analysis, progress report are well documented
- Developing standards and best practices in S4 Hana
- Being Key stakeholder of the implementation partner and ensure a successful collaboration with all parties involved by working closely with stakeholders from various levels and departments to ensure alignment with organizational objectives.
- Having strong knowledge on S4/HANA:
  - which module does what / fits with business requirements ...
  - development standards and best practices in s4
- Establishing service level management practices to ensure that the level of service from internal and external service providers are defined and IT SAP support function meets site requirements. This includes managing third party IT service providers, ensuring services are delivered in accordance with budget, timelines and quality requirements;
- Maintaining relationships with stakeholders, communicate project updates, and manage expectations to ensure satisfaction.
- Identifying project risks and develop contingency plans to mitigate them.
- Establishing quality control processes, conduct regular audits, and collaborate with stakeholders on corrective actions when needed.

### Your Profile

- Minimum Bachelor's Degree in IT or Computer Engineering or other modules
- Minimum 12 years of SAP experience in various industry such as Retail/ Banking/Healthcare /Property/Manufacturing, etc
- Minimum 10 years of regional SAP experience in project implementation
- Must have hands-on experience in S/4 Hana & deep understanding of SAP Functional Modules
- Technical knowledge in various technology and project management tools.
- Motivated, with good interpersonal and editorial skills, you are recognized for your rigor, your analytical capacity and your strength of proposal.
- Team, Stakeholder and Vendor Management experience
- Good to have Project Management certifications (Prince, PMP)
- Good communication skills
- Mandarin language is an added advantage
- Overseas traveling may be required

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