

THE VOICE

Monthly Newsletter for our Australian Alumni Community

ISSUE 51 | MAY 2025

A MESSAGE FROM THE PRESIDENT

Dear Members & Partners,

During the month of May we had a number of moments that will shape our lives in the future. Both Australia and Singapore held general elections with both recording a strong result for the incumbent parties. This would indicated with the uncertainties in the world, the people have backed their current governments and their policies. For our Australia and Singapore relations we are expecting it to be positive with a strong level of engagement be it in education, business or diplomacy.

Events

With respects to events, we had a number of diverse events with different groups in our community. The **Business Council** luncheon series held 4 lunches this month, led by Chris Cheah and Bill Foo from our Council of Advisors. We held lunches sponsored by Brown Forman, Robert Half, Cushman & Wakefield and Ashurst. The level of engagement with senior business leaders was prodigious with participants eager to attend more luncheons.

The **Beer & Brains** had a fabulous kick off at Elements, Amara Hotel. The evening was led by our glamorous Events Chairs, Coco and Sandy. The event was sponsored by Wolf Blass from Treasury Wine Estates, McGuigan from Australian Vintage, Pure Blonde and The Meat Club.

We held a sponsored event titled Data Centre & Renewable Energy Opportunities in APAC led by Raj and Melvin on the same night as the Beer & Brains. This is an indicator of breath of activity the AAS is just getting started on.

Events to look out for include an **Exclusive Seminar on Australian Property & Tax**, a sponsored event by Odin Mortgage & Tax and JLL on Tuesday 10 June and **GenAI for Personal Productivity workshop** jointly hosted by AAS and Harvard Club Singapore on Friday 13 June.

Another event to look out for in this Newsletter is the Australian High Commission sponsored **60th Anniversary Gala Concert** which will be held on the 4th October, 2025. Please follow the link to register your interest to attend under - [Expressions of Interest](#). It is some time away but is promising to be an epic night.

Sponsorships & Partner University

It is with great delight that I am able to announce that NSW grabbed all the attention this month. **Investment NSW**, has extended their Silver Sponsorship for the next 2 years. They have been a great supporter for us in the past and I'm looking forward to more engagement with them in the coming years. Also I am delighted to announce that **University of NSW** has signed on to become a silver Partner University for the first time. If you are a UNSW graduate here's your chance to join the AAS thanks to your UNSW Alumni.

Gala Dinner

I am delighted to announce that we have settled on a date and venue for the AAS Gala dinner. Drum roll... The Gala will be held on 1st November 2025, at the prestigious Ritz Carlton Ballroom. So mark that date down in your calendar for what promises to be a fabulous night out.

Remember compadres, we are stronger together.

Yours Sincerely,

Andrew Er

Andrew Er
#forwardtogether



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AAS 70TH ANNIVERSARY GALA DINNER

- 70 years since the founding of Australian Alumni Singapore (Platinum Jubilee) – celebrating decades of community and connection.
- 60 years of Australia–Singapore friendship (Diamond Jubilee) – honouring a bond formed alongside Singapore's independence.

Platinum & Diamond: Legacy Upheld



Save
the
Date!

DATE : SATURADAY 1ST NOVEMBER 2025
VENUE : RITZ CARLTON SINGAPORE

Join us for a night of **radiance and elegance.**
(Your seat at the celebration awaits – stay tuned for more details)

SYLVIA OO UNIVERSITY OF WOLLONGONG.

Sylvia Oo graduated with a Master Degree in International Business from University of Wollongong. She was a Group Company Secretary with a GLC and a conglomerate and now a Senior Marketing Director with ERA Realty Network Pte Ltd, Internal Auditor of Enterprise Singapore Society and Board Member of O'Joy Limited.



Mother' Day reminds me of love and care from my mother and many mothers I know. Sacrifices after sacrifices. Have I done that? Not as much as I would like to. I had spent too much time on office work and volunteer work when I was young and neglected my daughter physically and emotionally. I only took care of her education and providing her material needs. I regretted it very much and still feel very guilty.

There were happy moments when she did well in school and "enlightened" me. I recall a day when we were on a holiday when a fellow tourist in the tour group commented "You are very brave to take your little sister overseas". "You are laughing from ear to ear" my daughter said to me. I used to look very young. True, she is like my little sister because my parents took care of her like their daughter during her childhood. On another occasion, she said "Your handbag is lighter than my school bag." True. Her big laptop was terribly heavy to add on her school bag up the slope to NUS Law School in Bukit Timah.

I decided to let her drive to school and I used public transport. Cheerful moments, my dear daughter, have become precious memories. Many thanks to my parents and siblings for helping to take care of my daughter.

**TO ALL MOTHERS
AND CAREGIVERS,
YOUR LOVE IS
ALWAYS TREASURED
ALTHOUGH IT MAY
NOT BE
EXPRESSED TO YOU.**



60TH ANNIVERSARY GALA CONCERT - EXPRESSIONS OF INTEREST



2025 is a big year for the Australian High Commission, as it's the 60th anniversary of Singapore's independence and bilateral relations between Australia and Singapore!

We plan to mark this milestone with a yearlong celebration of activities and events.

Our theme 'Celebrating 60 Years of Friendship' will showcase throughout 2025 the long running and deep relationship between the two nations — highlighting the people-to-people links formed across the decades.

An important group of people we'd like to celebrate during this anniversary year are our alumni. On Saturday 4 October 2025, we will be hosting a gala concert at the Yong Siew Toh Conservatorium of Music to celebrate 60 years of friendship with our alumni.

Seats are limited, so Alumni interested in attending the gala concert are asked to register their expression of interest [here](#).

More than just laptops: How compassionate leadership shapes hybrid work in Singapore



Hybrid work has become a new working model for many companies. But beyond just laptops and video calls, what drives a positive work experience? And how does it differ for men and women in Singapore? A team of researchers from various universities, led by James Cook University in Singapore, investigates.

Hybrid work has become increasingly prevalent in the last few years, but questions remain about how to make it work well for everyone. For instance, in such environments, individuals can encounter issues such as uncertainties, work-life balance issues, and varying stress levels. This is where compassionate leadership comes in – a leadership style characterised by empa-

thy, care, and concern for employees' well-being.

In a recent study, researchers looked into factors such as how compassionate leadership shapes employee support, job satisfaction, and work-life balance in hybrid settings, and how these differ by gender. The study, titled [Beyond Laptops and Tables: Unveiling Singapore's Success in Hybrid Work Through a Two-Wave Gender Multigroup Analysis of Compassionate Leadership](#), examined the hybrid work experiences of 310 white-collar professionals in Singapore.

"We set out to understand a few important questions," says lead researcher [Dr Kim-Lim Tan](#), Senior Lecturer in Business at James Cook University in Singapore. "What truly defines a positive hybrid work experience? Is it more than just achieving work-life balance? Beyond having a table and a laptop, what are the key ingredients that make hybrid work genuinely successful and fulfilling?"

"Our team found evidence that while leadership is important, compassion is what matters. Leaders who display compassionate behaviours influence the perceived level of support at both organisation and the social level," he continues.

These forms of support are especially important in hybrid work environments, where balancing professional and personal responsibilities can be more complex.

The study's findings also reveal that men and women perceive differences in the effectiveness of support mechanisms on various aspects of the hybrid work experience. They found that hybrid work has brought gender disparities into sharper focus – for example, while the arrangement's flexibility can benefit both men and women, it may disproportionately test women's ability to juggle work and family responsibilities as women may still be seen as primary caregivers.

The researchers offer several recommendations to foster a culture of compassionate leadership, such as training leaders in empathy and emotional awareness, setting up peer networks, implementing regular feedback mechanisms, introducing mental health initiatives such as mental health champions and "mental health days", and tailoring support with gender in mind.

"Leaders who demonstrate compassion are better equipped to offer emotional support and flexibility in work arrangements and cultivate a culture of trust and psychological safety. And when employees feel supported and valued by their organisation, they tend to experience lower stress levels, greater job satisfaction, and improved overall well-being," says Dr Tan.

"Compassionate leadership contributes directly to building healthier, more resilient workplaces – especially in hybrid settings where challenges can be less visible but deeply felt," he adds.

PAPER

Tan, K.L., Sim, A.K.S., Lew, T.Y., & Cham, T.-H. (2024). Beyond laptops and tables: Unveiling Singapore's success in hybrid work through a two-wave gender multigroup analysis of compassionate leadership. *Employee Relations*, 47(1), 148–172. <https://doi.org/10.1108/ER-02-2024-0108>

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

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

Check out Dr Kim-Lim's Tan [staff profile](#).

Contacts

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Media: Ms Pinky Sibal pinky.sibal@jcu.edu.au / Ms Hoe Shu Rin shurin.hoe@jcu.edu.au



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?

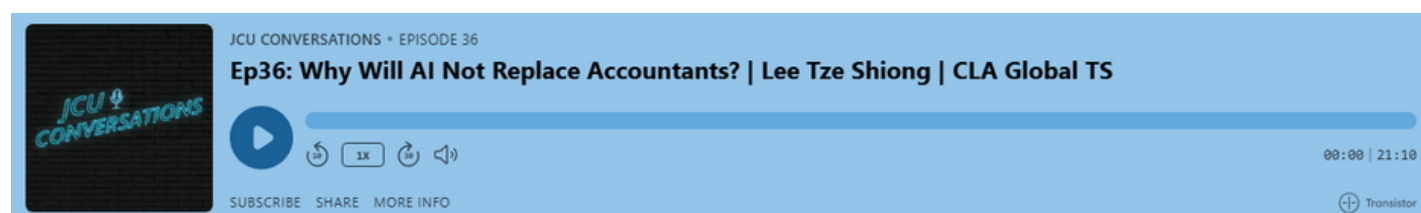
Latest ▾



JCU Conversations 36: Lee Tze Shiong

Business transformation, digitalisation, change management and more. In this episode of JCU Conversations, we sit down with Mr Lee Tze Shiong, Director at CLA Global TS, one of the top ten largest accounting firms in Singapore. With over 30 years of experience spanning audit, advisory, business transformation, and regulatory leadership, he brings a wealth of insights on navigating change, embracing digital transformation, and preparing for the future of work.

This episode's host: Associate Professor Caroline Wong, Associate Dean Learning and Teaching and Associate Professor in Business at James Cook University (Singapore Campus).





Mentorship Matters is a value-add program that connects student mentees with mentors who are industry professionals to provide guidance around professional and personal development to prepare them for the workforce and their future careers.

Mentorship Matters is a value-add program that connects student mentees with mentors who are industry professionals to provide guidance around professional and personal development to prepare them for the workforce and their future careers.

Mentors benefit in a range of areas such as:

- Shape the future generation of the industry workforce
- Guide individuals through learning beyond classrooms
- Develop and enhance personal leadership and coaching style
- Benefit from a sense of fulfilment and personal growth
- Positive impact and contribution to student's future career
- Enhance self-development by gaining new perspectives from mentees
- Gain insights by engaging with mentees from various background
- Eligibility
- At least 5 years of working experience
- If you have mentoring experience, please share more with us at point of application
- If you have no mentoring experience, please complete a foundational mentoring programme such as Mentoring 101 by [MentoringSG](#), and share with us at point of application
- Beyond your mentorship guidance, JCU students are also supported through Employability Support Services; Career Advisor; Career Talk; **Employability Workshops**; Resume; Interview Skills; Job Search Techniques; Industry Relevant Soft Skills; **Internships**; **Mentorship Matters**; Employment Support Services; Career Fairs; **Career Portal**; Recruitment Drives

AAS and JCU has formed a partnership to this esteemed value-added program. For Australian Alumni Singapore members, please register your interest through [Australian Alumni Singapore](#) via this [form](#). You can also scan the QR Code below to register



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TrustCapital Advisors Investment Management Pte Ltd is a private equity real estate firm founded in Singapore in 2009 with a Capital Markets Services License from the Monetary Authority of Singapore. The firm has completed over AUD 3.5 billion in transactions and has investment entities established in Australia, Malaysia and Singapore.

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Transactions Completed across AUS, SGP, JPN, ITA

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nationalities



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Australian International School Pte Ltd | CPE Registration Number: 199204405H | Period of registration of PEI: 6 July 2023 to 5 July 2027



Panel discussion: Building a future-ready accountancy workforce



Tuesday 15 July
7.00pm - 9.00pm



CPA Australia Singapore office



Jason Ang
Global Finance Leader,
Finance Transformation



Jack Huang
Associate Director,
Leadership & Faculty,
KPMG Singapore



Samuel Lim CPA (Aust.)
Audit Partner,
Enrome LLP



Kelly Wee
Business Director,
Hays Singapore



HOSTED BY CPA AUSTRALIA SINGAPORE & E2I



Event Highlights:

- ✓ Opening Address: Discover e2i's support & grants for firms
- ✓ Panel Discussion: Insights on hiring trends, emerging skills & industry shifts
- ✓ Networking Dinner: Connect with industry leaders & peers



Why Attend?

- Gain key insights on in-demand skills
 - Engage with top industry experts
- Explore talent strategies for your firm

VENUE

1 Raffles Place #31-01 One Raffles Place
Singapore 048616

RSVP by scanning the QR code below!



MAY 2025

SPOTLIGHT



CELEBRATING THE ENDURING LOVE OF A MOTHER

There's no love greater than a mother's love – and little a mother won't do to help her child thrive. It's a love that's fierce yet tender, strong yet compassionate – a steady force that shapes lives in ways both big and small. This Mother's Day, we pay tribute to mothers who not only nurture, but transform – whose love moves mountains and redefines what it means to care.

Maria's journey is a poignant reminder of this kind of love. Now in her 50s, Maria made the life-changing decision to leave behind a decade-long career in the optical industry to embark on a new path in education – and eventually pursue a Master of Special and Inclusive Education. Her inspiration? To become a full-time caregiver for her son, who was born with Down syndrome.

[READ MORE](#)

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Save the Date

14th World Chambers Congress



Melbourne Australia **2025**

Save the date

2-4 September

We are proud to announce that the 14th World Chambers Congress - the world's premier forum for chamber and business leaders - will take place in Melbourne, Australia from 2 - 4 September 2025.

Victorian Government is pleased to support the forum co-organised by the International Chamber of Commerce (ICC), its World Chambers Federation (WCF), and the Victorian Chamber of Commerce and Industry (VCCI), the Congress is expected to bring together over 2,000 global leaders from chambers, government and business to shape the future of economic cooperation.

Taking place under the theme 'Business, chambers, government: Partners for prosperity', the Congress will explore critical global issues including:

- Skills shortages
- Housing crises
- Energy transition
- Artificial intelligence
- Equality and inclusion
- Geopolitical tensions
- Cybersecurity

Delegates will benefit from:

- Keynotes from renowned global business leaders
- Thought-provoking panel discussions and interactive workshops
- Exceptional networking opportunities with peers from around the world
- A collaborative agenda to strengthen the role of chambers in a changing world

Join us in shaping the future of global commerce and economic prosperity! Registrations are currently open. Find out more here: wcc.iccwbo.org



#14WCC



Transforming Lives in Southeast Asia: The Economic Benefits of Investing in Eye Health



At The Fred Hollows Foundation, we've always understood that investing in eye health transforms lives. Over the past 30 years, we've restored sight to more than 3 million people.

Now we have the data that demonstrates what we know.

The Fred Hollows Foundation has recently released a groundbreaking report in partnership with Victoria University's Institute of Strategic Economic Studies, that outlines the economic benefits of investing in eye health. The report, which used an investment case economic modeling technique, estimates the return on investment (ROI) in eye health to achieve the World Health Assembly (WHA) targets by 2030. The results show that investments in eye health are among the highest ROI of any disease intervention.

The report focuses on the two leading causes of blindness and vision impairment – cataract and refractive error – and models intervention costs and benefits across 19 countries in which The Foundation works. The benefits of restoring sight, which in this report focus solely on economic returns, include increased labour force participation and productivity, and improved education and learning.

Remarkably, cataract treatment, on average, returns US\$20.50 for every dollar spent, while refractive error treatments return on average US\$10.80 for myopia (nearsightedness) and US\$8 for presbyopia (age-related vision loss). Together, investment in the two leading causes of blindness and vision impairment will return on average US\$9.40 for each dollar spent.

This demonstrates what we all know – that investment in eye care has a great return.

Despite a dramatic economic upturn in recent years, the burden of blindness and vision impairment is still significantly high in the Southeast Asia region, accounting for 31% of the world's blind. That's why it is time to step up our investment in eye health in Southeast Asia. When we look at the findings from Southeast Asia, the estimated ROI for cataract treatment on average returns 22.4. Refractive error treatments return on average US\$11.8 for myopia (nearsightedness) and US\$8.4 for presbyopia (age-related vision loss). Together, investment in the two leading causes of blindness and vision impairment will return on average US\$10.4 for each dollar spent in Southeast Asia.

Transforming Lives in Southeast Asia: The Economic Benefits of Investing in Eye Health



In Cambodia, where The Foundation has been actively working in since 1998, over 90% of blindness cases are preventable and primarily caused by cataract. Unfortunately, many people either lack the financial means to undergo the necessary surgery or are unaware of the available options. There is an ongoing need to address the challenges surrounding eye health in Cambodia, and increased investments in this area can provide a viable solution. Notably, cataract surgery in Cambodia demonstrates an estimated ROI of US\$22.6, while the estimated ROIs for myopia treatment and presbyopia treatment are US\$4.5 and US\$3.0, respectively.

The findings provide a compelling case for impact and social investment networks to invest in eye health in Southeast Asia. Beyond the great economic return that investment in eye care yields, restored sight brings longer and healthier lives, reductions in extreme poverty, increased labor force participation and productivity, increased school attendance, gender equality and independence. Investing in eye health not only benefits individuals but also has a positive impact on communities and the region's economic development. Contact The Fred Hollows Foundation to get more information on the economic benefits of investing in eye health and explore how your organization can contribute to eye health development.



The Fred Hollows Foundation has been a key leader in advocating and promoting the need to prioritize eye health investments. The Foundation's transformative approach to eye health, which includes strengthening health systems and partnerships with governments, local partners and other stakeholders, has been a key driver of our success in restoring sight to millions of people worldwide. These partnerships have been critical in ensuring that eye health programs are sustainable and have a lasting impact.

The Fred Hollows Foundation is committed to ending avoidable blindness, but we can't do it alone. Urgent collective action is needed across government, non-government, philanthropy and the private sector to prioritise health system investments to meet the 2030 global eye care targets. If we don't act now, by 2050 it is estimated that more than 1.7 billion people will be living with avoidable vision impairment.

Eye health programs transform lives and now is the time to step up our investment in eye health.

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

Tuesday, 10 June 2025



Aussie expats & overseas investors in SG





Turn Your Overseas Income into Wealth

Exclusive Seminar on Australian Property & Tax

 June 10, 2025, Tuesday at 6 pm

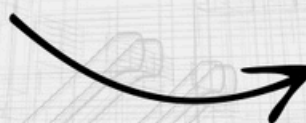
 JLL Singapore, 88 Market Street, #35-01, CapitaSpring

What You'll Learn In This Seminar

-  Buying Property in Australia from SG
-  Tax Residency & CGT Tips
-  Understand the Real Costs of Property Ownership
-  Impacts of Tax Residency Status on Property Taxes

Registration is Open!

Register now and meet our experts to get personalised help



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GenAI for Personal Productivity

Speaker



Stephanie Sy

CEO, Thinking Machines

Stephanie Sy (Stanford BS MS&E '11) is the founder and CEO of Thinking Machines, a consulting team that builds AI and data apps for businesses across Southeast Asia, including major investment firms in Singapore. She is a guest lecturer on AI for business at the Sasin School of Management in Thailand. She is on the AI advisory board of the Philippine Department of Science and Technology.



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What You'll Learn

- Concrete examples of personal workflow optimization with SaaS products
- Learn how to build a "second brain" with any large language model
- Get the best out of popular tools like ChatGPT, Perplexity, and Deepseek

13 June 2025, 6.30pm

LOCATION:

CPA Australia
#31-01 One Raffles Place
Singapore 048616

Venue Sponsor



Thursday, 19 June 2025

Research Spotlight Series #2 – Livestreaming as a VTuber: A new era of content creation



When: 19 June 2025, 4pm to 5pm

Location: C2-15, Sims Drive Campus

Virtual YouTubers are a new breed of social influencers that have drawn a deal of interest in recent years by utilizing platforms that eliminate geographical distance and avatars that eliminate physical appearance through the use of a digital avatar created by motion tracking sensors. From a commercial perspective, VTubers are a billion-dollar industry, with VTubers performing the functions of any social media influencer. As this trend continues to grow, it is important to understand what contributes to its growth, the key players within the industry and the mechanism behind how these Virtual YouTubers build relationships with their audience.

Host & Moderator



[Dr Yee Heng Tan](#)

**Senior Lecturer, Business
James Cook University**

Dr Yee Heng Tan is a Senior Lecturer in JCU Singapore. His research interests are on digital innovation, new media, user-generated content, platforms, reputation spillovers and consumer-computer interactions.

This is a hybrid event.

[Register now](#)
(PHYSICAL)

[Register now](#)
(ZOOM)

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.

James Cook University Pte. Ltd. | 149 Sims Drive, S(387380) | UEN and PEI Registration No. 200100786K | PEI Period of Registration: 13 July 2022 to 12 July 2026
James Cook University Australia offers pathway, undergraduate and postgraduate programs at the Singapore campus of James Cook University.
CRICOS Provider Code: 00117J | TEQSA Provider ID: PRV12077

PAST EVENTS

AAS BEER & BRAINS SESSION

by Ko Ko, Sandy, Andrew, Li-Lin, James



Australian Alumni Singapore
since 1955

Date: 14 May 2025

Time: 6:45 pm SGT

Venue: Element on Tras Street



A fun & chill night drinking and networking!

For more information on our next session, please scan on Whatsapp QR Code.



Chair of Events



Co-chair of Events



President



Vice President



Treasurer

Data Centre & Renewable Energy Opportunities in APAC

14 May 2025

Co-Organizers: Hogan Lovells (venue sponsor), Black & Veatch, Austrade



AAS Business Council Luncheon Series

14 May 2025 | Brown-Forman Office



16 May 2025 | Robert Half Office



AAS Business Council Luncheon Series

20 May 2025 | Cushman & Wakefield Office



21 May 2025 | Ashurst Office



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

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AAS - Volunteer

WhatsApp group



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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





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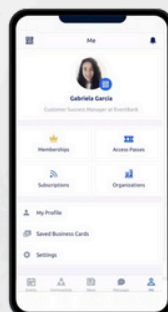
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Organisational Resilience in the New Normal

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
- Business continuity, emergency response and crisis management plan(s) development
- Training and awareness workshops
- Readiness tests and exercises
- Programme maintenance
- BCM and crisis management audits

Talk to us today at (65) 66796231 or email us

Enquiries@infinitycontinuity.com, or simply visit our website at

<http://www.infinitycontinuity.com> to find out how we can partner with you!

As part of the 2024/25 budget, the Australian Government announced that it will implement a new National Innovation visa, replacing the current Global Talent visa (subclass 858) from late 2024, to target exceptionally talented migrants who will drive growth in sectors of national importance. Although we are not sure on the parameters of the new visa, we think it will look for the cohort of candidates similar those under the current global talent visa programme.

On the other hand, the Business Innovation and Investment visa program (BIIP) will cease, most likely as a result of the Australian government taking on the Productive Commission’s recommendation that the business migrants make limited economic contribution to Australia.

Budget 2024–25 | Budget Paper No. 2

Migration System Reforms

Payments (\$m)

	2023-24	2024-25	2025-26	2026-27	2027-28
Department of Home Affairs	-	8.5	8.3	..	-
Australian Taxation Office	-	1.5	-	-	-
Department of the Treasury	-	*	*	*	*
Total – Payments	-	10.0	8.3	..	-
Related receipts (\$m)					
Australian Taxation Office	-	*	*	*	*
Department of Home Affairs	-	-45.0	-40.0	-35.0	-35.0
Total – Receipts	-	-45.0	-40.0	-35.0	-35.0

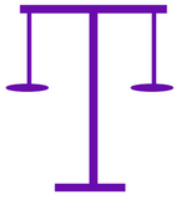
The Government will provide \$18.3 million over four years from 2024–25 to further reform Australia’s migration system to drive greater economic prosperity and restore its integrity. Funding includes:

- \$15.0 million over three years from 2024–25 for information and education activities to provide migrant workers with accurate and appropriate information about workplace safeguards, protections and compliance measures related to migration laws
- \$1.9 million in 2024–25 to conduct a data-matching pilot between the Department of Home Affairs and the Australian Taxation Office of income and employment data to mitigate exploitation of migrant workers and abuse of Australia’s labour market and migration system.

The Government will implement a new National Innovation visa, replacing the current Global Talent visa (subclass 858) from late 2024, to target exceptionally talented migrants who will drive growth in sectors of national importance. The Business Innovation and Investment visa program (BIIP) will cease, with refunds of the visa application charge provided from September 2024 for those who wish to withdraw their BIIP application. The measure includes \$1.4 million in 2024–25 for necessary system changes for the implementation of a new visa and closure of the BIIP.

For those who qualify under the current Global Talent Visa programme, we encourage you to get in touch with us so we can assist you with your EOI and visa application submission: globaltalent@alclawyers.com.au or phone [+61279009570](tel:+61279009570).

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Hyder was born in Singapore and educated in Melbourne. He is a registered nurse (UK), a qualified lawyer, an accredited mediator, a registered Migration Agent as well as a Fellow of the Royal College of Nursing in Australia. He has post graduate qualifications in business/management, law and nursing. He has served as an officer with the Royal Australian Air Force, both in Australia and overseas. He has published in areas such as trans-cultural nursing, health law, criminal law and military law. Hyder has experiences in a range of legal areas and has worked across the legal spectrum, from working in Riyadh, Saudi Arabia for one of the world's biggest law firms, to General Legal Counsel of one of the world's largest Sovereign Wealth Funds.

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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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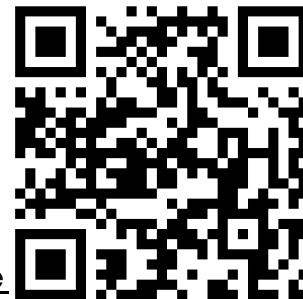
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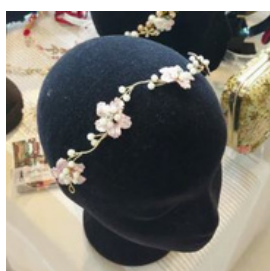
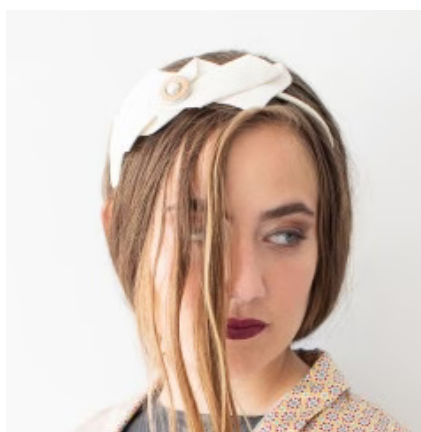
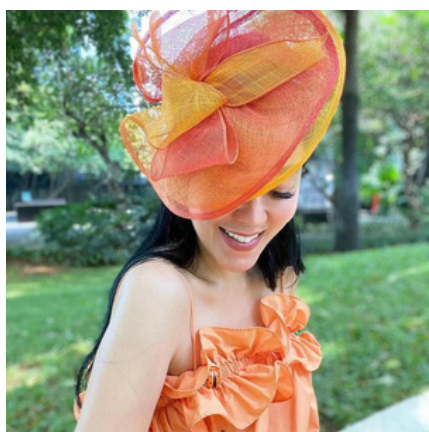
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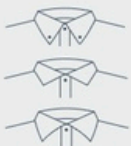


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About Odin Mortgage & Tax

Odin Mortgage & Tax is the global leader in Australian mortgage brokering and tax services for Australian expats and overseas investors, with a mission to provide unparalleled support and expertise to our clients. Our offices are located in Hong Kong, Singapore, Nepal, and we are set to expand into Australia soon as part of our growth strategy.

About The Role

As an Australian Tax Consultant at Odin Mortgage, you will play a crucial role in assisting clients with their tax obligations.

Your responsibilities will include:

Tax Advisory & Compliance

- Advise **non-resident individuals** (primarily expats) on their Australian tax obligations
- Prepare and review **non-resident tax returns** and supporting documents
- Interpret and apply **Double Tax Agreements (DTAs)** to optimize outcomes for expat clients
- Perform **residency status assessments** and provide clear, actionable advice
- Deliver **strategic tax planning and structuring advice** tailored to expat situations
- Liaise with the **ATO** on behalf of expat clients
- Stay current with tax legislation relevant to expats and international tax compliance

Client Relationship Management

- Build lasting, trust-based relationships with expat clients
- Deliver high-quality, personalized service based on each expat's unique needs
- Clearly communicate the implications of tax advice, DTAs, and residency status

Collaboration & Knowledge Sharing

- Collaborate with our mortgage brokering and advisory teams on cross-border cases
- Share tax insights and updates internally to support team development
- Contribute to internal knowledge bases and help train team members

Required Experience

- 2+ years of **Australian tax experience**, especially with **non-resident or expat clients**
- Direct experience dealing with the **ATO** on international or expat tax matters
- Strong knowledge of **tax residency tests** and **withholding tax obligations**
- Proven ability to manage complex **expat tax compliance**

Favorable Experience

- Exposure to **U.S., UK, or other foreign tax systems**
- Experience in a **boutique tax firm** or **Big 4 environment**
- Familiarity with **tax return software** (e.g., HandiTax)
- Past experience in directly managing **ATO engagements**

Qualifications

- Degree in **Accounting, Finance, or Law**
- **CA or CPA** qualified (or working towards)
- Additional certification in **international tax** (desirable)

Required Skills

- Deep understanding of **Australian tax law** and **DTAs**
- Excellent **written and verbal communication** skills
- Analytical and detail-oriented with a proactive problem-solving mindset
- Strong client service orientation, especially with expat clientele
- Ability to manage multiple priorities independently in a remote setting
- **Australian tax experience is essential**—applications without it will not be considered

If you're passionate about supporting Australian expats with expert advice and care, we'd love to have you on board.

STEVEN LEE



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