



## Internship Opportunity

### Guerdon Associates

Ascham Old Girl Suzanne Wolthat is offering an internship at Guerdon Associates. Guerdon Associates is Australia's largest independent specialist adviser on executive and board remuneration. Clients include about 20% of ASX 100 companies, as well as many others in the ASX300 and private companies.

Guerdon Associates focus is to enhance organisation performance through the better application of human capital and the management of human capital risk. While they have strength in analysis and measurement, they are also strong in stakeholder engagement. They maximise the likelihood of success by testing analyses and alternatives with the board remuneration committee, management, proxy advisors and major investors.

An internship at Guerdon Associates will provide experience in the top advisory firm providing advice to Australian companies' board of the directors on governance and remuneration. This experience will educate the intern on how incentive measures and target setting can facilitate or hinder company business strategies to optimise shareholder value. It will also provide an opportunity to learn how to operate in a team to ensure high quality results.

Successful internships will be well positioned for full time analyst positions with the firm upon graduation.

### Details

**Location:** Level 7 261 George St Sydney

**Type of Internship:** Combination of term time and summer vacation

**Commitment:** 20-24 hours per week, preferably over 3 days per 5 day work week. Available from 20<sup>th</sup> August 2021

**Qualification requirements:** This role would be best suited to final semester of university students studying one or more of statistics, psychology, actuarial science, finance, economics, law or related degree

**Website:** <http://www.guerdonassociates.com/>

## Responsibilities

The intern's main responsibilities will be focused on researching and analysing public company executive remuneration disclosures to create a consistent data record of the current executive pay in Australia's largest organisations. Other responsibilities include:

- Researching company and executive information in Australia and internationally using company disclosures, Bloomberg, Morningstar and other sources
- Analysing executive remuneration, including equity awards and performance requirements
- Analysing company financial data
- Assisting with maintaining our remuneration database
- Fielding phone calls
- Undertaking ad hoc research and preparing articles

Successful interns will be invited to join Guerdon Associates full time as an Analyst in 2022. The extra responsibilities will be as follows:

- Preparing draft client reports
- Financial and remuneration modelling based on historical company performance.
- Preparing data and graphics to incorporate in client disclosures
- Preparing equity valuations using Black Scholes Merton, Monte Carlo simulations and binomial/lattice techniques
- Considering incentive design from a behavioural finance, motivational psychology, and economics perspective

## Skills and Attributes

The intern should have:

- Excellent analytical skills
- Excellent research skills
- A high standard of written and verbal English
- Sound report writing skills
- Proficient in Word and Excel
- MATLAB experience is not essential, but is preferred
- Strong communication skills – verbal and written
- Critical thinking
- Ability to work in a team
- Intellectual curiosity
- Strong attention to detail

## Application process

Please prepare a resume as well as a covering letter stipulating your interest in the above internship and your suitability for this role.

Submit your application in a Word or PDF format, and attach your academic transcript, to Skye Barry, Ascham Community Relations Manager, via email at [community@ascham.nsw.edu.au](mailto:community@ascham.nsw.edu.au)

The resume should include:

- Any relevant work experience
- A minimum of two references (employment references are preferred but not essential)
- Contact details
- Availability for the role in 2021/2022

Shortlisted candidates will be contacted by the host company.

Remuneration, timing and 2021 commencement date for the internship will be negotiated directly between the successful candidate and host company. Please note the internship is first and foremost a learning experience. The benefits of the opportunity afforded to the intern will be considered in the remuneration.

**Applications close** 5pm, Friday 13 August 2021