



ASIC
Australian Securities &
Investments Commission

ASIC Careers Guide



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Welcome

This guide provides information about careers at the Australian Securities and Investments Commission (ASIC).

About ASIC



At ASIC, your work will contribute to a fair, strong, and efficient financial system for all Australians. Make the best change of your career.

ASIC is Australia's corporate, markets, financial services and consumer credit regulator.

ASIC is an independent Australian Government body. We are set up under and administer the *Australian Securities and Investments Commission Act 2001* (ASIC Act), and we carry out most of our work under the Corporations Act.

The ASIC Act requires us to:

- › maintain, facilitate and improve the performance of the financial system and entities in it
- › promote confident and informed participation by investors and consumers in the financial system
- › administer the law effectively and with minimal procedural requirements
- › enforce and give effect to the law
- › receive, process and store, efficiently and quickly, information that is given to us
- › make information about companies and other bodies available to the public as soon as practicable
- › take whatever action we can, and which is necessary, to enforce and give effect to the law.

Regulatory mission

To realise our vision, we use our regulatory tools to:

- › change behaviours to drive good consumer and investor outcomes
- › act against misconduct to maintain trust and integrity in the financial system
- › promote strong and innovative development of the financial system
- › help Australians to be in control of their financial lives.

Registry mission

To realise our registry mission, we:

- › provide efficient and accessible business registers that make it easier to do business.



[Learn more about ASIC](#)

Who we regulate

We regulate Australian companies, financial markets, financial services organisations and professionals who deal and advise in investments, superannuation, insurance, deposit taking and consumer credit.

Consumer credit

We license and regulate people and businesses engaging in consumer credit activities (including banks, credit unions, finance companies, and mortgage and finance brokers).

We ensure that licensees meet the standards – including their responsibilities to consumers – that are set out in the National Consumer Credit Protection Act 2009.

Markets

We assess how effectively authorised financial markets are complying with their legal obligations to operate fair, orderly and transparent markets. We also advise the Minister about authorising new markets.

On 1 August 2010, we assumed responsibility for the supervision of trading on Australia's domestic licensed equity, derivatives and futures markets.

Financial services

We license and monitor financial services businesses to ensure that they operate efficiently, honestly and fairly. These businesses typically deal in superannuation, managed funds, shares and company securities, derivatives and insurance.



Why ASIC



Be the change

Your contribution will help change behaviours in the financial sectors we regulate, address misconduct and generate positive outcomes for all our stakeholders.

We value people from all backgrounds who are open to challenging the way things are done. Opportunities at ASIC cover all career stages from entry-level roles to leadership positions.

We're looking for specialists in law, finance, economics, accounting, policy, mathematics, arts, social science, information technology and data.

Diversity

Diversity and inclusion are critical to ASIC's success. We encourage applicants from diverse backgrounds to apply, including Indigenous Australians and people with a disability.

ASIC is committed to creating an inclusive and diverse workplace where all ASIC team members, stakeholders and communities are treated with fairness and respect.

This ongoing commitment influences all aspects of the way we work.

[Read more about diversity and inclusion.](#)

At ASIC, no two days are the same.

No matter what part of the organisation you're in, you will play an integral role in shaping our financial system.





Analyst

Kelly Stratton

Kelly is an Analyst in the Market Conduct (Intermediary Supervision) team in the Markets group.

At ASIC, there is always a variety of interesting and challenging work to be a part of. I feel really supported by my colleagues and managers. I'm supported to use my experience and knowledge in so many different ways. I have a law and communications degree.

While working full time at ASIC, I'm supported to complete post-graduate studies in commerce and finance to further develop my skills.

I joined ASIC a graduate and rolled off the program to join the Markets group and work my way up. My team is at the forefront of regulatory practice, and I'm proud of the positive outcomes I have contributed to at ASIC.

In my current role, I supervise the conduct of market intermediaries by undertaking intelligence gathering and surveillance activities.

One of the most rewarding projects I contributed to is ASIC's enhanced supervision model for the most high-risk and complex entities. We test that market intermediaries meet their regulatory requirements and require remediation of non-compliance. We periodically test these themes and we expect firms to demonstrate how they have addressed them.

Your benefits

Working at ASIC comes with a world of benefits for your career.



Be rewarded for your contribution with:

- › 15.4% superannuation contribution
- › Annual bonus (paid to ASIC 4 and Executive-level employees based on performance)
- › Leave benefits including 20 days of annual leave (accrued), 18 days' personal leave, parental leave and domestic and family violence leave
- › Additional paid leave between 25 December and 1 January every year (on top of your annual leave)
- › Reward and recognition programs including Australia Day awards and Women in Leadership awards
- › Flexible working options to best suit you, including flextime for ASIC 1–4 roles

Professional learning

ASIC offers many ways to learn and develop. There are a variety of professional networking groups you can join, including ASIC's regulatory practice, legal, enforcement, accounting and auditing, and data analyst networks. Along with regular development discussions, we offer additional support including programs focused on leadership, technical and behavioural capabilities to help with your professional growth. Secondment opportunities and mentoring programs are also possibilities.

Your formal learning is supported by a generous study assistance scheme, offering both financial support and study leave arrangements for ongoing employees.

Professional development

- › Networking groups and support programs
- › Study assistance scheme
- › Leadership and mentoring programs
- › One paid professional membership per year

ASIC in the Community

At ASIC, we believe in giving our team members the opportunity to connect with the charities and causes that are important to them.

Our ASIC in the Community provides opportunities including workplace giving, fundraising, individual and team volunteering, and national speaker events. Through this, we support 43 different charities, offer skilled and unskilled volunteering opportunities for our people, and provide a day's paid volunteering leave to support this.

Wellbeing

We offer a variety of initiatives that support your wellbeing including flu vaccinations and other health-related product discounts. We also offer a free and confidential employee assistance program to all staff and their immediate family.

At ASIC, we're proud of the difference we make to Australia's economic reputation and wellbeing. Join ASIC and make the best change of your career.

ASIC teams



Put your talent to work

You could be working in areas such as:

➤ Surveillance

ASIC's Supervision Group includes our Close and Continuous Monitoring and Governance teams, who are responsible for supervising governance and conducting on-site reviews.

➤ Financial Services group

The Credit, Retail Banking & Payments team and the Insurers team make up this sector of ASIC. The former supervises retail banking, consumer and small business credit, mortgage brokers and other credit intermediaries, and electronic payments. The latter supervises general and life insurance providers.

➤ Markets group

The Markets group is focused on improving the effectiveness of Australia's capital markets. The Markets group involves the Market Infrastructure, Market Supervision, Corporations, Financial Reporting and Audit and Insolvency Practitioners teams, and works closely with the Markets Enforcement team.

➤ Wealth Management

The Wealth Management group conducts regulatory work in the financial advice, investment management and superannuation sectors. Their work involves regulation, monitoring, investigation, but also looks at raising public awareness and legislative reform.

➤ Office of Enforcement

The Office of Enforcement includes many teams. Financial Services Enforcement, Wealth Management Enforcement – Major Financial Institutions, Wealth Management Enforcement, Markets Enforcements, Corporations & Corporate Governance, and the Enforcement WA & Criminal Intelligence Unit teams are all under this umbrella. The Office of Enforcement looks after the leadership, management and strategic direction of ASIC's investigations, proceedings relating to breaches of financial services and credit laws, improving consumer outcomes, and organisational change.

➤ Assessment and Intelligence

ASIC's Assessment and Intelligence group includes the Misconduct and Breach Reporting, Licensing, and Small Business Engagement and Compliance teams, as well as our Office of the Whistleblower. These teams work on ASIC investigations into consumer protection issues, credit and unlicensed conduct and illegal phoenix activity.

➤ Registry

ASIC's Registry team is responsible for providing efficient and accessible business registers that make it easier to do business. We administer over 30 legal registers, registers of companies and business names, and a range of professional and other registers. The Registry team handles more than 3 million lodgements and facilitates more 120 million searches each year. It also includes ASIC's Customer Contact Centre.

- **Strategy**
ASIC's Strategy group includes our Strategic Policy, International Strategy, Strategic Intelligence, Financial Capability and Behavioural Research and Policy teams. These teams work on policy development, ASIC's corporate and business planning, consumer education, data analytics, consumer research, dispute resolution, international relations and bilateral cooperation with ASIC's global counterparts, and responses to government inquiries.
- **Chief Legal Office**
ASIC's Chief Legal Office is the primary source of legal advice to the Commission and legal services across ASIC. This team provide advice and guidance on complex regulatory matters, law reform and new areas of regulatory responsibility for ASIC, conducting ASIC's litigation, and advising on enforcement matters.
- **Operations**
ASIC's Operations group includes our Finance, Corporate Services, Information Technology, Chief Data Office, and Specialist Services teams. These teams work on areas such as ASIC's financial and auditing functions, compliance, data analysis, forensic accounting, information technology strategies, procurement, and ASIC's industry funding model.
- **Commission Specialist Teams**
ASIC's specialist teams are our Corporate Affairs, Internal Audit and Operational Risk, and People and Development teams. These teams work on areas such as ASIC's media, communications, editing, publishing, government relations, corporate governance, risk management, and human resources support strategy.

[Learn more about ASIC's structure and senior leadership](#)





Reconciliation Action Plan Officer

Aaron Collins

Aaron is ASIC's Reconciliation Action Plan (RAP) Officer in the People and Development team.

What makes ASIC unique is its approach to acceptance and curiosity. I am incredibly proud of the way we embrace diversity and inclusion.

People at ASIC are respectful and thoughtful. They ask questions about Indigenous cultures and experiences and take time to listen and learn. It makes people feel valued and encourages them to put their best foot forward at work.

One of the best things about my role is the ability to empower people. Whether it's simply supporting someone, contributing to their professional development, or contributing to their knowledge and awareness, I'm proud to make an impact.

In my role, I contribute to and report on our Reconciliation Action Plan. I work with the RAP Committee and teams across ASIC to ensure we're meeting our goals, including our high Indigenous employment rate. There's more work to do, and we continue our pursuit of being a leader in this space.

I develop Indigenous employment strategies and pathways, contribute to cultural awareness and appropriateness strategies and support the members of the Indigenous Staff Networking Group.

Every new day at ASIC has presented an opportunity to further develop my skills, and I always take the chance to do so.

Recruitment and security process

Recruitment

We recruit people on the basis of merit. We value sharp, analytical minds, and those who challenge and improve the way things are done.

Our recruitment process has four stages:

- › Application
- › Selection
- › Offer
- › Organisational suitability assessment

To be eligible for a job at ASIC, you must be an Australian citizen.

Learn more about the recruitment process at careers.asic.gov.au

Security

In accordance with the Australian Government Security Policy, all personnel that are employed by ASIC are required to satisfactorily complete ASIC's Suitability and Baseline Assessment form. The purpose of this assessment is to ensure that you are suitable to work in ASIC's unique regulatory environment and gain an Australian Government security clearance at the Baseline level.

The questions are comprehensive, and you will have to provide biographical information including travel history, education, employment history, financial information, current and previous address history and membership with professional groups. Some of the information provided will be validated with other agencies. If you are deemed unsuitable to work at ASIC or to hold a security clearance, your employment offer with ASIC will not continue.

If you have questions about the security process, email personnelsecurity@asic.gov.au



Search and apply for roles at ASIC

careers.asic.gov.au

More information about ASIC

ASIC.gov.au



Be the change

