



Capital W

THE RECAP

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THE POSSIBILITY OF THE IMPOSSIBLE

CELEBRATING 15 YEARS OF CAPITAL W



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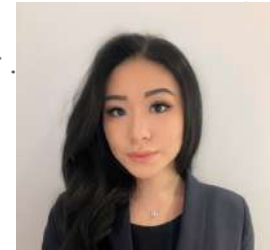
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PRESIDENTS' WELCOME



Dear all,

On behalf of Capital W, we would like to extend to you a warm welcome to 2022. Founded in 2007, we are honoured to celebrate our 15th anniversary and continue Capital W's legacy to empower women in business, building a bridge between university and the workforce. Standing on the shoulders of our predecessors, Capital W's 2022 vision has evolved during the technology-pandemic age that we now occupy to strengthen our agility to change with innovation at our core. Our goals are to attract and develop female-identifying students by diversifying our member base, publications, events and marketing, working closely with each of our sponsors to provide maximum value, and strengthening our relationships with our alumni.

To our 4,500 members and counting, we thank you for your continued support and enthusiasm for our mission. Capital W's unique value lies in our community, including both our high-calibre internal team and outstanding wider membership base. We support one another to excel and, in doing so, create a remarkable cohort of driven students that uplift each other. We are truly grateful to create change alongside all of you.

To all incoming students, we congratulate you on beginning your university journey. This is an exciting moment filled with endless possibilities. We encourage you to take charge of your experience with courage and seek opportunities to explore your interests and take a moment to volunteer with organisations that align with you.

We offer our support, resources and tight-knit community to assist you in stepping outside your comfort zone in making the most of your university experience.

To all returning students, welcome to a new year of exploration. With each year comes unique opportunities and new challenges. Take the time to reflect on your past experiences and seek the drivers that motivate and inspire you. We hope this year will be a year to further pursue your passions and discover the intersection of your values, dreams and goals in your personal and professional lives.

“My mission in life is not merely to survive, but to thrive; and to do so with some passion, some compassion, some humour, and some style.” – Maya Angelou

At Capital W, we believe every female-identifying student should be equipped and empowered to achieve brilliant things. Despite numerous changes over the past year and new challenges, we saw a successful year of over 32 events held in both virtual, hybrid and physical formats. Forging ahead, we are committed to continuing our focus on innovation and agility. Furthermore, we are both extremely excited to continue our vision and passion for social impact by building Capital W's philanthropic arm this year, catalysing social change to create a better world for all.

Wishing you an insightful year ahead!

Samantha Yun & Tara Dabrowski
2022 Co-Presidents

Trend Recap



By Sandra Ang and Sarine Mohanraja

New ideas and innovations are constantly being introduced into the business world. Alongside advancements in technology, business processes have also rapidly progressed to accommodate for the challenges brought about by the pandemic. Below are three trends that emerged as a result.

HR AUTOMATION

In recent years, HR technology firms have developed products aimed at replacing repetitive managerial tasks with more efficient alternatives. Currently, this includes automation of scheduling and report approval. However, in future, this will also consist of tasks such as providing employee evaluation statements and relationship development. The reasoning behind these changes is to redefine the manager role from managing tasks to managing employee experience (Kropp and McRae 2022). Although mental health has always been an important consideration in the modern workplace, it's become a priority in the pandemic. Therefore, by allowing managers to spend more time on building meaningful relationships with staff rather than on menial tasks, firms can improve employee morale.

REMOTE WORK

Many workplaces shifted their operations from an in-person format to online as a result of the pandemic. Although this may have originally been a temporary fix to reduce the spread of COVID-19 amongst co-workers, it is progressing into a permanent way of conducting work. The McKinsey Global Institute estimates that over 20 per cent of the workforce may work remotely majority of the time in a post-pandemic world, and perform just as effectively (Sneider and Singhal 2021). This statistic could be attributed to the flexibility working from home provides and a better work-life balance due to increased time with family and friends. Additionally, advances in digitisation and automation have enabled remote work to occur seamlessly and reduce the amount of disruption to daily work practices.

FINTECH

Financial Technology (Fintech) has become an emerging industry over the past several years, which considers the use of technology to improve financial services. The COVID pandemic has also led to the breakthrough of several Fintech trends.

One of which includes the buy now, pay later scheme offered by several e-commerce businesses, due to an increased demand for online goods and services as well as short-term convenient financing needs. A common example of this can be seen in almost all e-commerce stores, which now allow consumers to choose options such as Afterpay, Klarna and now even PayPal (introduced in July 2021) when making a purchase.

References

Kropp and McRae 2022, '11 Trends that Will Shape Work in 2022 and Beyond', Harvard Business Review, 13 January, viewed 14 January 2022, <<https://hbr.org/2022/01/11-trends-that-will-shape-work-in-2022-and-beyond>>.

Sneider and Singhal 2021, 'The Next Normal - Trends that Will Define 2021 and Beyond', McKinsey & Company, 4 January, viewed 11 January 2022, <<https://www.mckinsey.com/featured-insights/leadership/the-next-normal-arrives-trends-that-will-define-2021-and-beyond>>.



Applications for the Australian Strategy Partners 2023 Graduate Program

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During the program you'll have the chance to rotate through a number of teams in your selected business area, helping you to work out what's right for you based on your skills and interests. The flexible nature of the rotational structure helps you get connected, build technical skills and take on meaningful work from the very start of your journey.

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Sharing your graduate experience with a close-knit cohort, your new friendships and networks start from the day of offer. You'll have access to a network of people who understand your value and are committed to your development and success. Graduates have a dedicated Talent Manager, Buddy, Graduate Champions in each program stream and the wider graduate alumni community to lean on.

“ My reason for joining the AMP Graduate Program was to contribute to an institution that plays a huge part in the lives of everyday Australians. AMP is an organisation that is going through a significant amount of change, and the Graduate Program was a great chance for me to be part of a transformation with endless opportunities for self-growth.

The rotations on offer in AMP Bank, Advice and Wealth Management (and more) are extensive, allowing flexibility to experience different business units to find the area best suited to me. I've found that this program is more than just finding something you like. It is also the networks you create, targeted programs towards professional development, and continuous learning from leaders that care.

”

Liam, Financial Services Graduate – University of Sydney, Bachelor of Commerce (Liberal Studies)

For more details:

amp.com.au/ampcareers/home/graduates

Contact us:

graduates@amp.com.au

Day in the Life of a Data Analyst

with Irene Dao from AMP



- 6:00AM I'm woken up – either by my dogs or alarm – and get ready for the day. I make my way to the train station. During the commute, I listen to a data related podcast or read a book – recently it's been Dune by Frank Herbert.
- 7:00AM I arrive at Circular Quay. I head to the gym to do some weight training. I like to do a four-day split of squats, bench presses, deadlifts, and overhead presses with the barbell – plus some assistance work on the machines. I find that exercising in the morning helps wake me up.
- 8:30AM I walk to the AMP office. I use the showers to freshen up. There's a great café called Settlement on Quay located on the ground floor. I indulge in a large soy latte and chicken toastie for breakfast.
- 9:00AM I take the elevator up to my floor. We have hot-desking at the office, so I try to find a seat with a nice view of the Sydney harbour. I get my laptop from my locker and officially start work for the day. I check my calendar and reply to any emails and messages.
- 9:30AM I have a weekly 1-on-1 call with my manager who is based in Canberra. We discuss my work deliverables as well as how I'm tracking towards my goals.
- 10:00AM My main responsibility is leading data-driven decisioning for our financial crimes team. I assist in optimising our transaction monitoring scenarios, which enable us to identify and report suspicious matters to AUSTRAC. My work involves translating business problems into analytical requirements, hypothesis testing and validation, developing data models, and presenting solutions back to stakeholders.
- 12:00PM Lunch time! People have mostly been working from home during the pandemic, but I can usually find a teammate or fellow graduate alumni to grab a bite with at Gateway or The Rocks. If it's a sunny day, I like to get an ice-cream from Messina and walk to the Opera House and Botanic Gardens.
- 1:00PM I have a weekly group call with my team. We start the meeting off with organisational updates, move onto team updates, then end with social chit-chat and fun riddles.
- 2:00PM Back to work! My day continues to be a mix of attending meetings and coding in SQL or Python. I stay organised by documenting my research and insights on our team wiki as I go.
- 5:30PM I finish up for the day and either head back home or to the city for dinner with friends.

Claudia Dong

Analytics Representative



Q: What is your role at Bloomberg?

I'm part of the Financial Products Analytics team in Sydney. From new Bloomberg Terminal users to market veterans, we help our clients with queries that range across asset classes, including equity, fixed income, FX and commodities.

Q: How will you be applying the theme “The Possibility of the Impossible” to your goals and daily routine this year?

I believe that “impossible” is the mind setting up a conceptual “fear” barrier. To discover if something is possible, you have to tread through the unknown — which can sometimes be scary, uncomfortable, and intimidating — but is often the catalyst for growth and discovery. I often find myself revisiting these two memorable sayings: “Impossible only means you haven't found the solution yet” and “Impossible is not a fact, it's an opinion.” As I work on my goals and ideas for 2022, I'll be sure to take deep breaths and keep pushing forward into uncharted territory. Who knows? I might just uncover something special.

Q: If a student has many interests and wants to pursue them during university, what tips would you give them to ensure they can balance their studies and their interests?

I'm a strong proponent of studying what you're interested in. Leverage your hobbies to help you study; approach “dry theory” with an applied lens and connect it to your interests. If you're unsure of how to balance things or what path to take, talk to people! Ask lots of questions! Chat with different departments and professors — they are literally there to teach and talk about their interests. It can be daunting, but I've found that most people are more than happy to help. Remain true to yourself and actively pursue your passions.

Q: When you first started university did you think that you would end up in your current field?

Absolutely not. When I first started university, I was in an arts degree; I wanted to become a foreign diplomat or work in international relations. I graduated with majors in economics and mathematics and absolutely love the quantitative finance/trading and tech space. There's such a wide world out there that's constantly evolving, just as people are. Don't be afraid of the possibility of change — stay nimble, be ready to adapt and keep an open mind.

Q: What is some advice you can give to first-year students experiencing “impostor syndrome” in their respective courses?



Everyone has to start somewhere. At one point, even minds like Ada Lovelace, Katherine Johnson, and Angela Merkel had to learn a concept for the first time. There shouldn't be any shame in not knowing something fully; no one will expect you to pick something up on the first go. Work out how your mind learns best and run your own race. Trying to keep up with the pack isn't always the path most conducive to success. And remember, you're not alone — there are many people experiencing the same struggles as you. Lift each other up.

Q: What is something about Bloomberg that has inspired you?

Every day, I meet people across our global offices who are genuinely eager to help and answer any questions. Regardless of whether someone has been at Bloomberg for two months or 20 years, the company's flat structure makes them accessible and allows you to discover so many pockets of inspiration and connection. Bloomberg has fostered a culture where you truly feel supported and cared for as a person.

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Interview with
Carmen Leung
Interest Rates Trading Analyst



Q: What is your role at Deutsche Bank?

I'm an Analyst in the Interest Rates Trading team. Within the team, I cover after repurchase agreements and am involved with Interest Rate Swaps.

Q: The theme of this publication is 'The Possibility of the Impossible'. How will you be applying this theme to your goals and daily routine this year?

When something seems impossible whether it's a goal or task, I'll keep chipping away at it. I'll continue to reach out and ask for guidance from those who are more experienced or have a different skillset to me. Something that might seem impossible to me could be very possible to others.

Q: What is some advice that you can give to first-year students experiencing 'impostor syndrome' in their respective courses?

It had not dawned on me before I started full-time work but impostor syndrome is very real! But luckily, you're not alone in feeling that way and I don't think it's necessarily a bad thing. In contrast, I think impostor syndrome to a certain extent should feel exciting as it means you're out of your comfort zone and you're growing.

I like to always feel slightly uncomfortable to not fall in the trap of being complacent. I like to be constantly challenged and surrounded by peers who make me want to strive to be better and ones that I can learn from.

Q: Are there any new skills you want to learn or hobbies you want to pick up in 2022?

Brazilian Jiu Jitsu piqued my interest last year since a couple of my friends did a class for it, so I'd love to try my hand at some martial arts! I think it should be fun.

Q: What is something about Deutsche Bank that has inspired you?

Definitely the kindness and approachability of the seniors at Deutsche Bank. It's inspired me to be a greater leader and mentor to the juniors that will be joining the bank. Working with these people has shown me the impact a great manager and mentor can have on one's overall experience at work and I think it is an important culture to pass on.

Q: Was there any advice that you received that you still refer to and use to this day?

One of my mentors here at Deutsche Bank told me that your career is a marathon not a sprint. The first few years of your career are the most developmental ones so don't try to rush it as you'll find yourself burning out very quickly. Your learning and development doesn't stop after your first year as a graduate, you should be consistent in your eagerness to learn and stay curious. Take the time to understand each task or project given to you and not just worry about handing it back and moving onto the next task.

Q: What advice would you give to female students seeking internship/job placements?

Take advantage of the pre-penultimate / penultimate programs when you get to that stage in your degree. Deutsche Bank runs a great program called the Aspiring Talent Program, which is where I was introduced to Deutsche Bank! I think those programs are a great way to meet your peers from different universities (who you might see again in the industry later down the track). They're also really beneficial as it isn't limited to just one night of networking, the program runs over a few weeks so you actually get to develop friendships and connections with potential mentors who are at the bank.

Interview with...

Alyssa Ng



ANALYST

Q: What is your role at ICA Partners?

I am currently an Analyst working across infrastructure, energy and natural resources at ICA. I also previously interned at the firm while finishing up my degree last year.

Q: What is something about ICA Partners that has inspired you?

I'm inspired by the people I work with at ICA every day. My colleagues are genuinely some of the smartest yet coolest people I know, and being able to work alongside and learn from them has been an incredible experience. The dynamic and supportive culture here at ICA has also really motivated me to challenge myself and go the extra mile on every deal. It's an environment that really supercharges personal and professional growth, which is especially great for a new grad like me.

Q: How did you implement a healthy study-relaxation lifestyle and prevent burn out?

What worked for me was to schedule all my work and study time, but also making sure that I included regular breaks, time to do hobbies and hang out with friends / family, and even small blocks of time where I allowed myself not to do any work and just shut off from the world. Ultimately, it also comes down to accepting that you'll have to prioritise and sacrifice when things get busy, which they inevitably will. You might not be able to do everything you want, but if you're still able to do the things that make you truly happy amidst study / work / chores etc, you'll do fine.

Q: The theme of this publication is 'The Possibility of the Impossible'. How will you be applying this theme to your goals and daily routine this year?

A lot of things we want to accomplish a couple years down the road might seem completely impossible from where we're sitting right now because we don't have the skills to do them yet. As someone who can be a bit impatient, I'd like to apply a longer-term view to my goals and remember that things that seem impossible now can become very possible with incremental and consistent progress.

Q: When you first started university, did you think that you would end up in your current field?

Definitely not. Coming into university, I'd originally planned to major in Marketing and Management and thought I'd end up working in one of those fields. However, I was surprised to find that I enjoyed my finance subjects far more than any of my marketing / management ones. I also did an internship in the deals team at a professional services firm in my second year of uni, which solidified my interest in finance and led me towards investment banking. I love my job now so I'm glad I kept an open mind.

Q: What tips would you recommend to students to continue positive personal and academic growth?

Seek opportunities to push yourself out of your comfort zone, whether it may be introducing yourself to people you don't know or taking a class that's entirely unrelated to your major. Growth often comes from discomfort, so try not to shy away from it. University is also the perfect time to explore your passions and interests. Try out new hobbies, be curious and don't be afraid to make mistakes!

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Application Process

1. If you meet the minimum requirements (Australia Citizen or PR and graduation requirements), please apply via our careers website and include your CV and cover letter.
2. You'll then receive an email invitation to complete a series of 12 games through the Pymetrics platform. It should take no longer than 25-35 minutes to complete.

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Find The Career
That Fits You.



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3. After your successful application, you will be emailed with a link to complete an online interview via our HireVue platform. This interview consists of 3-4 questions.
4. After successful completion, you will be invited for final round interviews which consists of face-to-face interviews and may include a group case study for some programs.

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Hot Tips

- Apply early – don't leave your application until the last minute!
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- Reach out and network with our employees – get your brand out there and name known.
- Identify what makes you unique and stand out from the others – we want to know!
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 - Make sure your personality shines through – not what you think we want but your true self.
 - Show energy and passion for what you're applying for.
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You can find the career that fits you with J.P. Morgan. We look forward to meeting you.

The J.P. Morgan Campus Recruitment Team



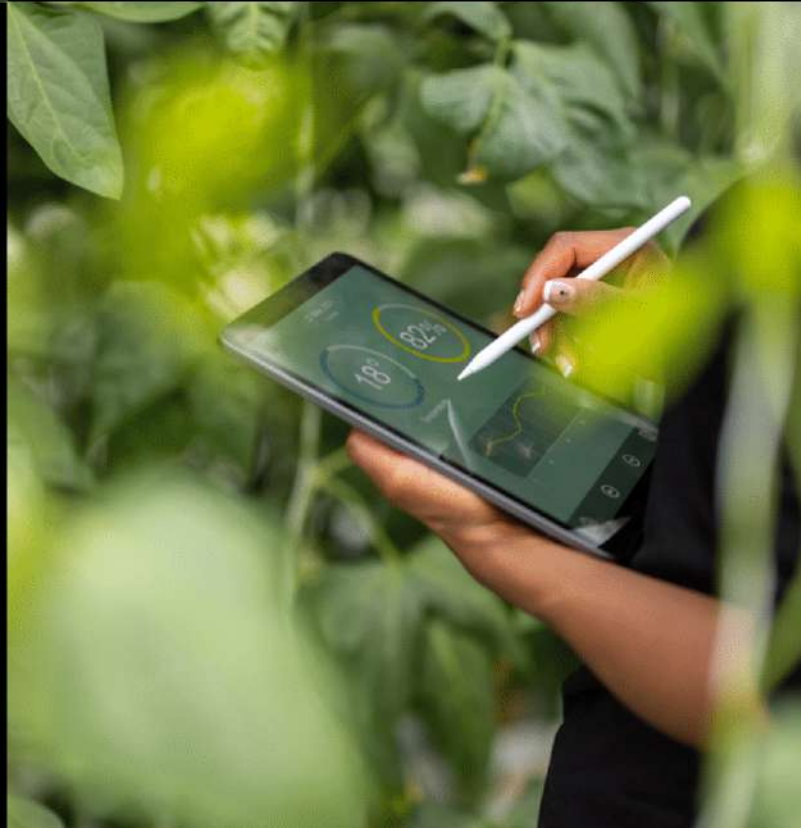


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INTERVIEW WITH

SUGANYA SURESH

HEAD OF KOREA AND

TAIWAN IT TEAM



Q: What is your role at Optiver?

I am currently the Head of the Korea and Taiwan IT team; our team is responsible for developing the trading system and algorithms that are targeted towards trading effectively in these markets.

Q: The theme of this publication is “The Possibility of the Impossible”. How will you be applying this theme to your goals and daily routine this year?

One of the most exciting things about working in this industry is that the environment is constantly changing; an approach that worked yesterday might not work tomorrow. An idea that we had last week that was infeasible, might become viable next month. Going into 2022 it's important for us to constantly re-evaluate our current approach and be open to new opportunities that will present themselves.

Q: What are some tips for students who may be thinking that their tasks are too hard or “impossible”?

A strategy that has worked for me when I start to feel overwhelmed is to just take one step, however small. Then another. Building this momentum helps clear your mind from the feeling of “impossible” and puts you in the right frame of mind to be able to break down the task and form a strategy to bring it to completion.

Q: What is something about Optiver that has inspired you?

Something that continues to amaze me about Optiver is how committed everyone around you is to learn and challenge themselves. There is a culture of continual growth and development that you see everywhere inspiring you to ask the same of yourself and not be satisfied with the status quo.

Q: Do you think there will be developments in your industry in upcoming years that may make currently difficult tasks possible?

Absolutely! One of the most amazing things about working in technology is the exponential speed with which this industry advances. Forty years ago, my father got his first job as a software developer; in this role he was only able to access a mammoth room-sized computer for three hours on Sunday nights to run his code. Now, he has access to a smartphone 24 hours a day that has infinitely more computing power. At Optiver we are constantly working on the cutting-edge of what technology can do, and I cannot wait to see how this industry changes over my own career.

Q: What advice would you give to students to relieve stress?

Ensure you make time for yourself outside of study and work; I honestly believe this is time well spent as it allows your mind variety of thought and keeps it refreshed. For myself, I enjoy taking some time to play basketball; it distracts my mind and when I return to work or a frustrating task, I'm able to look at it with a fresh perspective and renewed energy.

Discovering the 'Possibility of the Impossible' with **OPTUS**



Optus graduates have a chance to explore a range of exciting career paths with us. We spoke to one of **Optus' Networks graduates, Silvia Xu**, who shared her experience finding her first role post-university and how she will be applying the idea of 'The Possibility of the Impossible' to overcome 'impossible' challenges and promote self-growth and confidence this year.

She had some great insights to share with those looking to follow their passion like she has.

Hi Silvia, can you tell us about your experience with Optus so far, from internship to the graduate program?

After completing my two Bachelor's degrees at UNSW (Computer Science and Commerce), I was given the opportunity to pursue my passion for programming, cybersecurity and technology by joining Optus' cybersecurity team as an intern. I loved it. I was able to work on new challenges every day, and discuss and implement solutions with my team. From day one I was valued as someone who could contribute to the team and business, even though I was just an intern. I decided this was the place for me to develop my career, so I applied and got accepted to the Optus graduate program.

For my first rotation I was on the automation team in Networks. I was mainly driving the reduction of manual tasks - in other words, developing tools for other teams within Optus to achieve greater efficiency and accuracy. It really put all those computer science skills I'd learned at university into practice.

Q: The theme of this publication is 'The Possibility of the Impossible'. How will you be applying this theme to your goals and daily routine this year?

I don't believe anything is impossible if you put your mind to it! I'll be applying the Optus 'Challenger Spirit' to everything I do this year - one of my goals is to participate in more hackathons and build confidence in my public speaking and leadership skills, so I'll be looking to challenge the status quo, think outside the box during these hackathons, and have the confidence to speak up with my innovations. Day to day I also intend to collaborate with as many people across the business as possible.



Q: What is something about Optus that has inspired you?

The first thing that inspires me every day at Optus is the people. It's very inspirational to be surrounded by so many experts in their respective areas. Also, everyone is just really supportive - from the leaders, to your teams, to your peers, and even the graduate body - everybody is willing to explain everything and pass on their expertise. I think it's amazing being able to build connections and network with all of these individuals.

Another thing that inspires me here is my ability to contribute. Despite being a junior employee, I'm still always seen as someone with value to add. Getting to work on projects that truly add value to Optus and its customers is so motivating.

Q: Finally, what advice would you give to females seeking internship/job placements after university?

Ultimately, I think that knowing yourself makes it easier to find the right internship or job to start your career. Therefore, my biggest piece of advice for female students who are looking for post-study placements or jobs is to just follow your passion and believe in yourself.

I've always been passionate about programming, technology, innovation and cybersecurity, so when I was searching the internal UNSW websites, I looked for opportunities in companies that resonated with that passion. And I've ended up in the ideal place for me, and somewhere I hope to be for a long time!

"I don't believe anything is impossible if you put your mind to it!"



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Interview with
AMELIA MCKINNON
 Associate, Listed Products

Q: What is your role at Pinnacle Investment Management?

As Business Development Manager in Listed Products at Pinnacle, I am responsible for growing Pinnacle’s distribution and marketing efforts across our diverse range of listed funds (ETFs, LICs/LITs).

Q: The theme of this publication is ‘The Possibility of the Impossible’. How will you be applying this theme to your goals and daily routine this year?

In winter of 2014, I was watching the Sochi Paralympics Closing Games Ceremony when the screen flashed a subtle play on words, “I’mPOSSIBLE.” I found the context all the more powerful, quite a literal manifestation of the highest achievements amidst some of the most visible “setbacks”. I’m not claiming expanding financial distribution is as Herculean as Dylan Alcott’s serve, but there are powerful lessons in the stoic regiment of these high-performing model Australians. At the core, relentless optimism coupled with diligence.

Q: What is something about Pinnacle Investment Management that has inspired you?

Culture is everything.

At most firms, culture starts and ends with leadership. Our founder, Ian Macoun, launched Pinnacle with a vision of enabling better lives through investor excellence. To do this, he knew the core mission must be lived throughout the firm. That’s why a day in the life at Pinnacle is abundant with hard work, growth, and aspiring for excellence – embodied across all teams and people. I often find myself inspired by the odd water-cooler conversation with a fund manager, analyst, or quant – that’s what drives me back each day.

Q: If you have ever experienced impostor syndrome, whether it be starting university or your first job, how did you overcome it?

By nature, I am a perfectionist. Sometimes a superpower, but equally debilitating, it took me many years to not let my own expectations hold me back. I was a lucky 18-year-old, working her first job for Van Cleef & Arpels in Paris. As the only non-native French speaker, meetings were naturally intimidating. I let this perceived capacity gap compound, sometimes avoiding potential breakthrough opportunities instead of pursuing them. My boss saw this and asked me to present my first deliverable (in French) to a Czechoslovakian client, whose French was not that much better than mine. I received good feedback and confidence from this experience. I suppose diving in the deep end wasn’t exactly my choice, but a little nudge from a good manager taught me a powerful lesson early on – don’t be the one to hold yourself back, there’s plenty of others willing to do that for you.

Q: When you first started university, did you think that you would end up in your current field?

Well... no. I don’t believe the journey of finding passion and purpose is linear for any millennial. Mine has been one of acute capacity building across different domains, and I find fulfilment in knowing each day I add more tools to my toolkit. What excites me the most about funds management is that it demands that mindset for survival. In order to thrive, one must fuse economic, social, political learnings into distinct theories.

Q: Are there any new skills you want to learn or hobbies you want to pick up in 2022?

Fishing! I just recently acquired my boating license... And I don’t mean to brag, but I cook a mean snapper.

Q: Was there any advice that you received that you still refer to and use to this day?

Say yes.

Interview with

ALISON MA

Debt Capital Markets Analyst



Q: What is your role at UBS?

I'm an Analyst in the Debt Capital Markets team at UBS. I advise clients on how they can borrow money through bonds or loans, in both domestic and international currencies, and short-term and long-term tenors. Companies always need debt, whether it is to fund an acquisition, refinance an existing debt line, or general corporate purposes. Most clients I work with fall into one of three categories – financial institutions, corporates or government issuers.

Q: The theme of this publication is 'The Possibility of the Impossible'. How will you be applying this theme to your goals and daily routine this year?

I used to be worried that once I started in a career in investment banking that I wouldn't have time for other aspects of my life. I realised how wrong I was once I started. Anyone can balance their career with socialising, exercise, hobbies and sleep, through simply staying organised. It is always possible to make time for something which is a priority. Furthermore, UBS has great work-life balance and offers flexible working arrangements. This has helped me make these 'impossibilities' possible.

Q: What is something about UBS that has inspired you?

UBS has a truly global and supportive network. This includes sharing and leveraging knowledge across countries, which is needed when I'm doing a cross-border deal, or even something as simple as needing market update slides from an offshore team. There are also opportunities to transfer internationally, whether it is to London, Hong Kong or New York, in which several of my colleagues have done so already. The teams are also very supportive and has a genuine concern for the team's wellbeing.

Q: Was there any advice that you received that you still refer to and use to this day?

Any interaction you have with a senior person is an opportunity for you to make an impression. This especially applies to coffee chats, because they are taking the time to meet you when they could be at their desk. It also includes more natural times, such as when you bump into them in an elevator or sit next to them in the kitchen. Always show a genuine curiosity in them and ask intelligent questions.

Q: When you first started university, did you think that you would end up in your current field?

No I didn't, I just chose a degree which opened up as many doors as possible. As I progressed throughout my Commerce and Law degree, I was more drawn to the finance side for its dynamic and fast-paced nature. Then I met with investment bankers at networking events, who were very switched on and passionate about the M&A deals they were working on. This inspired me to apply for a career in investment banking.

Q: What advice would you give to female students seeking internship/job placements?

There are many opportunities for students, regardless of gender, for internships and placements across the financial services sector. Some programs are even specifically targeted at female students. UBS offers these programs - Tomorrow's Talent Program and Women's Scholarship. These programs run alongside our development programs which pipeline into summer internship offers. To stand out as a candidate, I would recommend that students demonstrate excellent academics, hold leadership positions in university societies and have relevant work experience. I would also recommend attending networking events to gain unique insight into the firm. It's also good to prepare questions to ask so you can show you've done your background research.



Interview with

Rianna Bernal

Technology Graduate at Westpac Group

Q: What is your role at Westpac Group?

I'm a Technology Graduate and am currently in a two-year rotational program that allows me the opportunity to experience four rotations across the bank. I'm currently in my second rotation in Financial Crime Systems primarily in a project management role.

My first rotation was in Data Platforms in the Open Banking team where I was engaged in development work – writing code and establishing data pipelines which was both challenging and insightful.



Q: The theme of this publication is 'The Possibility of the Impossible'. How will you be applying this theme to your goals and daily routine this year?

In each rotation, we map out goals to guide us through our time in the rotation. This year I want to incorporate stretch goals that will push me out of my comfort zone, but which will help me to learn and grow. I think what is also helpful in reaching to achieve what seems 'impossible' is establishing healthy and productive habits – I aim to plan out my day the night before to set up the intention before the work day starts.

Q: What is something about Westpac Group that has inspired you?

It would have to be the organisations commitment to its purpose – 'Helping Australians and New Zealanders succeed'. And you can really see it through all the initiatives that Westpac Group has introduced such as providing support through disaster relief and financial assistance during the hardships of COVID-19 and the Bushfires. As well as ongoing community support with the Westpac Choppers and Ruby Connection. It's inspiring to work in an organisation that empathises with its customers and provides support when it's needed most.

Q: Was there any advice that you received that you still refer to and use to this day?

"If you don't ask, the answer is always no." I've remembered this from a career development workshop in university and I think it's relevant in all aspects of life. If you don't ask, you might miss out on opportunities you never knew existed!

*“If you don’t ask,
the answer is
always no.”*

Q: When you first started university, did you think that you would end up in your current field?

In university I studied a Bachelor of Electrical Engineering and Master of Biomedical Engineering. I didn’t expect to find myself in the financial industry, but towards the end of my degree I couldn’t imagine myself in an engineering firm. However, completing my second internship at Salesforce sparked my interest in tech, which is why I am now exploring different areas of tech within Westpac Group.



Q: If you have ever experienced impostor syndrome, whether it be starting university or your first job, how did you overcome it?

During university I completed an internship at Salesforce. Throughout the experience, I often compared myself to the other interns, doubted myself and felt a strong sense of impostor syndrome. I overcame this by discussing these concerns with people that I trust – my partner and a fellow intern. In addition, I compiled a list of my achievements.

This is very important because we often focus on where we want to be and rarely celebrate what we’ve accomplished, so I found this list helped me to back myself and be proud of my accomplishments.

Q: What are some tips for students who may be thinking their tasks are too hard or ‘impossible’?

If you perceive a task as too hard or ‘impossible’ to complete, it means that the task is too broad or too big. The best way to tackle an ‘impossible’ task would be to break it up into smaller steps – draw a mind-map, consider the different components and then break each component up into smaller achievable tasks.

Once you’ve mapped out the steps, tackle them one at a time (no multi-tasking!). I’ve found that using a pomodoro timer helps me to get stuck into deep work.



Creating a Sustainable Study Life

By: Harriet Vitek

Preparing for a new year can be a daunting task, whether it is your first or final year. Creating a study life that is balanced and most importantly, sustainable, is crucial to avoid burnout. This article will give a few tips on how to accomplish this, but the key thing to remember is that everyone is different, so try not to compare your approach to others!

Organise Your Time

It sounds obvious but ensuring that your time is well organised is essential to creating a sustainable study life. One way to do this is to compile all your uni, work, and social timetables into one space. If you are like me and prefer tangible planners, then a simple diary can be your cure. If you prefer online planners, there are numerous apps and websites such as Notion that help you plan out your time. Notion is an app where you can create task lists, goal setters and roadmaps all in the one very aesthetically pleasing space and best of all, it's free! Either way, this will give you a week-by-week plan for all your upcoming assessments and social engagements to make sure that nothing is double-booked or left to the last minute.

Within these planners, it is also important to plan out time for rest. Every minute of your life should not be spent working! For example, I like to plan a day, or chunk of time where I can do absolutely nothing and take some time for myself to check in. It is great to engage in a hobby that has no relation to uni and gives you time to focus on something other than classes to clear your head.

Rest, Reset, Recharge

Ask For Help

Another key part of creating a sustainable study life is to always speak up if you need help. If you have a question during class, make sure to ask it because chances are that other students also share your confusion. This will help you avoid being stuck when studying for exams since you will have a solid understanding of the content. Of course, this is easier said than done and it can often be quite daunting speaking up in class, particularly in larger lectures. A solution to this is to try make friends in your classes and ask them your questions. Asking a fellow student instead of a lecturer or tutor may be less intimidating as they can better empathise with the experience.

By keeping these three tips in mind, you can ensure that you have a well-balanced schedule. Once it is all laid out in front of you, it is easier to realise whether you have given enough time for your studies, social life, and down time. In saying this, take your time planning your new year and enjoy the process! I wish you the best of luck in finding a sustainable schedule that matches your lifestyle.

Immersing in the University Experience

By: Ruiyi Zhang

COVID-19, online learning, lockdowns and isolations are like barricades that hinder us from being involved and active in uni. Being off campus can make us long to feel a sense of community but with everything in the way, involvement seems to be a real issue. But! With Term 1 right around the corner and the potential to be studying on campus, here are some ways to take an active part in university life and bond with fellow peers!

O-Week and Arc

The first step in getting involved can be joining Arc (if you are a new student) and going to O-Week! Arc is a student run association for the students where they aim to create the best student experience through clubs, sports, volunteering, events etc. so it is a very great first place to look at for student involvement! Feel free to explore Arc's official website to see what opportunities are currently available and how to access the different clubs and events they have to offer.

One of the biggest events in the UNSW uni life would be O-Week! In the words of Arc, "It's time to get out in the sunlight and grow wild! Thrive in the fun and friendships to be found as you explore O-Week and sow the seeds of your university life." O-Week is a great event for anyone, from first years to older students coming back for another year, there is something at O-Week for everyone! At O-Week, there are Arc run activities and events throughout the week and many of UNSW's societies have stalls across campus for you to explore. This can be a first step to becoming more involved in societies by joining as many as possible during O-Week.

Attend Comps

If you want to be more involved academically, there are always workshops and case competitions happening throughout the year. These events range from virtual to in-person and are held throughout the year so you can register for those that fit well into your own schedule. These events involve webinars, team building, business simulations and opportunities for self development, and you can use them as opportunities to bring your ideas to life!

Volunteering

There are so many opportunities available from Arc and even virtual volunteering is available! If you want to explore your creative mind, contribute to Arc's guide to what's on at UNSW via Blitz. If you enjoy content creation, send in pitches to Tharunka and Framework - Arc's student publication and journal.

You can never forget Arc's 2 major volunteering events for making friends, bonding and university involvement: Yellow Shirts and Street Teams! Yellow Shirts is a student volunteering program for O-Week from tours of campus to helping out with stalls and events to answering student questions. Street Teams is a similar program but runs throughout the term and organises and runs Arc events happening during the term. All of these volunteering programs can give students a fun, flexible and feel-good opportunity to give back to the community as well as being more involved in a different aspect of uni! Since there are always volunteering opportunities every term, be sure to explore Arc's website.

UNSW Clubs

One of the best ways to get involved in university is by joining societies and clubs and participating in events that are of your personal interests. There is a huge range of clubs and societies to be discovered and can all be found and browsed through in Arc's directory.

Clubs and societies are a great way to involve yourself both socially and professionally! If you enjoy society events and want to become part of the planning and organising process, apply to join a subcommittee. Within a subcommittee, there are many portfolios that may lie within your interests: from managing and organising events to publications and sponsorships to HR, there is always a way to get involved.

Deep Dive Into Impostor Syndrome

BY ALICIA TANG

“What am I doing here?...I don't belong....I'm a total fraud, and sooner or later, everyone's going to find out.”

These are the common thoughts cycling through a person's head who is suffering from Impostor Syndrome. This syndrome, otherwise also dubbed perceived fraudulence, can be defined as feelings of self-doubt and personal incompetence that persist despite your education, experience, and accomplishments. It's a feeling which is not foreign to many - in fact, up to 82% of people have experienced impostor syndrome in their lifetime (Bravata, D. M. et al. 2020).

Moreover, this mindset can especially thrive in unfamiliar settings, including the transition between high school and university. The Capital W team provides insight into their own personal experiences with impostor syndrome and how to overcome it.

Personal Anecdotes

I can admit that I've definitely experienced impostor syndrome especially in my first year of university. From memory, there were a number of factors which manifested these feelings. First, I had set unrealistic academic expectations for myself with the assumption that university was going to be similar to high school. Second, many of my peers had a concrete plan of their career path as a lawyer. Being a first year student who was still uncertain about the future, I would compare myself to my peers, and it would frequently make me feel anxious and overwhelmed.

Looking back, I was fortunate enough to have a supportive network of teachers and friends who were able to empathise with my experience.

In summary, my key points of advice to any first year student would be:

- Openly discuss this topic with your peers - more often than not, you will discover that others are also going through similar experiences.
- Recognise failures as stepping stones to bigger successes.
- Set realistic goals with realistic time periods.
- Don't isolate yourself from others and view them as competitors - instead support one another to reach collective objectives.

What Am I?

According to Valerie Young, an Impostor Syndrome expert and author of 'The Secret Thoughts of Successful Women', this syndrome can be categorised into five primary types:

1. Superhero

Since these individuals feel inadequate, they often feel compelled to push themselves to work as hard as possible.



2. Natural Genius

These individuals set excessively lofty goals for themselves, and then feel crushed when they don't succeed on their first try.



3. Expert

These individuals are always trying to learn more and are never satisfied with their level of understanding. Even though they are often highly skilled, they underestimate their own expertise.



4. Perfectionist

They are never satisfied and always feel that their work could be better. Rather than focus on their strengths, they have a tendency to fixate on any flaws or mistakes. This often leads to a great deal of self-pressure and high amounts of anxiety.

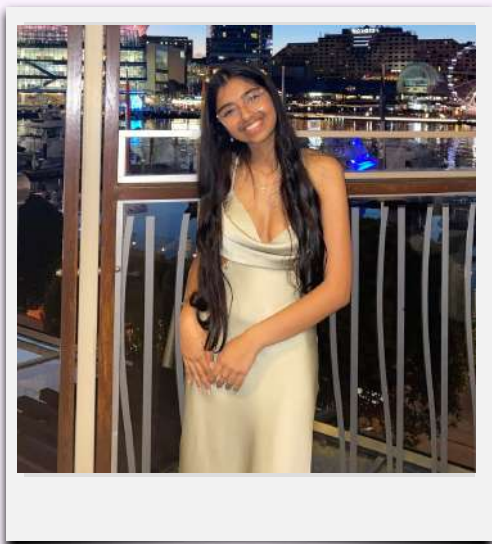


5. Soloist

These people tend to be very individualistic and prefer to work alone. As their perception of self-worth often stems from productivity, they often reject offers of assistance. They tend to see asking for help as a sign of weakness or incompetence.



B. Commerce (Information Systems) / Law



Sarine Mohanraja
B. Actuarial Studies /
Commerce (Finance)

"Fresh out of high school, I was feeling confident in my abilities as I had just completed the momentous task that was the HSC. However, as I began to attend classes during my first term at university, I was surprised to experience an unaccustomed feeling of inadequacy and incompetence.

Looking back on it now, I understand that I was experiencing impostor syndrome, which was something I never experienced during high school. Due to the incompetence I felt, I found it hard to reach out to others for help, as I did not want to be seen as weak or not smart enough amongst my peers and found myself falling under the soloist category.

Although it was hard initially, I was able to overcome my impostor syndrome by talking to a close friend and telling her how I felt, only to come to realise that I was not alone and many others were going through the same thing, especially after transitioning from high school to university."

"Unqualified. Overworked. Burnt out. That's how my impostor syndrome felt to me.

On every first day at work, I felt a healthy nervousness - Will my team like me? Will I fit in? Can I produce good work? - but sometimes this feeling would linger throughout my internships and sometimes even to the last day. And as a result, I overworked myself, stayed online until late at night and worked through to the weekends, all to ensure I was constantly producing more than what others expected of me.

Overcompensating for this fear in my head telling me that I was not "enough" or was not "worthy" enough. In the past, I had never really given impostor syndrome a second thought - that is until I reflected on why I was feeling so tired, nervous and constantly on alert for that familiar work email chime."

Although this feeling still comes and goes from time to time, I have slowly been able to catch it out in the moment, taking a few steps to address and overcome it.

Some tips include:

- Find a role model. Find female leaders or peers who are like you and advocate for you. You'll find that you do deserve to be where you are and achieve your goals, whether that be academic marks, an internship or getting started on that side hustle.
- Be your own best friend. When your impostor syndrome starts creeping in, catch yourself in those thoughts and ask yourself: Would you talk to your best friend this way knowing all the achievements that she/he/they have made? No, you would think they were irrational and, rather, focus on their countless moments of success.
- Don't feel alone. Have a read of the Dunning-Kruger effect. It's proven that the more skilled you are, the more you feel like a fraud. Sometimes we'll continue to have these impostor syndrome thoughts but know that there are ways to quieten these thoughts and eventually, help to overcome them. You've got this!



Michelle Wu
B. Commerce (Co-op)

References:

Bravata DM, Watts SA, Keefer AL, et al. Prevalence, Predictors, and Treatment of Impostor Syndrome: a Systematic Review. J Gen Intern Med. 2020; 35(4): 1252-1275.

Keep up with the rest of
the team on Instagram!
@capital_w



Humans of Capital W 2022

Q: What advice would you give to your first-year self?

My advice to my first-year self would be to not place too much emphasis on studying and to always take some time to de-stress and hang out with friends - would definitely recommend having study dates, brunch sessions and coffee breaks. It's also a great time to pick up another hobby or try something new such as trying out for a sport or joining a society like Capital W. There are many opportunities to meet like-minded people within university if you put yourself out there!



Alice Zhang
(D&D Director)



Q: What were your initial thoughts of Capital W and how have they changed since joining?

My first interaction with Capital W was at O-Week in my first year. I remember the Capital W members at the stall speaking so passionately about their society and being so welcoming to all the incoming first years. While this is all true, it was a year later when I joined Capital W as a subcommittee member and I got to experience how supportive and genuine this society is. It is thanks to the dedication and hard work our team puts in that we can create events through our common goal to close the gap between female students and the industry. Our team is so supportive and encouraging whether that be helping make last-minute adjustments at our networking events, to celebrating personal goals and stories at our internal meetings and dinners. I feel so grateful that I have been able to be part of this sisterhood and look forward to seeing what we do in the future.



Amanda Lao
(Sponsorships Director)

FURTHER INFORMATION

UPCOMING EVENTS

- First Year Livestream** (25 Feb)
- T1 Subcommittee Recruitment** (Term 1)
- International Women's Day Breakfast** (11 Mar)
- High School Workshop** (Term 1)
- Beyond Mentoring Program Launch** (26 Mar)

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