

women  
banking  
and  
finance

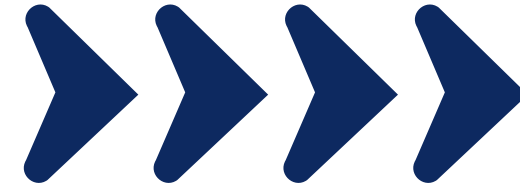
PARENTS +  
SCHOOL  
COUNSELLORS

# HIGH SCHOOL TOOLKIT

[wibf.org.au](http://wibf.org.au)







# Welcome & Purpose

Welcome, we are so glad you are here!

The world of banking and finance plays a role in almost every aspect of our lives, from saving money and budgeting to running businesses and supporting our communities. It also offers a wide range of rewarding careers, with opportunities across Australia and around the world.

This toolkit is designed to support you as a parent or mentor to:

- ✓ Introduce young people to exciting careers in banking and finance
- ✓ Explore the reasons why young people might be interested in this industry
- ✓ Start meaningful conversations about future pathways
- ✓ If you're invited to speak at your child's school, feel free to use the toolkit and accompanying slides to help guide your presentation and provide a helpful overview of the banking and finance industry in Australia
- ✓ A guide to career pathways and roles across the banking and finance industry
- ✓ A breakdown of the top skills employers are looking for
- ✓ Advice on subject selections and extracurriculars that support career readiness
- ✓ Links to further resources, programs, and student initiatives
- ✓ Feel free to draw on any of the student and parent resources in this toolkit to help spark curiosity and support your students on their career journey



# Speaker Structure Suggestions

*(If you are working or have worked in this industry before)*

## Introduction

- Explain your role in simple terms
- Describe how your role fits into your organisation (client-facing, support function, risk & compliance)
- Outline your career path and why you pursued a career in banking and finance (university, first job, any career changes)

## Central Topic Ideas

### A Day in the Life

Describe what a typical day involves for your role.

Examples:

- Morning: Check economic news, overnight updates from global markets, speak to clients.
- Afternoon: Write reports, prepare pitch documents, review loan applications.

### Market Overview

Describe how a particular market operates, e.g., equities, debt capital markets, foreign currency.

Talking points:

- Who are the participants/clients?
- Role of the bank.
- How is the market impacted by local and global events?

### Deal Case Study

Describe a notable transaction you worked on, e.g., a merger or acquisition, bond deal, client contract.

Talking points:

- Describe the transaction and client background.
- What was your role?
- How did the client benefit?

### Big Picture

Describe the role of your organisation in banking and financial markets.

Talking points:

- Organisation type (retail, investment banking, funds management)
- What products and/or services does your organisation offer?
- Who are your clients?

### Function Roles

Describe how your role/function operates, e.g., risk, compliance, operations, legal, HR.

Talking points:

- Describe your role/function and explain why it is important
- How do you interact with other teams in the organisation

## Conclusion

- Encourage questions
- Suggest resources where students can find more information

## Tips

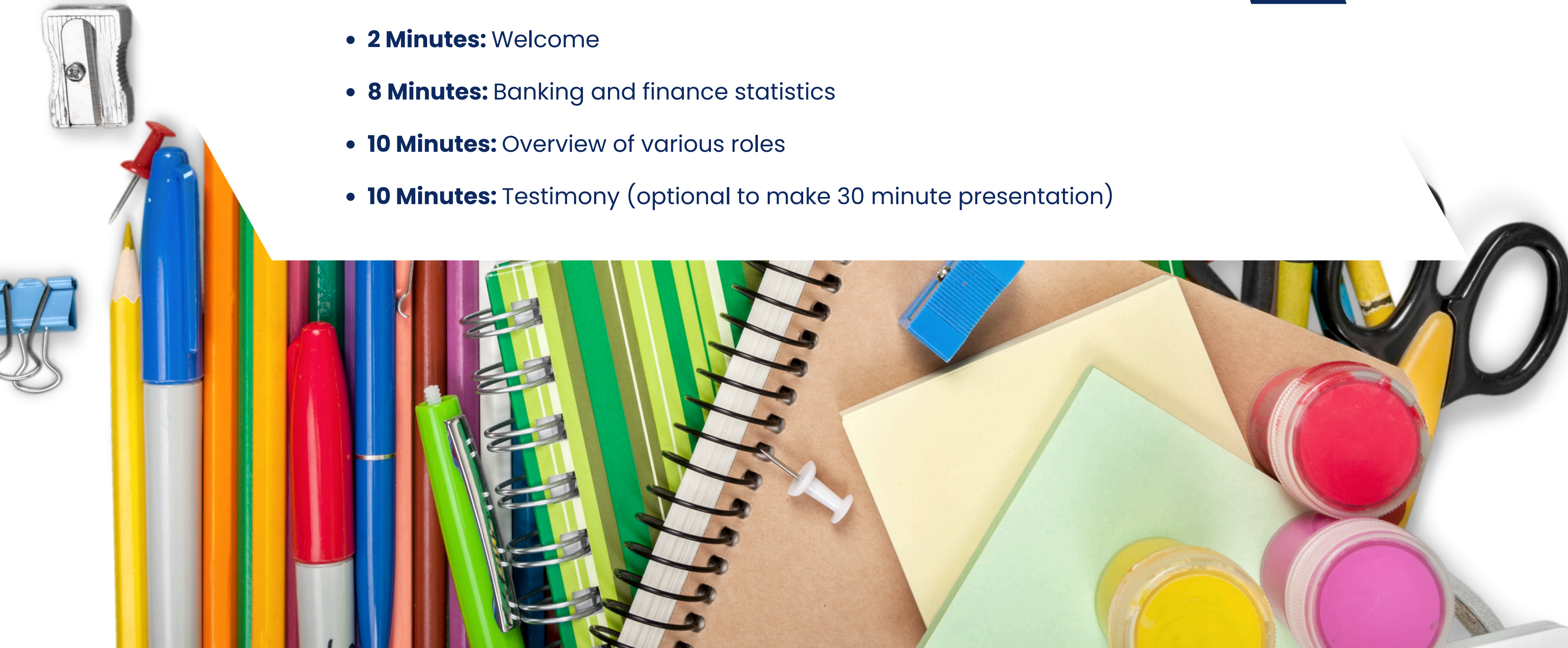
- Avoid use of acronyms, jargon and other overly technical terms
- Make your content relatable to the students by connecting it to real world examples
- Highlight what you enjoy about your role/organisation
- Describe the skills needed for your role or a career in banking and finance
- Encourage students to consider and explore the various types of roles in banking and finance
- Outline the potential opportunities offered by a career in banking and finance, e.g., professional growth, travel
- Leave time for questions



# Suggested Runsheet

**30 minutes approximate per session, adjust as needed.**

- **2 Minutes:** Welcome
- **8 Minutes:** Banking and finance statistics
- **10 Minutes:** Overview of various roles
- **10 Minutes:** Testimony (optional to make 30 minute presentation)





women  
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and  
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# WELCOME

Exploring a career in the  
Banking and Finance industry





# Banking & Finance Industry: In Numbers

## A MAJOR EMPLOYER

**850,000+**

people are employed in the banking, finance, insurance, legal services and professional services across Australia.



Globally, finance is one of the largest employment sectors with over 25 million people work in banking worldwide.



## **MASSIVE ECONOMIC IMPACT**



The finance industry contributes around \$170 billion to Australia's GDP about 8% of the national economy.



The Australian banking sector holds over \$3 trillion in assets.





## **HIGH-SKILL, HIGH-OPPORTUNITY**



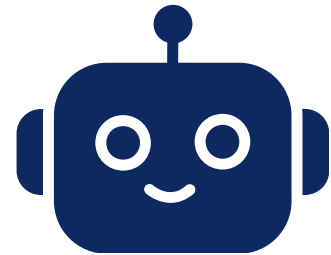
Many roles in finance are high-paying and future-focused, with the average full-time salary in finance at \$80,000 – \$200,000++



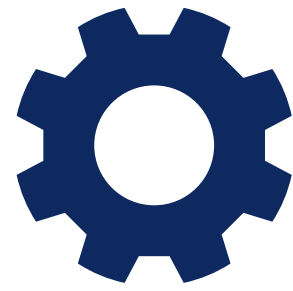
The sector needs critical thinkers, tech-savvy minds, and strong communicators, not just maths whizzes!



## **FAST-EVOLVING WITH TECH**



Most banking jobs now include digital, AI, or data skills.



Fintech (financial technology) is booming, with 700+ fintech companies in Australia alone.





## **HYBRID & FLEXIBLE CAREERS**



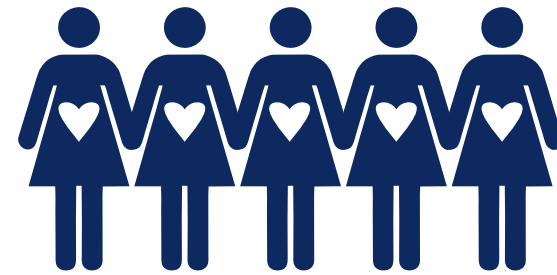
Many roles offer hybrid working, strong parental leave policies, and global career mobility.



Finance roles exist in every industry: from sports and entertainment to tech, healthcare, and sustainability.



## **DIVERSITY ON THE RISE**



Women now make up 52% of the finance workforce in Australia.



More companies are focused on diversity, equity, and inclusion than ever before, especially for future leadership.



# Career Options in the Banking and Finance Industry

**Banking and finance is a fast-moving and exciting industry and there are roles to suit every interest and personality. This industry provides great opportunities for growth, stability and a strong income.**

**There are many different roles young people can explore, such as:**

- Actuary
- Artificial Intelligence Engineer
- Auditor
- Blockchain Developer
- Business Analyst
- Change Manager
- Compliance Risk Analyst
- Cybersecurity Specialist
- Data Analyst
- Financial Planner
- Fintech Product Manager
- Investment Banker
- Lawyer
- Marketing & Communications Specialist
- Human Resources Advisor
- Operational Risk Analyst
- Retail Banking Officer
- Sustainable Finance Advisor
- Trader

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**CAREER  
PATH  
AHEAD**





# **Suggested Student Engagement:**

**Select and share roles from the student toolkit slides that best align with your audience here.**

*! Suggested slides from student toolkit pages 3-22 have been added here as a suggestion.*

Feel free to remove or tailor your selection based on what will resonate most with your students.



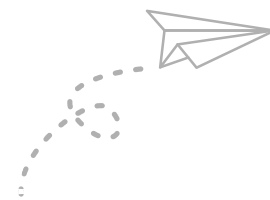
# Exploring Career Pathways

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Banking and finance is a fast-moving and exciting industry and there are roles to suit every interest and personality. You can make a real impact on people and the planet by working in this industry and enjoy great opportunities for growth, stability and a strong income.

There are many different roles you can explore, the below will provide you with an overview of some of the different divisions within the industry.

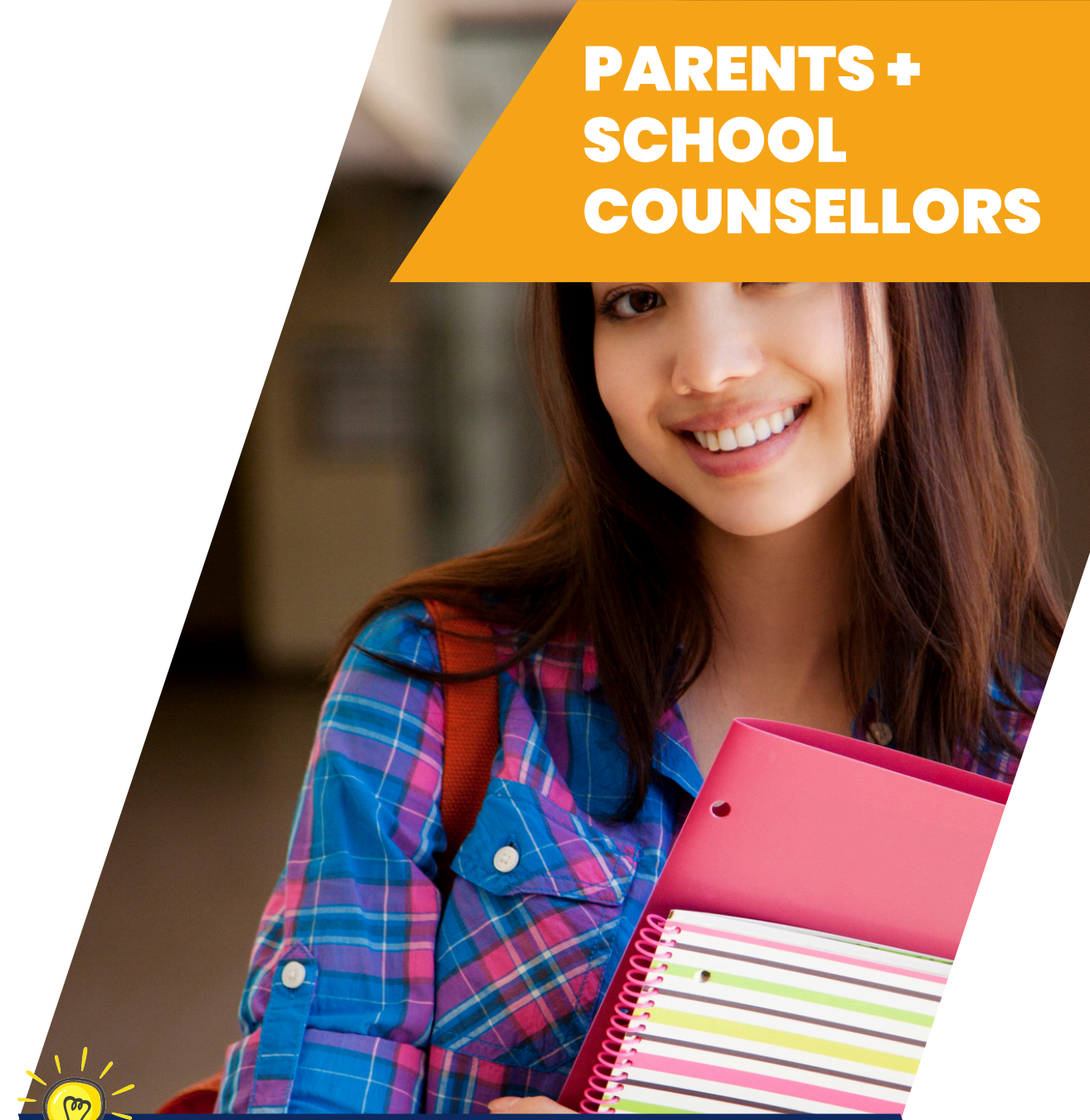
1. Actuary
2. Artificial Intelligence Engineer
3. Auditor
4. Blockchain Developer
5. Business Analyst
6. Change Manager
7. Compliance Risk Analyst
8. Cybersecurity Specialist
9. Data Analyst
10. Financial Planner
11. Fintech Product Manager
12. Investment Banker
13. Lawyer
14. Marketing & Communications Specialist
15. Human Resources Advisor
16. Operational Risk Analyst
17. Retail Banking Officer
18. Sustainable Finance Advisor
19. Trader



## EMERGING ROLES TO WATCH

The industry is changing fast.  
New and exciting careers include:

- Artificial Intelligence & Automation
- Blockchain & Digital Currencies
- Cybersecurity in Finance
- Green & Sustainable Finance





# EXPLORING ROLE

## ACTUARY

Using mathematics, statistics and financial theory to assess risk in insurance, superannuation and investments.

### Key Responsibilities:

- Building mathematical models to forecast risk
- Pricing insurance policies
- Valuing pension funds
- Preparing reports for management
- Ensuring compliance with regulations

### Skills and Qualities:

- Advanced maths & statistics
- Attention to detail
- Problem-solving
- Communication skills
- Analytical mindset

### Recommended Courses to Study in High School:

- Advanced Maths/Extension Maths
- Statistics (if available)
- Economics
- English
- Computing (optional)

### Average salary in Australia: (+potential for performance bonus)

- \$85,000–\$120,000
- Senior actuaries: \$150,000+

### Why would I enjoy this role:

- Tackle big issues like climate risk, travel internationally, work for large organisations and is always in demand

**Potential Employers:** Insurance companies, superannuation funds, consulting firms, banks, government agencies

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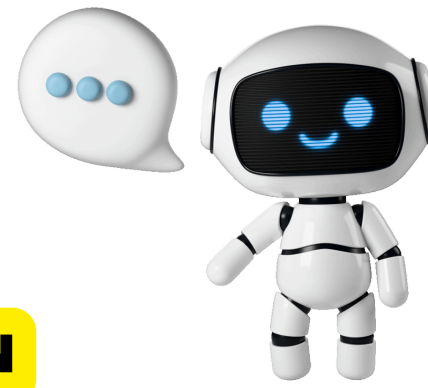
### UNIVERSITY COURSES:

- Bachelor of Actuarial Science
- Bachelor of Commerce majoring in Actuarial Studies
- Master of Actuarial Studies





# EXPLORING ROLE



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## ARTIFICIAL INTELLIGENCE & AUTOMATION

Using AI and automation to improve financial services (e.g., chatbots, fraud detection, robo-advisors).

### Key Responsibilities:

- Developing AI models and algorithms
- Analysing big data
- Working with developers and data scientists
- Testing and deploying automation tools
- Ensuring compliance with data regulations

### Skills and Qualities:

- Coding (Python, R)
- Data analysis
- Problem-solving
- Innovative mindset
- Collaboration
- Cloud platforms
- AI Frameworks
- SQL

### Recommended Courses to Study in High School:

- Advanced Maths
- Computing/IT
- Software Design & Development (if available)
- Physics (optional)
- English

### Average salary in Australia: (+potential for performance bonus)

- \$90,000–\$140,000+

### Why would I enjoy this role:

Work with new technologies, be part of the future everyone talks about, and provides well-paid jobs with global demand

**Potential Employers:** Banks, fintech companies, technology firms, consulting firms, government agencies

### UNIVERSITY COURSES:

- Bachelor of Artificial Intelligence
- Bachelor of Computer Science majoring in Artificial Intelligence or Machine Learning
- Master of Artificial Intelligence or Automation Engineering



# EXPLORING ROLE

## AUDITOR – EXTERNAL OR INTERNAL

Auditors check that companies' money and operations are accurate, legal, and fair. They help find mistakes or fraud and make sure businesses follow the rules.

### Key Responsibilities:

- Review financial records and reports
- Make sure companies follow laws and rules
- Spot problems or risks and suggest fixes
- Write clear reports for managers or regulators
- Work with teams to improve systems

### Skills and Qualities:

- Good with details and numbers
- Honest and fair-minded
- Analytical thinker
- Clear communicator
- Confident to ask tough questions

### Recommended Courses to Study in High School:

- Maths (General or Methods)
- Accounting or Business Studies
- Legal Studies
- English
- Economics

### Average salary in Australia: (+potential for performance bonus)

- Graduate: \$60,000–\$75,000
- Mid-level: \$80,000–\$110,000
- Senior: \$120,000–\$160,000

### Why would I enjoy this role:

- You can work in any industry and travel
- There's strong job security and room to grow

**Potential Employers:** Accounting firms, banks, government departments, consulting firms, large corporations



### UNIVERSITY COURSES:

- Bachelor of Commerce or Accounting majoring in Auditing or Assurance
- Master of Professional Accounting
- Double degrees combining Accounting and Finance



# EXPLORING ROLE

## BLOCKCHAIN & DIGITAL CURRENCIES

Creating secure, decentralised systems for payments, smart contracts and cryptocurrencies.

### Key Responsibilities:

- Developing blockchain applications
- Designing and maintaining crypto infrastructure
- Researching new use cases
- Advising on crypto regulations
- Promoting adoption and innovation

### Skills and Qualities:

- Coding (Solidity, Python, C++)
- Cryptography knowledge
- Problem-solving
- Innovation
- Regulatory awareness

### Recommended Courses to Study in High School:

- Computing/IT
- Advanced Maths
- Business Studies
- Economics (optional)
- English

### Average salary in Australia: (+potential for performance bonus)

- \$90,000–\$150,000+

### Why would I enjoy this role:

- Work from anywhere in the world
- Build or advise families business using blockchain

**Potential Employers:** Fintech companies, banks, blockchain start-ups, technology firms, consulting firms

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### UNIVERSITY COURSES:

- Bachelor of Information Technology majoring in Blockchain or FinTech
- Master of Applied Financial Technology and Blockchain
- Graduate Certificate in Blockchain Enabled Business



# EXPLORING ROLE

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## **BUSINESS ANALYSTS**

Business Analysts find ways to make companies work better — they study problems, look at data, and help teams improve how things get done.

### **Key Responsibilities:**

- Research how a company works and spot problems
- Gather and analyse data about customers or operations
- Create solutions to make processes faster or cheaper
- Work with IT teams to build or improve systems
- Communicate ideas clearly to managers and staff

### **Skills and Qualities:**

- Problem-solving mindset
- Good with numbers and data
- Great communicator
- Organised and curious
- Enjoy working with tech and people
- Microsoft Excel
- Tableau
- SQL

### **Recommended Courses to Study in High School:**

- Maths, Business Studies, Economics, IT or Digital Tech ,English

### **Average salary in Australia: (+potential for performance bonus)**

- \$Graduate: \$60,000–\$75,000
- Mid-level: \$80,000–\$110,000
- Senior: \$120,000+

### **Why would I enjoy this role:**

- You solve real problems every day
- Your ideas help companies save money and work better

**Potential Employers:** Banks, consulting firms, government agencies, insurance companies, technology firms



### **UNIVERSITY COURSES:**

- Bachelor of Business Analytics
- Master of Business Analytics or Information Systems
- Bachelor of Information Systems majoring in Business Analysis



# EXPLORING ROLE

## CHANGE MANAGER

Change Managers help people and businesses handle big changes smoothly — like new systems, mergers, or new ways of working. Usually a mid-career role, entry level positions are rare. Suggested starting in project coordination.

### Key Responsibilities:

- Plan how to introduce new systems or processes
- Support staff during changes
- Run training and workshops
- Solve problems when people resist change
- Keep everyone informed and motivated

### Skills and Qualities:

- Great with people.
- Strong communication and leadership
- Good at planning and organising
- Empathetic — understands people's worries
- Calm under pressure

### Recommended Courses to Study in High School:

- English, Business Studies ,Psychology, Legal Studies, Economics

### Average salary in Australia: (+potential for performance bonus)

- Graduate: \$70,000–\$80,000
- Mid-level: \$100–\$130,000
- Senior: \$140,000–\$180,000

### Why would I enjoy this role:

- You'll help people adapt and succeed
- Every project is different — never boring

**Potential Employers:** Banks, consulting firms, large corporations, government agencies, superannuation funds

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### UNIVERSITY COURSES:

- Bachelor of Business majoring in Management or Organisational Change
- Master of Business Administration (MBA) with a focus on Change Management
- Bachelor of Commerce with a Management or HR specialisation





# EXPLORING ROLE

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## COMPLIANCE RISK ANALYST

Compliance Risk Analysts make sure companies follow the law and avoid risks like fraud, fines, or damage to reputation.

### Key Responsibilities:

- Check that rules and regulations are followed
- Analyse data to spot risky behaviour
- Report problems to managers
- Help build stronger policies and processes
- Train staff to follow the rules

### Skills and Qualities:

- Very detail-focused
- Honest and ethical
- Analytical thinker
- Good with laws and guidelines
- Strong communication skills

### Recommended Courses to Study in High School:

- Legal Studies, Business Studies, Maths, Accounting, English

### Average salary in Australia: (+potential for performance bonus)

- Graduate: \$65,000–\$80,000
- Mid-level: \$90,000–\$120,000
- Senior: \$130,000–\$200,000++

### Why would I enjoy this role:

- You help protect companies from major risks
- Your work keeps businesses fair and safe
- You'll be trusted for your integrity
- Strong job security in every industry

**Potential Employers:** Banks, insurance companies, superannuation funds, consulting firms, regulatory bodies



### UNIVERSITY COURSES:

- Bachelor of Business or Commerce majoring in Risk Management or Compliance
- Graduate Certificate in Compliance and Risk Management
- Master of Business (Risk and Governance)



# EXPLORING ROLE

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## CYBER SECURITY

Protecting banking and finance systems from cyber threats and fraud.

### Key Responsibilities:

- Monitoring networks for threats
- Investigating breaches and attacks
- Developing security policies
- Training staff on cyber awareness

### Skills and Qualities:

- Technical IT knowledge
- Problem-solving
- Attention to detail
- Analytical mindset
- Ability to stay calm under pressure

### Recommended Courses to Study in High School:

- Computing/IT
- Maths (Advanced recommended)
- Engineering Studies (if offered)
- Legal Studies (for data laws)
- English

### Average salary in Australia: (+potential for performance bonus)

- \$90,000–\$140,000
- Entry level role may be lower than average salary stated.

### Why would I enjoy this role:

- Always something new to learn
- High pay, high demand, anywhere in the world
- Bring tech skills to help your community

**Potential Employers:** Banks, fintech companies, government agencies, cybersecurity firms, consulting firms



### UNIVERSITY COURSES:

- Bachelor of Cyber Security
- Master of Cyber Security or Information Security
- Bachelor of Information Technology majoring in Cyber Security



# EXPLORING ROLE

## DATA ANALYSTS

Data Analysts turn data into useful information that helps companies make smart decisions.

### Key Responsibilities:

- Collect and clean large sets of data
- Spot patterns and trends
- Build charts and reports to explain results
- Help managers make data-driven decisions
- Work with IT or business teams to get the data they need

### Skills and Qualities:

- Loves numbers and patterns
- Detail-focused
- Good with spreadsheets and software
- Curious and logical
- Communicates ideas clearly

### Recommended Courses to Study in High School:

- Maths (Advanced is recommended), IT or Digital Tech, Business Studies, Economics, English

### Average salary in Australia: (+potential for performance bonus)

- Graduate: \$60,000–\$80,000
- Mid-level: \$90,000–\$110,000
- Senior: \$120,000

### Why would I enjoy this role:

- In demand in every industry
- Solve real problems with evidence

**Potential Employers:** Banks, consulting firms, insurance companies, government departments, fintech companies

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### UNIVERSITY COURSES:

- Bachelor of Data Science or Analytics
- Master of Applied Data Analytics
- Bachelor of Information Technology majoring in Data Analytics





# EXPLORING ROLE

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## FINANCIAL PLANNING & WEALTH MANAGEMENT

Advising individuals on managing their finances, investments, superannuation and retirement planning.

### Key Responsibilities:

- Meeting clients to assess financial goals
- Creating tailored financial plans
- Recommending investments, insurance & retirement options
- Monitoring portfolios and performance
- Staying updated on laws and products

### Skills and Qualities:

- Client relationship building
- Trustworthiness and ethics
- Analytical thinking
- Clear communication
- Problem-solving
- Sales and business development

### Recommended Courses to Study in High School:

- Maths
- Business Studies
- Economics
- English
- Accounting

### Average salary in Australia: (+potential for performance bonus)

- Entry-Mid level: \$70,000–\$120,000
- Senior: \$150,000+

### Why would I enjoy this role:

- Flexible career (having the option to work for a firm or run your own business)
- Help your families invest and plan for the future

**Potential Employers:** Banks, financial planning firms, superannuation funds, insurance companies, wealth management firms.



### UNIVERSITY COURSES:

- Bachelor of Business or Commerce majoring in Financial Planning
- Master of Financial Planning
- Double degrees combining Business/Commerce and Finance or Economics
- FASEA licensing requirement in Australia



# EXPLORING ROLE

## FINTECH & DIGITAL BANKING

Developing technology-driven banking products like mobile banking, digital wallets, and online lending.

### Key Responsibilities:

- Designing and improving digital products
- Working with tech teams to build apps/platforms
- Analysing customer data and trends
- Ensuring cybersecurity and compliance
- Marketing and launching digital services

### Skills and Qualities:

- Tech-savviness
- Innovation mindset
- Problem-solving
- UX/UI awareness
- Collaboration

### Recommended Courses to Study in High School:

- Maths (Advanced recommended)
- Business Studies
- Information & Digital Technology
- Computing/IT
- Economics

### Average salary in Australia: (+potential for performance bonus)

- \$80,000–\$130,000 (product/digital roles); higher in senior/tech positions

### Why would I enjoy this role:

- Work with cutting-edge tech
- Help families safely use digital money

**Potential Employers:** Fintech start-ups, banks, technology companies, digital payment firms, consulting firms

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**FINTECH**

### UNIVERSITY COURSES:

- Bachelor of Information Technology
- Bachelor of Digital Business
- Bachelor of Commerce or Business with major or minor in Financial Technology, Banking or Finance



# EXPLORING ROLE

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## HUMAN RESOURCES

Managing recruitment, employee relations, training and performance in financial organisations.

### Key Responsibilities:

- Hiring and onboarding staff
- Developing HR policies
- Managing employee performance and relations
- Coordinating training and development
- Ensuring legal compliance

**Potential Employers:** Banks, consulting firms, insurance companies, superannuation funds, government and corporate agencies

### Skills and Qualities:

- People skills and empathy
- Organisation
- Conflict resolution
- Communication
- Discretion and ethics

### Recommended Courses to Study in High School:

- English
- Business Studies
- Legal Studies (optional)
- Society & Culture/Psychology (if offered)

### Average salary in Australia: (+potential for performance bonus)

- Entry-Mid Level: \$65,000–\$100,000
- Senior: \$120,000–\$200,000++

### Why would I enjoy this role:

- Shape company culture
- Grow into leadership roles



### UNIVERSITY COURSES:

- Bachelor of Business or Commerce majoring in Human Resource Management
- Double degrees with Bachelor of Business or Commerce majoring in Human Resource Management and Finance or Economics



# EXPLORING ROLE

## INVESTMENT BANKING

Advising large companies on mergers, acquisitions, raising capital and complex financial deals.

### Key Responsibilities:

- Conducting financial analysis and valuations
- Creating pitch books and presentations
- Building financial models
- Supporting IPOs, mergers & acquisitions
- Meeting with clients and investors

### Skills and Qualities:

- Strong analytical skills
- High attention to detail
- Resilience under pressure
- Advanced Excel and modelling
- Excellent communication and negotiation

### Recommended Courses to Study in High School:

- Advanced Maths
- Economics
- Business Studies
- English

### Average salary in Australia: (+potential for performance bonus)

- \$90,000–\$180,000++

### Why would I enjoy this role:

- Help loved ones invest and grow wealth
- Solve huge problems for big companies

**Potential Employers:** Investment banks, major commercial banks, private equity firms, consulting firms, superannuation funds

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### UNIVERSITY COURSES:

- Bachelor of Commerce or Business with a Finance major or Banking & Finance specialisation
- Bachelor of Applied Finance
- Bachelor of Economics or Financial Economics

# EXPLORING ROLE

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## LAWYER

Lawyers help people and businesses understand and follow the law. They protect clients' rights and solve legal problems.

### Key Responsibilities:

- Give legal advice to clients
- Prepare documents like contracts and wills
- Represent clients in court
- Negotiate deals or settle disputes
- Research laws and cases

### Skills and Qualities:

- Excellent reading and writing
- Confident communicator
- Strong sense of fairness
- Good under pressure
- Loves research and problem-solving

### Recommended Courses to Study in High School:

- English (Advanced is best)
- Legal Studies
- History
- Economics
- Public Speaking or Debating (optional)

### Average salary in Australia: (+potential for performance bonus)

- Graduate: \$70,000–\$90,000
- Mid-level: \$100,000–\$140,000
- Senior: \$150,000–\$300,000+

### Why would I enjoy this role:

- You help people solve real-life problems
- You stand up for what's fair and right

**Potential Employers:** Law firms, banks, government agencies, corporate legal departments, regulatory bodies



### UNIVERSITY COURSES:

- Bachelor of Laws
- Double degrees with Bachelor of Laws and Commerce, Finance, Economics or Accounting



# EXPLORING ROLE

## MARKETING AND COMMUNICATIONS

Promoting financial products, managing brand reputation, and communicating with stakeholders.

### Key Responsibilities:

- Creating marketing campaigns
- Managing digital and social media
- Writing reports, press releases & newsletters
- Event planning
- Market research & competitor analysis

### Skills and Qualities:

- Creativity and storytelling
- Strong writing skills
- Digital marketing skills
- Stakeholder management
- Attention to detail

### Recommended Courses to Study in High School:

- English (Advanced is useful)
- Business Studies
- Media Studies
- Economics (optional)
- Creative Arts/Visual Design (optional)

### Average salary in Australia: (+potential for performance bonus)

- Entry-Mid level: \$65,000–\$100,000
- Senior: \$120,000+.

### Why would I enjoy this role:

- Plan events, ads & viral campaigns
- Help others promote their business or community projects

**Potential Employers:** Banks, financial institutions, fintech companies, consulting firms, marketing agencies

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### UNIVERSITY COURSES:

- Bachelor of Marketing or Marketing & Media
- Bachelor of Business or Commerce, majoring in Marketing or Communications
- Double degrees with Bachelor of Marketing or Communications and Commerce, Finance or Economics



# EXPLORING ROLE

## OPERATIONAL RISK ANALYST

Operational Risk Analysts help companies find and fix risks in everyday operations – stopping problems before they happen.

### Key Responsibilities:

- Analyse how work is done across the company.
- Find areas where mistakes or losses might happen.
- Recommend safer, better ways to work.
- Report risks to managers.
- Help teams build better risk controls.

### Skills and Qualities:

- Loves spotting problems and fixing them.
- Detail-oriented.
- Analytical thinker.
- Strong communicator.
- Good with data and processes.

### Recommended Courses to Study in High School:

- Maths, Business Studies, Accounting, Legal Studies, English

### Average salary in Australia: (+potential for performance bonus)

- Graduate: \$65,000–\$80,000
- Mid-level: \$90,000–\$120,000
- Senior: \$130,000–\$150,000

### Why would I enjoy this role:

- You prevent problems and protect businesses.
- You get to analyse how things work and make them better.
- Your work keeps companies safe and efficient.

**Potential Employers:** Banks, insurance companies, consulting firms, superannuation funds, regulatory bodies

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### UNIVERSITY COURSES:

- Bachelor of Commerce, Finance or Economics with a specialisation in risk related subjects





# EXPLORING ROLE

**PARENTS +  
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COUNSELLORS**

## RETAIL BANKING

Helping individuals and small businesses manage everyday banking, savings, loans and basic financial advice.

### Key Responsibilities:

- Assisting customers with transactions and accounts
- Selling banking products (loans, credit cards, insurance)
- Meeting sales and service targets
- Handling complaints and queries
- Ensuring compliance with banking regulations

**Potential Employers:** Banks, credit unions, building societies, customer service centres

### Skills and Qualities:

- Working with customers
- Sales skills
- Attention to detail
- Communication skills
- Problem-solving

### Recommended Courses to Study in Highschool:

- Maths (General or Advanced)
- Business Studies
- English
- Economics (optional)

### Average salary in Australia: (+potential for performance bonus)

- Entry-Mid level: \$55,000–\$75,000
- Senior \$100,000+

### Why would I enjoy this role:

- Great stepping stone to bigger banking roles
- Meet people every day



### UNIVERSITY COURSES:

- Bachelor of Commerce or Business majoring in Banking and Finance
- Bachelor of Applied Finance

# EXPLORING ROLE

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## SUSTAINABLE FINANCE ADVISOR

Financing projects that address climate change, renewable energy and sustainable business practices.

### Key Responsibilities:

- Developing green financial products (green bonds, ESG funds)
- Advising companies on sustainability reporting
- Assessing environmental risks
- Engaging with stakeholders on sustainability goals
- Staying updated on ESG regulations

### Skills and Qualities:

- Passion for sustainability
- Analytical skills
- Research ability
- Communication
- Project management

### Recommended Courses to Study in High School:

- Maths
- Economics
- Geography or Environmental Science
- Business Studies
- English

### Average salary in Australia: (+potential for performance bonus)

- \$75,000–\$120,000

### Why would I enjoy this role:

- Make big companies greener
- Be part of the climate solution

**Potential Employers:** Banks, investment firms, consulting firms, government agencies, sustainability organisations



### UNIVERSITY COURSES:

- Bachelor of Commerce, Finance or Economics with a major or specialisation in sustainability, sustainable finance or ESG



# EXPLORING ROLE

## TRADING

Buying and selling financial instruments (shares, bonds, currencies) to make profit or manage risk.

### Key Responsibilities:

- Analysing market trends
- Executing trades quickly and accurately
- Managing risk exposure
- Developing trading strategies
- Collaborate with clients and brokers

### Skills and Qualities:

- Quick decision-making
- Analytical and numerical skills
- High stress tolerance
- Attention to detail
- Interest in markets

### Recommended Courses to Study in High School:

- Advanced Maths
- Economics
- Business Studies
- English
- Accounting (if offered)

### Average salary in Australia: (+potential for performance bonus)

- Entry-Mid level: \$80,000–\$150,000
- Senior: \$200,000+

### Why would I enjoy this role:

- Master how the world economy really works
- Help with investing & managing risks

**Potential Employers:** Investment banks, hedge funds, superannuation funds, proprietary trading firms, asset management companies

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### UNIVERSITY COURSES:

- Bachelor of Business of Economics majoring in Quantitative Finance
- Bachelor of Applied Finance
- Bachelor of Mathematics majoring in Applied Statistics
- Bachelor of Economics





# Why should you consider a career in the banking and finance industry?



Great career variety, from cybersecurity to green investing to personal financial advice



Strong job stability, with lots of roles to choose from, finance is a core part of every economy



Pathways from school to top jobs, with university degrees, apprenticeships, or internship programs



Banking and finance can take you around the world unlocking epic adventures, global experiences, and a career that's anything but ordinary



# About WiBF

**600,000+**

Individuals  
represented across  
Australia

**95+**

WiBF Members



**18**

University  
members in  
Australia

**17**

WiBF National Industry  
Award Winners



International  
events and panels  
to gather global  
best practices

**9,800+**

Webinar  
registrations

**1,400+**

Event  
registrations

**60+**

Corporate  
Members have  
international  
offices, servicing  
32 countries

**250+**

WiBF National  
Industry Award  
Nominations

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**OPEN TO ALL GENDERS!**

**WIBF IS HERE TO  
SUPPORT YOU EVERY  
STEP OF THE WAY!**

## Mission and values

WiBF is a non-profit membership association dedicated to boosting the presence of women in leadership roles within the banking and finance sector. Our diverse corporate members span the entire industry, from major Australian and international banks through to mutuals, insurers, investment managers, super funds, professional services, financial regulators, fin-techs, treasury, exchanges and corporates servicing the sector. We prioritise gender diversity as a key driver of business success, emphasising a passion for creating real change, collaborative partnerships with our members, and a commitment to achieving results through innovation.

## What we do

WiBF creates smart and innovative business opportunities for its members, through customised education programs, in-person & virtual events and strategic networking sessions to assist members in meeting their business objectives.

# WiBF Member Inclusions

Available to all Corporate and University Members

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## DEDICATED MEMBERS DASHBOARD

WiBF's Member Dashboard is your gateway to exclusive resources and opportunities. All WiBF Members have access.



## COMPLIMENTARY WEBINARS FOR MEMBERS

Sign up for unlimited complimentary weekly webinars fostering knowledge sharing and professional development.



## IN-PERSON INDUSTRY EVENTS

Opportunities for networking at WiBF's in-person industry events.



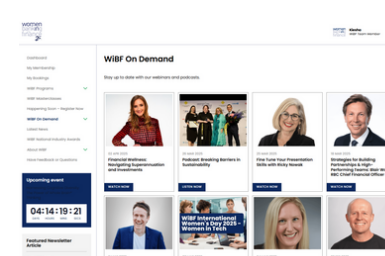
## EXCLUSIVE PROGRAMS AND MASTERCLASSES

WiBF offers an array of dynamic programs and masterclasses designed to empower individuals at every stage of their careers.



## FORTNIGHTLY NEWSLETTER

Receive news, exciting updates, opportunities and more straight to your inbox!



## WIBF ON DEMAND

Gain access to WiBF's library with over 100+ resources available to all members on WiBF On-Demand!



## NATIONAL INDUSTRY AWARDS

WiBF National Industry Awards shine a spotlight on the outstanding individuals and organisations championing gender diversity and excellence across the industry.



SCAN ME TO ACCESS THE WIBF WEBSITE



# WiBF Corporate Members

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Commonwealth Bank  
of Australia



Deutsche Bank



MACQUARIE



Resolution Life



accenture



BankVic

Bendigo Bank

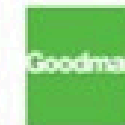
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CRÉDIT AGRICOLE  
CORPORATE & INVESTMENT BANK

E&P

Fidelity

Goldman  
Sachs



IFM Investors



Alceon

ALLEN & OVERY



AMAL



Ashurst



AustralianSuper



Bloomberg



BOQ GROUP



CAPSPACE



GRESHAM

Heritage Bank



HWL EBSWORTH  
LAWYERS

ICA Partners

imb

JARDEN

J.P.Morgan

judo bank

KING & WOOD  
MALLESONS  
金杜律师事务所



LinkedIn

MA Financial Group

Maddocks

MaxCap Group

Mercedes-Benz  
Financial Services

METRICS

MIZUHO

MONEYME

MOODY'S

morgans

ncino

OMERS



Perpetual

Platinum  
ASSET MANAGEMENT

protiviti  
Global Business Consulting



Qudos Bank

rmbl

S&P Global

SOCIETE GENERALE

STAFFORD  
CAPITAL PARTNERS



THOMSON GEER



Turks

GROUP

WINGATE

uwisr



ZIP



Curtin University



GRIFFITH UNIVERSITY

MACQUARIE University

MONASH University



GUT Business School

Southern Cross University



THE UNIVERSITY OF  
NEWCASTLE  
AUSTRALIA



THE UNIVERSITY OF  
SYDNEY  
Business School

TORRENS UNIVERSITY  
AUSTRALIA

UNIVERSITY OF  
CANBERRA



UNSW

UTS

WESTERN SYDNEY  
UNIVERSITY

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# WiBF Member Universities





# EXPLORING UNIVERSITY DEGREES

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**Consider any of the following degrees:**

- Actuarial Studies / Actuarial Science
- Accounting
- Business
- Commerce
- Computer Science
- Cybersecurity
- Data Science
- Economics
- Environmental Science (with Finance or Sustainability focus)
- Finance
- Financial Planning (ASIC-approved)
- Human Resource Management
- Information Systems
- Innovation / Entrepreneurship (as a major or elective)
- Law (LLB or JD)
- Management
- Marketing
- Mathematics
- Media / Communications / Public Relations
- Network Security
- Organisational Change / Psychology (relevant for Change Management)
- Robotics (sometimes for AI roles)
- Software Engineering
- Statistics



# Top Skills Employers Look for in Banking & Finance

## ✓ **Accuracy & Attention to Detail**

- Critical in identifying errors early and maintaining integrity in every transaction.

## ✚ **Adaptability & Initiative**

- Be ready for change and show you're willing to learn and grow.

## 💬 **Communication Skills**

- Explain ideas clearly, whether it's to a customer, a team, or a client

## 🧠 **Critical Thinking**

- Solve problems, think clearly, and make smart decisions.

## 💻 **Digital & Tech Skills**

- Use financial software, data tools, and adapt to new technologies

## 🌍 **Global Awareness**

- Understand different cultures, economies, and how the world connects financially.

## 📊 **Numeracy & Analytical Skills**

- Work with numbers, data, and trends to make informed choices.

## 🤝 **Teamwork & Collaboration**

- Work well with others to achieve shared goals.

## 🕒 **Time Management**

- Meet deadlines, juggle tasks, and stay organised under pressure.





A hand is shown from the bottom left, palm up, holding a glowing world map. The map is composed of white dots representing major cities, connected by white curved lines that form a global network. The background is a dark blue gradient with geometric shapes.

women  
banking  
and  
finance

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# Your future starts now.

Banking and finance isn't just about numbers, it's about solving real-world problems, making an impact, and unlocking opportunities across the globe.



**Where could it take you?  
Anywhere you want to go!**

wibf.org.au 



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**Thank You**

This tool-kit was made by Women in Banking and Finance  
in collaboration with its Corporate Members.



# ADDITIONAL RESOURCES

- [Unofficial Guide to Banking](#) – this site provides simple information around what banks do.
- University of Melbourne. [sheCommerce](#) is for Year 9–12 high school students who identify as women or non-binary and are passionate about leadership and pursuing a career where they can impact change. The program allows students to meet like-minded peers, current Bachelor of Commerce students, alumni and inspiring academics who are making a difference in industry and through their research.
- [‘Explore Careers’ partners with a range of high schools to promote future opportunities.](#)
- [The Social Mobility Foundation](#) supports high-achieving young people from disadvantaged backgrounds into top universities and professions.

## INTERNSHIP LINKS:

### **ANZ:**

- [Summer Intern Programs](#)

### **Deutsche Bank:**

- [Internship Program](#)

### **Macquarie Group:**

- [Graduates & Intern Program](#)

### **NAB:**

- [Early careers | Graduate, intern and traineeship programs – NAB](#)

### **RBC:**

- [Women in Finance Scholarship, Summer Internship and Graduate Programs](#)

### **Westpac:**

- [Graduate & Summer Intern Program](#)

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## WIBF UNIVERSITY MEMBERS LINKS:

- [Curtain University](#)
- [Deakin University](#)
- [Edith Cowan University](#)
- [Griffith University](#)
- [Macquarie University](#)
- [MONASH University](#)
- [QUT Business School](#)
- [Southern Cross University](#)
- [Swinburne University of Technology](#)
- [The University of Newcastle Australia](#)
- [The University of Queensland Australia](#)
- [The University of Sydney](#)
- [Torrens University Australia](#)
- [University of Canberra](#)
- [The University of Melbourne](#)
- [UNSW Sydney](#)
- [UTS](#)
- [Western Sydney University](#)

