

# News Release

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## **Building engineering excellence at ANZ**

### **-Engineering Career Pathways key to growing engineer talent in ANZ-**

ANZ today launched its new engineering career program, *ANZ Engineering Career Pathways*, which will strengthen technical excellence and build a team of world class engineers.

Over the coming months, the program will be available to around 3000 engineers globally. The bank's engineers are responsible for delivering against key areas of the bank's technology strategy and platforms, including ANZ Plus, our leading payments platform, the bank's significant cloud capabilities, our cybersecurity systems, our expanding AI platforms and many more.

The program will provide engineers with support to develop technical proficiency across critical engineering areas including cloud, security, data and software. The career pathway program offers an alternative to the more traditional people-manager centric career path. In time, the same approach will apply to other technology disciplines, including platform architects.

ANZ Chief Technology Officer, Tim Hogarth said: "This program is about investing in our future and ensuring we attract and retain the very best engineers. We are creating exciting opportunities for our engineers to continually deliver better customer experiences and to contribute to building a better bank.

"We recognise that a 'traditional' leadership pathway is not necessarily suited to an engineer, so we saw an opportunity in which eight different engineering specifications over seven levels will be created, differentiating engineers from other careers in the bank and creating new choices for them.

"This will build an environment where our engineers can grow and be recognized for their technical mastery, and we will have more opportunity to retain the engineers we need to deliver critical outcomes for the bank. We want to make ANZ a destination of choice for leading engineers, enabling them to work on complex, global and socially critical projects".

The Engineering Career Pathway program will start rolling out from February 2023.

For more information on engineering careers at ANZ <https://www.anz.com.au/about-us/careers/job-opportunities/>

For media enquiries:

Lucille Keen, +61 481 097 803