

## Profile Stories

### Transition to an emerging job role

**Oh Boon Long**  
**Senior Treasury Analyst (CTP), SABIC**

#### From Treasury Executive to Finance Transformation Specialist

Boon Long started his career with a Dutch MNC as a project associate, managing its Treasury Transformation Project. This role provided him with an opportunity to learn about project management, as well as to gain insights into how the Treasury function creates value to corporates. Three years into the role, he took on a contract role in the global Treasury department of a semiconductor business to expand his knowledge in cash, debt, working capital, FX and counterparty risk management. Boon Long gained valuable exposure to a wide scope of Treasury activities. After his contract ended, he joined a US piping MNC where he was given the opportunity to advise senior stakeholders on various aspects of Treasury such as project financing, cash & liquidity management, and trade finance. When the opportunity presented itself, he joined one of the largest petrochemicals manufacturers to drive its Treasury Transformation Project, which allowed him to witness how the Treasury function transformed into a key business partner within the organisation.

Boon Long earned the Certified Treasury Professional (CTP) credential to enhance his Treasury management skills. Companies recognise the CTP credential as a benchmark of competency, and it provided his employers with the assurance of his professionalism and skills to support their Treasury activities. Managing projects has also taught him the importance of interpersonal skills and communication.

**Priscilla Tong**  
**Manager, Climate Change and Sustainability Services, Ernst & Young Singapore**

Priscilla's passion for environmental issues was cultivated since her school days. Encouraged and driven by passion and interest, Priscilla pursued a career in ESG and is a Manager with the Climate Change and Sustainability Services (CCaSS) department at EY. She has been with the practice for more than three years.

#### ESG will be a key agenda for stakeholders

She shares that sustainability is now a top priority for clients and their stakeholders, who are looking beyond compliance obligations and integrating sustainability into their business

strategies. Investors for example, are not only integrating the ESG lens into their investments and processes, but also expect their portfolio companies to do the same. In line with this, there is greater demand for practitioners in this field to help clients create long-term value, manage ESG risks and opportunities, and safeguard their businesses to be more resilient.

#### Breadth of advisory work across various industries is a testament to the demand for ESG practitioners

“Every industry is or will be affected by climate change in one way or the other. Intensified by the burning need to work on climate change and sustainability issues, there is a drive to take on an ESG lens to see the world” said Priscilla. She explains that an ESG specialist provides a wide range and depth of advisory and assurance services to clients to define and manage their ESG impacts. These include ‘E’, ‘S’ and ‘G’ components from decarbonization strategies, non-financial reporting, sustainable supply chain, environmental risk management, to outcomes measurement and impact investing.

“With the increasing emphasis on green financing and sustainable finance, practitioners will play an important role to help clients develop frameworks to structure bonds and loans,” shares Priscilla. “An ESG specialist also helps organisations address organisational sustainability issues such as energy, greenhouse gas, water and waste management; and measures the impact and outcome of their social sustainability efforts,” explains Priscilla.

#### Existing practitioners need to understand how ESG will broaden their job tasks today

Priscilla shares that as demand rises for ESG information and disclosures, opportunities will arise for various practitioners in the areas of ESG reporting and assurance. For instance, Tax practitioners might need to advise clients on related goods and services tax verifications under carbon tax regulations with increasing efforts to reduce carbon footprint globally, while accounting practices will need to consider the various ESG standards for reporting and the impact of risks related to climate that can be material to financial statements. Practitioners in the Business Valuation and Mergers and Acquisitions field might also need to understand how to measure or increase the business value of clients through the ESG lens.

#### Advice to practitioners who are exploring a career in ESG

“The work we do is dynamic and there are always new standards and initiatives announced by governments around the world from time to time. It is useful for practitioners, both current and those exploring to enter this field, to proactively keep up with the latest trends and developments happening in this space”, shares Priscilla.

**Lee Yong Ghoon**  
**Senior IT Auditor, RSM Singapore**

Yong Ghoon is an IT auditor at RSM Singapore. She has always wanted to be in this profession since her university days. She attributes this aspiration to her personality – she enjoys learning new skills and solving complex problems. Yong Ghoon believes that the demand for this profession would continue to grow, looking at the speed that technology is evolving in the business domain. As landing an IT auditor job is not easy, she decided to pursue a degree in Business Information Technology to first acquire the relevant knowledge. Upon attaining her degree, she spent the first 10 years of her work life in IT outsourcing roles to amass experience before switching to become an IT auditor which is her dream job.

Transition from IT operations to an IT audit role

“I knew it was not going to be easy and I needed to be well-prepared for change, be it mentally, physically or psychologically. I was aware that I needed to gain prior knowledge and experience in auditing before I could live out my dream job. It was then that I chanced upon the Career Conversion Programme (CCP) for Internal Audit - a programme developed for mid-career switchers, helping them undergo a skills conversion process to carve out a new career. That was when I decided to go for it!”

She explained that the programme provided her classroom training where she acquired skillsets essential to a junior auditor. Yong Ghoon enjoyed the experiential learning through group discussions, role plays, and case studies. It allowed her to better understand and apply the concepts she learned. It also complemented the on-the-job training at RSM Singapore, where she was given opportunities to apply what she had learnt. Her colleagues also shared their auditing experiences and industry best practices with her.

How challenges were overcome

“Identifying risks and internal controls related to the processes that I audited, asking the right questions, and communicating concisely with my clients,” explained Yong Ghoon. She shared that her team’s strong support, guidance and mentoring allowed her to experiment different approaches to her tasks. This sped up her learning process.

What she enjoys most about her role

Yong Ghoon enjoys the breadth of learning and gets a great sense of satisfaction upon the completion of every engagement.

