RASG IMPACT

June, 2026

Inside the Issue

RIAZ AHMAD, SAQIB, GOHAR & CO.
CHARTERED ACCOUNTANTS

Result Assured Services for Growth

JUDGMENT OF THE MONTH

COMMISSIONER INLAND REVENUE V. POWER LINE CONSTRUCTION COMPANY (PRIVATE) LIMITED 2026 PTD 967 SUPREME COURT

In **Commissioner Inland Revenue v. Power Line Construction Company (Pvt.) Ltd.**, the Court considered whether the Income Tax Ordinance, 2001 applicable to a particular tax year is the law as it stood on **30 June**, being the close of that tax year, or the amended law introduced from **1 July**, being the start of the next financial year.

The dispute arose in relation to Tax Year 2009, where the department sought to amend a deemed assessment under section 120 through proceedings under section 122. The taxpayer argued that the notice was time-barred under the limitation period applicable as at 30 June 2009, whereas the department relied on the amended provision introduced through the Finance Act, 2009, effective from 1 July 2009, which extended the limitation period.

The Court held that each tax year is a self-contained fiscal unit and is governed by the law applicable to that tax year. Accordingly, amendments introduced from 1 July cannot ordinarily be applied to reopen or affect rights and liabilities that had already accrued in respect of the tax year ended on 30 June, unless the legislature clearly provides otherwise.

The departmental proceedings were therefore held to be time-barred, and the appeal filed by the department was dismissed.

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TECHNICAL UPDATES

PROVINCIAL SALES TAX LAWS

Sindh Revenue Board

Tax settlement scheme for insurance sector – SRO 3-4/21/2026

The Sindh Revenue Board (SRB) has through its Notification SRB-3-4/21/2026 dated June 29, 2026 introduced a one-time settlement scheme for insurance and insurance-related services, allowing taxpayers to settle historical SST liabilities by paying only the prescribed portion of the principal tax liability, with waiver of the remaining tax, penalty and default surcharge, subject to payment by 31 December 2026 and withdrawal of all related litigation.

Settlement Mechanism for Individual Life Insurance, Insurance Agents and Insurance Brokers

Under the scheme, Individual Life Insurance liabilities for the period July 2019 to June 2026 may be settled by paying 25% of total tax liability calculated at a rate of 15% on 20% of premiums (excluding policies with coverage up to Rs. 3.5 million). Insurance Agents and Insurance Brokers may similarly settle liabilities for July 2019 to June 2026 by paying 25% of SST calculated at 2% and 3% of commission income, respectively.

Settlement Mechanism for Group Life and Group Health Insurance

For Group Life Insurance (July 2019 to June 2026) and Group Health Insurance (July 2023 to June 2026), taxpayers are required to pay 100% of SST calculated at the applicable rate of 5% of premium income, while the entire penalty and default surcharge shall be waived.

Restriction on Input Tax Benefits

The notification further restricts any input tax adjustment, carry-forward, or refund in respect of tax paid under the scheme.

Expansion of exemption for giz-funded projects – SRO 3-4/23/2026

The Sindh Revenue Board, through Notification No. SRB-3-4/23/2026 dated 30 June 2026, has expanded the scope of sales tax exemption available to services procured by GIZ (Deutsche Gesellschaft far Internationale Zusammenarbeit) in connection with projects and technical assistance attributable to Sindh.

Under the amended notification, the exemption has been extended to cover not only hotel, restaurant and catering services, but also services provided in relation to contractual execution of work or furnishing supplies procured by GIZ for such projects and technical assistance activities in Sindh.

The amendment broadens the relief available to donor-funded and development projects implemented through GIZ and shall take effect from 1 July 2026.

Amendments in sindh sales tax special procedure (withholding) rules, 2014 – SRO 3-4/24/2026

The Sindh Revenue Board has through its Notification SRB-3-4/24/2026 dated June 30, 2026 amended the Sindh Sales Tax Special Procedure (Withholding) Rules, 2014 to extend the exemption from withholding sales tax to services relating to electric power transmission, in addition to the existing exemption available for telecommunication services and certain other specified sectors.

Consequently, withholding agents shall no longer be required to deduct and withhold Sindh sales tax from payments made against electric power transmission services where tax is collected directly by the service provider through invoices or bills.

Amendments in sindh sales tax special procedure (online integration of business) rules, 2022 – SRB 3-4/25/2026

The Sindh Revenue Board has through its Notification SRB-3-4/25/2026 dated June 30, 2026 amended the Sindh Sales Tax Special Procedure (Online Integration of Business) Rules, 2022 to strengthen the regulatory framework governing PoS integration and electronic invoicing.

The amendments clarify the timing of integration requirements, prescribe enhanced eligibility and compliance obligations for PoS vendors, and empower SRB to obtain information from such vendors where required.

The revised rules amend the verification method for winners being entitled to receive their prizes. The verification will now be done through National Identity Card and the mobile number provided. [MOU1]

Furthermore, the scope of mandatory PoS integration has been updated and expanded to cover specified categories of restaurants and beauty and wellness businesses meeting prescribed criteria relating to location, franchise arrangements, number of branches, utility consumption and turnover thresholds.

[MOU1]No clear

Amendments in sindh sales tax special procedure (collection agent) rules, 2024 – SRO 3-4/26/2026

The Sindh Revenue Board has through its Notification SRB-3-4/26/2026 dated June 30, 2026 amended the Sindh Sales Tax Special Procedure (Collection Agent) Rules, 2024 to revise the mechanism for collection of Sindh Sales Tax by food delivery platforms and third-party food delivery service providers acting as collection agents in respect of services provided by restaurants and home chefs that are not registered.

Pursuant to the amendment, the amount of tax to be collected by such collection agents has been rationalized and fixed at 1% of the value of the specified services, replacing the previous rate of 1% of the value of sales tax.

Amendments to the sindh sales tax on services rules, 2011 – SRB 3-4/27/2026

The Sindh Revenue Board, through its Notification No. SRB-3-4/27/2026 dated 30 June 2026, has introduced amendments to the Sindh Sales Tax on Services Rules, 2011.

The key amendments introduced through the notification are summarized below:

Delayed Filing of Returns: The period within which a delayed sales tax return may be filed without prior approval of the Commissioner has been extended from four months to six months from the prescribed due date.

Valuation of Individual Life Insurance Services: The taxable value of individual life insurance services has been prescribed as 20% of the gross premium amount.

Concessional Treatment for Existing Individual Life Insurance Policies: In respect of running individual life insurance policies issued during the period from 1 July 2019 to 30 June 2026, the taxable value has been reduced to 5% of the gross premium amount, subject to the condition that input tax credit shall not be admissible.

Valuation of Group Life Insurance Services: The taxable value for group life insurance services has been prescribed as 15% of the gross premium amount for Sindh Sales Tax purposes.

Alignment of Reduced Rate and Special Procedure Regimes: The amendments also rationalize the valuation and reduced-rate framework by aligning the relevant Rules with the amendments introduced through the Sindh Finance Bill, 2026, including the revised tax treatment and special procedures applicable to specified services under the Second Schedule to the Sindh Sales Tax on Services Act, 2011.

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CORPORATE LAWS

Withdrawal of ministry of interior security clearance requirement – CIRCULAR 09 OF 2026

The Securities and Exchange Commission of Pakistan, through its Circular No. 09 of 2026 dated 2 June 2026, has withdrawn Circular No. 13 of 2023 with immediate effect.

The withdrawn circular had required prior security clearance from the Ministry of Interior for licensing and allied applications involving foreign sponsors, directors, shareholders, or entities under the Securities Act, 2015 and the Futures Market Act, 2016.

Removal of prior security clearance requirement for foreign sponsors/directors – CIRCULAR 10 OF 2026

The Securities and Exchange Commission of Pakistan, through its Circular No. 10 of 2026 dated June 02, 2026, has omitted clause (b) of Circular No. 12 of 2023 with immediate effect.

The omitted provision had required companies undertaking the specified activities and having foreign sponsors, directors, or shareholders to obtain prior security clearance from the Ministry of Interior before grant of licence or approval of subsequent changes in their board or shareholding composition.

Withdrawal of prior security clearance requirement for foreign sponsors/directors in insurance sector – CIRCULAR 11 OF 2026

The Securities and Exchange Commission of Pakistan, through Circular No. 11 of 2026 dated 2 June 2026, has withdrawn Circular No. 14 of 2023 with immediate effect.

The withdrawn circular had required prior security clearance from the Ministry of Interior for licensing and allied applications involving foreign sponsors, directors, or shareholders of insurers and insurance intermediaries.

Increase in foreign shareholding limit for clearing houses – SRO 1030(I)/2026

The Securities and Exchange Commission of Pakistan, through S.R.O. 1030(I)/2026 dated 16 June 2026, has increased the aggregate foreign shareholding limit in clearing houses from 20% to 25%.

The amendment also excludes certain strategic and institutional foreign investments from the prescribed limit, thereby promoting greater foreign participation in Pakistan's capital market infrastructure.

Increase in foreign shareholding limit for central depositories – SRO 1031(I)/2026

The Securities and Exchange Commission of Pakistan, through S.R.O. 1031(I)/2026 dated 16 June 2026, has increased the aggregate foreign shareholding limit in central depositories from 20% to 25%.

The amendment also excludes certain strategic and institutional foreign investments from the prescribed limit, thereby facilitating greater foreign participation in Pakistan's capital market infrastructure.

Proposed revision to security clearance requirements for foreign persons – SRO 915(I)/2026

The Securities and Exchange Commission of Pakistan, through the draft amendments to the Companies Regulations 2024 issued vide S.R.O. 915(I)/2026 dated June 01, 2026, has proposed that the Commission shall obtain security clearance in accordance with the Government's approved policy in cases involving foreign funding or donations, or where an applicant has foreign promoters, directors, or a foreign chief executive officer.

This proposal would replace the existing requirement under the Companies Regulations, 2024, whereby approval of foreign directors or members was contingent upon the applicant obtaining prior security clearance from the Ministry of Interior.

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CHALLENGES / OPPORTUNITIES

Digital Transformation Without Governance Is Digital Chaos

Prof. Dr. Muhammad Ovais, Executive Director

Digital transformation has become a strategic priority for organizations across almost every sector. Businesses are investing in cloud platforms, artificial intelligence, automation, enterprise systems, data analytics, digital customer channels, and connected technologies to improve efficiency, reduce costs, enhance decision-making, and remain competitive.

However, adopting more technology does not necessarily make an organization digitally mature.

When digital initiatives are introduced without clear ownership, decision rights, risk controls, data standards, cybersecurity safeguards, and performance accountability, transformation can quickly become fragmentation. New systems multiply, data becomes inconsistent, employees adopt unauthorized tools, responsibilities remain unclear, and technology investments fail to produce measurable business value.

This is not digital transformation. **It is digital chaos.**

The central challenge facing organizations today is no longer whether they should transform. It is whether they can transform in a controlled, coordinated, secure, and sustainable manner. Governance is what separates purposeful digital transformation from an uncontrolled expansion of technology.

Technology Is Only One Part of Transformation

Digital transformation is frequently treated as an information technology project. Organizations purchase software, migrate systems to the cloud, automate selected processes, introduce artificial intelligence tools, and establish digital dashboards. Management then expects these investments to produce immediate improvements.

True transformation, however, requires more than installing technology. It involves redesigning processes, changing decision-making structures, developing workforce capabilities, improving data quality, redefining responsibilities, managing risks, and aligning technology with organizational strategy.

A digitally transformed organization does not merely use advanced technology. It uses technology in a way that is integrated with its objectives, operating model, controls, culture, and customer needs.

This distinction is important because many digital initiatives struggle not because the technology is defective, but because the surrounding organizational environment is unprepared. Common weaknesses include unclear business requirements, insufficient executive ownership, poor coordination between departments, weak change management, fragmented data, inadequate staff training, and the absence of measurable outcomes.

The result is often a collection of disconnected digital projects rather than an enterprise-wide transformation.

What Digital Chaos Looks Like

Digital chaos does not always appear as a dramatic system failure. It often develops gradually through multiple small decisions made without an overall governance framework.

One department purchases a customer relationship management system while another maintains its own customer database. Finance, operations, human resources, and sales use different definitions for the same performance indicator. Employees subscribe to cloud applications without security review.

Teams introduce artificial intelligence tools without determining what organizational or customer information may be entered into them. Automated decisions are made without adequate human review. Old systems remain active while new platforms are added, creating duplication and integration problems.

Over time, the organization may face:

- Multiple systems performing similar functions
- Conflicting versions of business data
- Unclear ownership of digital platforms
- Rising software and maintenance costs
- Weak access and authorization controls
- Dependence on individual employees or vendors
- Unapproved use of artificial intelligence
- Limited visibility over technology risks
- Regulatory and privacy exposure
- Digital investments that cannot demonstrate business value

The organization may appear technologically active, but its digital environment becomes increasingly difficult to manage.

This complexity also increases operational risk. A poorly governed automated process can reproduce an error thousands of times. An inaccurate dashboard can influence major management decisions. An unmonitored artificial intelligence system can provide incorrect, discriminatory, or commercially damaging outputs. A misconfigured cloud platform can expose sensitive information. The speed that makes digital technology valuable can also accelerate the consequences of weak governance.

Governance Is Not Bureaucracy

Governance is often misunderstood as a barrier to innovation. Some leaders believe that formal approvals, risk reviews, policies, and controls will slow digital progress. As a result, governance is postponed until after implementation.

This approach is dangerous.

Good governance does not aim to stop innovation. It ensures that innovation serves a legitimate purpose, operates within acceptable risk limits, and creates sustainable value. It establishes the boundaries within which teams can experiment confidently and responsibly.

Effective digital governance answers fundamental questions:

Why are we investing in this technology?
Every digital initiative should address a defined business need, strategic objective, customer requirement, or operational problem.

Who owns the outcome?
Technology teams may implement a system, but business leadership must remain accountable for the benefits, risks, process changes, and results.

Who has the authority to decide?
Decision rights should be clear for investment approval, system selection, data access, cybersecurity exceptions, process changes, vendor engagement, and technology retirement.

What information will the system use?
Organizations must understand the source, quality, ownership, classification, retention, and authorized use of data.

What risks are being introduced?
Cybersecurity, privacy, operational resilience, legal compliance, ethical impact, vendor dependence, and business continuity should be evaluated before deployment.

How will performance be measured?
Success should be assessed through defined indicators such as cost reduction, processing time, service quality, customer experience, control effectiveness, revenue growth, or risk reduction.

What happens when something goes wrong?
Incident response, escalation, human intervention, system recovery, and accountability mechanisms must be established in advance.

Without clear answers to these questions, digital transformation remains an expensive experiment.

The Growing Governance Gap

The governance challenge has become more urgent with the rapid adoption of artificial intelligence. AI tools can generate content, analyze large datasets, recommend decisions, automate interactions, write software, and perform increasingly complex business activities.

Yet many organizations are allowing AI adoption to move faster than their ability to control it.

IBM's 2025 research on data breaches identified a significant AI oversight gap. Among the breached organizations studied, 63 percent lacked AI governance policies, while only 37 percent had formal approval processes or oversight mechanisms for artificial intelligence.[1] The same research placed the global average cost of a data breach at approximately USD 4.4 million.[2]

The risk is not limited to officially approved systems. Employees may use publicly available AI tools to summarize confidential documents, analyze customer information, prepare proposals, review contracts, or create software code.

This uncontrolled use, commonly described as shadow AI, can expose sensitive data and create outputs that are neither validated nor traceable.

Similar problems have long existed with shadow IT, where departments acquire software or cloud services without involvement from information technology, cybersecurity, procurement, legal, or compliance functions. Artificial intelligence magnifies this challenge because the tools are highly accessible and can directly influence business decisions.

The lesson is clear: **organizations cannot govern only the technologies they formally purchase. They must also govern how technology is actually being used throughout the workforce.**

Governance Must Begin at the Board and Executive Level

Digital transformation cannot be delegated entirely to the chief information officer or technology department. It affects strategy, finance, operations, human resources, risk, customer relationships, compliance, and organizational reputation. It therefore requires active oversight from the board and executive management.

Boards do not need to become technology specialists. They do, however, need sufficient digital awareness to ask the right questions and challenge management assumptions.

Board and executive oversight should focus on whether:

- Digital investments are aligned with organizational strategy
- Major initiatives have accountable business owners
- Expected benefits are defined and independently tracked
- Technology risks fall within approved risk appetite
- Cybersecurity and privacy controls are embedded by design
- Critical systems are resilient and recoverable
- Artificial intelligence is subject to appropriate human oversight
- Third-party and cloud dependencies are understood
- Workforce capabilities are sufficient to support transformation
- Legacy systems and unsuccessful projects are being retired

The World Economic Forum has emphasized that governance should protect outcomes such as integrity, accountability, transparency, and resilience rather than simply create more procedures.[3] This is an important principle. Governance should be proportionate to the risk and impact of the technology.

A low-risk internal productivity tool may require a relatively simple approval process. An AI system influencing recruitment, credit, healthcare, safety, customer eligibility, or regulatory reporting requires much stronger validation, documentation, monitoring, and human review.

Data Governance Is the Foundation

Every digital system depends on data. Artificial intelligence depends on it even more heavily. Poor-quality, incomplete, outdated, duplicated, or biased data will produce unreliable analysis and decisions, regardless of how advanced the technology may be.

Organizations frequently invest in analytics platforms and dashboards before resolving basic questions about data ownership and definitions. Different departments may calculate revenue, customer numbers, employee turnover, project completion, or service performance differently. When this information reaches management dashboards, the visual presentation may be sophisticated, but the underlying information remains disputed.

A sound data governance framework should establish:

- Data ownership and stewardship
- Standard definitions and classifications
- Quality and validation requirements
- Access rights and authorization levels
- Privacy and consent requirements
- Retention and secure disposal rules
- Data lineage and source traceability
- Rules for sharing data with vendors and AI platforms
- Procedures for correcting inaccurate information

Data governance is not simply an information technology responsibility. Business functions create, interpret, use, and approve data. They must therefore share responsibility for its quality and integrity.

A Practical Governance Model

Organizations do not need to create unnecessarily complex committees and approval layers. A practical digital governance model can be built around six connected elements.

1. Strategic Alignment

Every significant digital initiative should be linked to a strategic priority, business capability, customer need, regulatory requirement, or measurable operational improvement. Projects that cannot demonstrate a clear contribution should be reconsidered.

2.Clear Accountability

Each initiative should have an executive sponsor, a business owner, a technology owner, and clearly assigned risk and control responsibilities. Accountability should remain visible from proposal through implementation, operation, and eventual retirement.

3.Portfolio Governance

Digital initiatives should be managed as an enterprise portfolio rather than isolated departmental projects. This allows management to identify duplication, prioritize investment, allocate resources, manage dependencies, and discontinue projects that are not delivering value.

4.Risk and Control by Design

Cybersecurity, privacy, compliance, ethics, continuity, accessibility, and internal control requirements should be integrated at the design stage. Retrofitting controls after implementation is usually more expensive and less effective.

5.Data and AI Governance

Organizations should maintain inventories of critical data assets, automated decision systems, AI models, and approved digital tools. High-impact systems should be validated, documented, monitored, and subject to appropriate human oversight.

6.Performance and Benefits Realization

Digital performance should not be measured through implementation milestones alone. Completing a system migration or launching an application does not prove transformation. Management should track whether the initiative has improved service, reduced costs, increased revenue, strengthened controls, enhanced customer experience, or reduced risk.

From Control to Confidence

The purpose of digital governance is not to eliminate all risk. That would be impossible and would prevent meaningful innovation. Its purpose is to ensure that risks are understood, responsibilities are assigned, decisions are documented, and performance remains visible.

When governance is effective, employees know which tools they may use and what information they may share. Management can see which projects are producing value. Technology teams understand business priorities. Risk functions are involved before problems occur. Boards receive reliable information about progress, exposure, and investment performance. Customers and regulators can have greater confidence in how data and automated decisions are managed.

Governance therefore creates the confidence required to innovate at scale.

Organizations that treat governance as an afterthought may initially move faster, but they often accumulate technical debt, security vulnerabilities, duplicated investments, data problems, and resistance from users. Eventually, considerable time and resources must be spent correcting decisions that should have been governed from the beginning.

Organizations that embed governance into transformation may appear more deliberate, but they are better positioned to scale, adapt, and sustain digital progress.

The Final Reality Check

Digital transformation is not measured by the number of applications deployed, processes automated, dashboards developed, or AI tools introduced. It is measured by the organization's ability to use digital capabilities to achieve strategic outcomes reliably, securely, ethically, and sustainably.

- Technology without direction creates distraction.
- Automation without accountability multiplies errors.
- Data without ownership creates conflicting truths.
- Artificial intelligence without oversight increases uncertainty.
- Investment without performance measurement destroys value.

RASG IMPACT

Digital transformation without governance does not create a smarter organization. It creates faster, more expensive, and more dangerous disorder.

The organizations that succeed in the digital era will not necessarily be those that adopt every new technology first. They will be those that combine innovation with accountability, speed with control, and ambition with disciplined execution.

That is the difference between digital transformation and digital chaos.

Source notes

[1] IBM reported that 63 percent of breached organizations in its study lacked AI governance policies and only 37 percent had established approval or oversight processes.
[2] IBM's Cost of a Data Breach Report 2025 reported a global average breach cost of approximately **USD 4.4 million**, with faster detection and containment contributing to a year-on-year reduction.
[3] The World Economic Forum argues that effective technology governance should work backward from the outcomes it is intended to protect, including integrity, accountability, transparency, resilience, and trust.

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LIFE AT RASG

Reflect, Reward, and Recharge

RASG organized a learning session for its trainees in Lahore under the theme "Reflect, Reward, and Recharge."

The session provided an opportunity for trainees to pause, reflect on their professional journey, appreciate their progress, and recharge with renewed motivation for the challenges ahead.

At RASG, we believe in developing professionals who are not only technically strong but also confident, balanced, and future-ready.

Learning today. Leading tomorrow.

Reflect, Reward, and Recharge

RASG organized an engaging learning session for its trainees in Islamabad under the theme "Reflect, Reward, and Recharge."

The session focused on self-reflection, recognition of effort, and renewed energy for continued professional growth.

At RASG, we continue to invest in our people by creating learning opportunities that strengthen confidence, build professional discipline, and support long-term career development.

Growing together. Moving forward.

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RASG IS HIRING

RASG Placement

Position: Tax Litigation and Compliance Professional
Location: Karachi

Riaz Ahmad, Saqib, Gohar and Co., Chartered Accountants is looking for a Tax Litigation and Compliance Professional to join its Tax Advisory team.

The role requires a well-rounded tax professional who can manage tax compliance assignments, handle client filings, respond to tax notices, and support tax litigation matters before relevant tax authorities and appellate forums. The ideal candidate should have practical knowledge of Pakistani tax laws, tax portals, compliance procedures, and litigation documentation.

Key Responsibilities

- Prepare and file monthly, quarterly, and annual tax returns, including Income Tax, Sales Tax, and Withholding Tax Statements.
- Monitor tax calendars and ensure timely filing of client submissions.
- Handle correspondence with FBR, SRB, PRA, and other tax authorities.
- Prepare responses to tax notices, assessments, audit notices, and related queries.
- Support the drafting and filing of appeals, stay applications, legal notices, and other tax-related documents.
- Assist in representation before Commissioner Appeals, ATIR, and coordinate with external counsel for higher forum matters.
- Conduct legal research on tax laws, case laws, regulatory updates, and practical tax positions.
- Coordinate with clients, internal teams, and tax authorities for smooth handling of compliance and litigation matters.

Qualifications and Experience:

- Bachelor's or Master's degree in Accounting, Finance, Commerce, Law, or a related discipline.
- LLB will be preferred for candidates with litigation exposure.
- CA Finalist, ACCA, ICMA, or equivalent professional qualification will be an added advantage.
- 2 to 5 years of relevant experience in tax compliance, tax litigation, tax advisory, or professional services.
- Practical understanding of Income Tax Ordinance, 2001, Sales Tax Act, 1990, and provincial sales tax laws.
- Experience with IRIS, SRB, PRA, and other relevant tax e-portals.

Core Competencies:

- Strong understanding of Pakistani tax laws and filing procedures.
- Good tax drafting, legal research, and case analysis skills.
- Ability to prepare responses to notices, assessments, and appeals.
- Strong command of MS Excel and tax-related systems.
- Effective written and verbal communication skills.
- Client coordination and relationship management.
- Ability to manage multiple assignments and meet strict deadlines.
- Professional attitude, confidentiality, and attention to detail.

Why Join Us?

At Riaz Ahmad, Saqib, Gohar and Co., Chartered Accountants, you will be part of a professional, learning-focused, and growth-oriented environment where tax professionals are given the opportunity to work on diverse client matters, strengthen their technical expertise, and build a meaningful career in tax advisory, compliance, and litigation.

What We Offer:

- Competitive salary package
- Medical and health benefits for self and family >
- Paid annual leave
- Community religious leaves
- Maternity and paternity leaves
- Bereavement and family care leave
- Local and international mobility opportunities
- Sponsored learning and development
- Career development plans
- Education reimbursement for employees
- Team outings and annual events
- Long service awards

Compensation and Benefits

Market competitive compensation will be offered, aligned with the selected candidate’s experience, profile, and organizational policy.

How to Apply

Interested candidates who meet the above criteria may apply through web link for confidential consideration.

[Link to Apply]

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