Mo Khanji FGIA

Governance, Risk & Compliance

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GRC leader with 15 years across financial services and cybersecurity. Lead Gridware's GRC team and internal risk management, with experience establishing consulting services and advising boards. Earlier roles at HUB24 and Link Group covered investment platforms, managed funds and financial advice.

PROFESSIONAL EXPERIENCE

Gridware Cybersecurity

Jun 2021 - Present

Senior Manager, Governance, Risk & Compliance

Lead Gridware's GRC team and oversee client risk and assurance engagements. Manage internal risk, reporting to the CEO and leadership team.

- Maintain the organisational risk register and set policy, working with business leaders to understand and manage their risks.
- Established the leadership committee, improving oversight and accountability for goals and performance. Created a forum for leaders to discuss issues and support each other.
- Developed the virtual CISO (vCISO) offering and pitched it to secure the first clients. The service is now a core source of GRC revenue.
- Established the Essential Eight offering, securing engagements with regulated Australian organisations, including government entities.
- Led 80 client engagements as primary consultant, including ISO 27001 implementation and audit work across multiple sectors.
- Presented cyber risk and assurance findings to more than 30 boards, committees and executive teams.
- Delivered SOC 2 readiness assessments and business continuity exercises for client organisations.

WedgeX (Gridware Cybersecurity)

Feb 2026 - Present

Manager, Special Projects

Support Gridware's innovation work through WedgeX and AI projects, alongside continuing GRC leadership.

- Delivered the WedgeX client portal and automated reporting, and coordinated initial client and pilot onboarding.
- Led the design and rollout of a desktop AI application integrating specialist cybersecurity models and sovereign providers through LiteLLM for penetration testing and security analysis.

HUB24 Limited

Jan 2020 - Jun 2021

Manager, Risk & Compliance

Reported to the Head of Risk in a second-line role covering superannuation and investment platforms with more than $50 billion in funds under management.

- Oversaw the compliance management system and assessed platform operations against Corporations Act, APRA and ASIC obligations.
- Conducted audits and compliance assessments, working with Legal and Compliance on regulatory obligations.

PROFESSIONAL EXPERIENCE CONTINUED

Link Group
Jul 2017 - Jan 2020

Senior Compliance Manager (Managed Funds)

Second-line risk and compliance for Link Fund Solutions, covering registry, accounting and custody services for more than 120 managed-fund clients.

- Audited a robo-advice tool against ASIC RG 255, with findings presented to the Link Group Board.
- Rolled out the compliance testing plan for Link Fund Solutions and supported other Link AFSLs.
- Delivered privacy awareness training following the 2018 data breach reporting changes and supported the group's GDPR data protection policy.

Link Advice (Link Group)
Nov 2014 - Jul 2017

Manager, Risk & Compliance

Led the risk and compliance function and four direct reports, overseeing up to 60 representatives providing digital, scaled and comprehensive financial advice.

- Led the design and rollout of the Link Electronic Compliance System (LECS).
- Managed AFSL obligations, including responsible manager changes, licence conditions, regulatory lodgements and audit preparation.
- Managed external dispute resolution matters and successfully defended a FOS claim exceeding $150,000.

EARLIER EXPERIENCE

Compliance Officer | Link Advice (Link Group) | Jan 2013 - Nov 2014

Received the Quarterly CEO Award in Q2 2014 for work on the Future of Financial Advice (FoFA) implementation project.

Financial Adviser | Link Advice (Link Group) | Aug 2011 - Jan 2013

Provided licensed financial advice (RG 146).

QUALIFICATIONS AND PROFESSIONAL DEVELOPMENT

ISO/IEC 27001 Lead Auditor | Exemplar Global

ISMS Lead Auditor | PwC Training Academy

Certificate in Governance and Risk Management | Governance Institute of Australia

Advanced Diploma of Financial Planning (RG 146) | North Sydney Institute

Advanced Leadership | University of Sydney (CCE)

Six Sigma Green Belt | University of Sydney (CCE)

Accredited CPD Assessor | Financial Planning Association

CISM (in progress) | ISACA

FRAMEWORKS AND TOOLS

Standards and frameworks: ISO 27001 · Essential Eight · SOC 2 readiness · NIST CSF 2.0 · ISO 31000 · CIS Controls v8 · ASD ISM

Regulation and law: Corporations Act 2001 · APRA prudential standards · ASIC obligations · AFSL obligations · Privacy Act and APPs · GDPR

GRC platforms and tools: Vanta · Drata · Hyperproof · 6clicks · Secureframe · Monday.com · Jira · Power BI · Confluence

PROFESSIONAL MEMBERSHIPS

Governance Institute of Australia (Fellow, FGIA) · GRC Institute · ISACA