

## Manager Finance

**The Manager Finance ensures all statutory and management requirements for financial information and services are met to deliver Strategy 2030. The position maintains and improves financial processes and efficiencies for Remuneration Services, Accounting Services and Financial Performance and Analysis. In addition, the role will manage pricing policy, economic regulation and corporate planning.**

### Organisation context

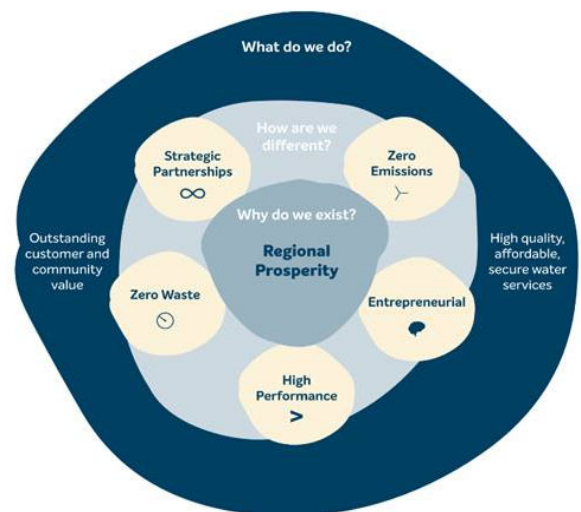
Barwon Water is Victoria's largest Urban Regional Water Authority servicing a significant area of the State including Victoria's second largest city, major growth corridors and globally significant areas such as the Great Ocean Road tourism region. The Barwon Water Group, comprises of two entities: Barwon Water and Barwon Asset Solutions.

Recognising the significant challenges facing the delivery of water and sewage services in the region of climate change, population growth, rapid technological advancement and economic transition, Barwon Water Group is undergoing a major transformation from water utility to a leader of the region's prosperity.

Our vision for regional prosperity not only encompasses economic, social, and environmental elements, but also recreational and cultural elements, including enhancing Aboriginal values.

The Strategy 2030 transformation is comprehensive and is a key vehicle for government policy implementation and influence in our Region, covering:

- Digitisation and intelligent automation of infrastructure and customer business processes and systems
- Transition of water sources from rainfall dependent to rainfall independent in the face of significant climate change and imminent water shortage (major augmentation required by 2026)
- Improving treatment systems to manage the increase in disease risk associated with a warming climate, merging pathogens such as COVID, contaminants such as micro plastics and increased recreational use of water catchments.
- Transition from one of Victoria's largest CO2 emitting public sector agencies to a net zero emitter by 2030 and 100% renewable by 2025.
- Building a high performance culture that is capable of managing the substantial and increasing risks in areas of environmental duty, climate change, cyber security and safety.
- A significant efficiency program to keep customer bills flat in the face of escalating costs and a complex regulatory context.



The Barwon Water Group has 479 FTE, 2000 contractors, an operating budget of \$275M, ten year Capex spend of \$1.4B, assets of over \$3Billion and a debt portfolio of \$550Million.

## Finance Department

The Finance Department delivers on the Barwon Water Group's financial accountabilities, incorporating treasury management, taxation obligations, remuneration services, statutory reporting, financial business planning and budgeting, asset accounting and accounts payable function. The department ensures strong fiscal outcomes through robust internal control systems and processes whilst ensuring all regulatory and legislative obligations are met.

The role reports to and supports the General Manager Organisational Performance in financial stewardship and commercial advice to the Barwon Water Group with a total annual operating budget of \$275Million, annual Capex spend of over \$80Million (\$654Million over 5 years), assets of over \$3Billion and a debt portfolio of \$550Million.

The role has overarching responsibility for:

- Providing expert advice and the authoritative source for accounting and financial analysis information across the Group.
- Ensuring financial sustainability through efficient and prudent financial management of a self-funded profitable public sector agency.
- Coordination of Barwon Water's Group development, review and approval processes to ensure the 5 year financial corporate plan and pricing submission meet internal and external stakeholder's financial requirements.
- Managing the financial and taxation asset registers for assets of over \$3.3B, along with the regulatory asset base of over \$1.3M for economic regulatory purposes and has stewardship for financial asset management and valuation through planning, policies and processes to ensure accurate financial reporting of a multifaceted asset portfolio, identification of impairments and works in progress disclosures.
- Systems and frameworks for monitoring and reporting the Barwon Water and Barwon Asset Solutions financial performance and analysis to the Board, Executive Leadership Team and Management Team including the overarching performance of the Barwon Water Group against financial targets including VAGO prescribed short-term and long term financial sustainability indicators.
- Annual, regulatory and statutory financial reporting for Barwon Water Group and Barwon Water Asset solutions and leading the preparation of annual financial statutory reporting, for input into the Annual Report and that the financial reports (estimates and actuals) present fairly, and in accordance with applicable Australian Accounting Standards and the Financial Management Act for each Corporation's financial position and operating results.
- The formulation of annual Essential Services Regulatory Accounting statements.
- Implementing the financial pricing strategies to ensure the delivery of the 5 year pricing submission.
- Providing advice to the Managing Director and General Manager Organisational Performance on short, medium and long term substantial debt portfolio of \$550M through its Treasury Management Policy.
- Leading the management of the organisations cash requirements, including banking facilities, daily cash requirements, and authorising funds transfers.
- Providing taxation advice throughout the organisation while ensuring accurate reporting and compliance of all taxation matters, including income tax, payroll tax, goods and services tax, capital gains tax and fringe benefits tax.

- Ensuring the Barwon Water Group meets its obligations and operates under the complexity of the National Tax Equivalent Regime and complying with all the tax equivalent rules as per the Income Tax Assessment Act 1997.
- Providing financial support and advice to Barwon Asset Solutions (BAS) and ensures its competitive neutrality requirements are met when responding to external tenders.

## Health, Safety & Wellbeing

Barwon Water is committed to providing a safe and healthy work environment to all employees. Employees are expected to perform their duties in accordance with the Occupational Health & Safety Act 2004 and all regulations, codes of practice and organisation policies and procedures. In addition, employees are expected to:

- Lead the development of SQE processes and systems within the team
- Promote and demonstrate Barwon Water's high standards in relation to health, safety, environment and quality, championing a culture of safety in the workplace.
- Report unsafe work practices, incidents, hazards and near misses, and unacceptable workplace behaviours.

## People Leadership

Barwon Water will comprise a diverse and accountable organisational culture, enabled through inclusive leadership and aligned to strategy, values and behaviours. At Barwon Water this includes:

- Adopt best practice people management philosophy to motivate and inspire through high performance - performance management, providing meaningful feedback, mentoring, recruitment, and coaching and development.
- Confidently drive and supports change throughout the organisation to ensure sustainable outcomes, including directly engaging adversity and navigating through challenging circumstances.
- Champion team engagement and promote high performance by motivating and enabling people to make the necessary changes to efficiently deliver our organisational strategy.
- Promote and foster collaborative team and stakeholder relationships based on growth and resilience, integrity, accountability and inclusion, and commits to the Barwon Water value of 'Leadership'.

## Key external relationships

- Treasury Corporation of Victoria
- Victorian Auditor General's Office, and their agents.
- Government departments - Department of Treasury & Finance, Department of Environment, Land, Water and Planning.
- Industry representatives - Metropolitan/Regional Water Authorities, Victorian Water Industry Association, Water Services Association of Australia
- Essential Services Commission, Australian Bureau of Statistics, , Australian Taxation Office, Retail Banks.
- External Tax Advisers and other Professional Services Advisors.

## Competencies

<b>Growth &amp; Resilience</b>	Brings a growth mindset and personal resilience.
<b>Action &amp; Accountability</b>	Drives outcomes with purpose, ambition, accountability and action.
<b>Business Acumen</b>	Delivers with commercial and organisational nous.
<b>Collaboration</b>	Collaborates effectively across the business, organisational boundaries, with customers and established partners.
<b>Communication</b>	Engages and communicates with clarity, vision, purpose and impact.
<b>Customer, Community &amp; Partnership</b>	Creates measurable customer, partner and community value.
<b>Inclusion</b>	Open and accepting of different ideas and experiences, groups and people harness their potential.
<b>Innovation &amp; Continuous Improvement</b>	Actively drives continuous improvement and innovation.
<b>Managing Ambiguity</b>	Operates effectively, even when things are not certain or the way forward is not clear.
<b>Strategic Focus</b>	Sees ahead to future possibilities and translates them into breakthrough strategies.

## Key Selection Criteria

- Relevant tertiary qualifications and Certified Practising Accountant and/or Chartered Accountant membership.
- Demonstrated experience in providing financial guidance and support to stakeholders, whilst driving financial accountability in the business
- Substantial depth and range of financial management experience in diverse business settings.
- High level of interpersonal, communicative, consultative and negotiation skills
- High level leadership and ability in developing and fostering high performing teams
- Skilled awareness of risk and compliance management
- Sound knowledge of relevant governing legislation.
- Exemplary communication, stakeholder engagement and presentation skills, along with excellent customer service and business partnering skills.

## Equal opportunity

Barwon Water offers a work environment free of discrimination, sexual or other harassment, victimisation, vilification and bullying. Employees are expected to contribute to the maintenance of such a work environment.

We understand that life balance is an important part of our employees' lives. Barwon Water offers a wide range of flexible arrangements to enable you to balance your work with other commitments and activities including family, health, study, carer responsibilities, hobbies and life/career aspirations. We provide various options such as flexible start and finishing times, working part time, job sharing, working from home and paid leave provisions that can be negotiated to help balance your personal commitments with the demands of the role.