MW ROLE MANDATE - Technical Leader

Position	**EPP Finance & Benefits Manager**	**Reports to**	**Senior Manager Business Performance & Analytics**					**Group**	**3**
Portfolio	**Corporate Services**	**Span of Control**	Direct Reports:	0	Indirect Reports:	0		**Grade**	**17**

Role Purpose

The Enterprise Productivity Program (EPP) Finance & Benefits Manager is accountable for financial governance and benefits realisation assurance for the Enterprise Productivity Program. The role approves benefit baselines, calculations, classifications, evidentiary application (including financial modelling) and banking; Supports business case and gate approvals; and partners with Senior Finance Business Partners to integrate approved benefits into budgets, forecasts and TechOne.
The role supports the EPP benefits register, reports actuals against forecast, coaches the organisation in benefits realisation practices, and maintains a reliable, auditable single source of truth. The role has a dotted-line relationship to the Business Transformation and Effectiveness team.

Measures of success

Time focus: *(see detail over page)*

15% Influencer 10% Strategist
35% Contributor 40% Driver

Key individual accountabilities

- Establish and manage EPP benefit evidentiary standards and assure their consistent application across all initiatives.
- Analyse and approve benefit baselines, calculations, classifications, validation approaches and banking for all EPP initiatives.
- Lead the financial assurance for business cases and gate approvals, including challenge of assumptions, risks and achievability.
- Monitor and assure benefit delivery across the EPP portfolio, conducting post-implementation reviews and proactively identifying, managing and escalating material risks, variances and emerging issues.
- Partner with Senior Finance Business Partners to embed approved benefits into budgets, forecasts and TechOne ensuring ongoing alignment between benefit commitments, financial planning and reported outcomes.
- Maintain the EPP benefits register and reconciliation across target values, forecasts, actuals, budget adjustments and enterprise reporting.
- Provide timely reporting of actual benefits against forecast with Finance Business Partners, ensuring results are traceable, accurate and auditable.
- Build organisational capability in benefits realisation by providing coaching, guidance and expert advice to initiative owners, business leaders and Finance Business Partners on baseline development, measurement, validation and benefit banking practices.
- Establish and maintain processes to event unsupported claims, double counting and inconsistent benefit treatment across the EPP portfolio.
- Taking care of own and colleagues Health and Safety through identification and reporting of hazards and active involvement in improvement initiatives.

Qualifications & Experience

- Tertiary qualification in Accounting, Finance, Commerce or a related discipline.
- CPA or CA qualified.
- Significant experience in finance business partnering, management accounting, financial planning or commercial finance.
- Demonstrated experience in benefits realisation, business case development and investment appraisal.
- Strong budgeting, forecasting, financial modelling and performance-management capability.
- Experience supporting transformation, productivity or enterprise change programs.
- Experience preparing executive and Board-level reporting and recommendations.
- Strong coaching, stakeholder engagement, influencing and communication skills.
- Experience with enterprise financial systems, preferably TechOne, and advanced Excel and Power BI capability.

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Key shared accountabilities		Technical capability
• **Our People:** *Engagement Scores, Structured Hybrid, role model MW values & behaviours* • **Financial Sustainability:** *Program/project Budget and Corporate plan deliverables (where applicable)* • **Customer and Community***: Divisions internal NPS score as a service; Overall MW Customer Satisfaction and Reputation Scores (where applicable)* • **Safety Leadership:** *Understand and follow the processes and procedures in line with our Integrated Management System (IMS)* • **Vision and Purpose:** *Communicates and inspires a team vision that drives alignment & commitment to MW Vision & Strategy* • **Risk:** *Ensures proactive oversight, governance and assessment of risk management consistent with the Risk Management framework.*		• Benefits realisation governance, assurance and evidence assessment. • Financial modelling, investment analysis and business case evaluation. • Budgeting, forecasting, benefit banking and financial reconciliation. • Financial governance, internal controls and audit-ready record keeping. • Enterprise reporting, data analysis and insight generation. • Executive advisory, constructive challenge, coaching and influence. • High professional judgement, integrity and independence.
Decision Rights – owns	**Decision Rights - influences**	
• EPP benefit evidentiary standards and their application. • Approval of benefit baselines, calculations, classifications, validation approaches and banking. • EPP financial benefit assurance, controls and reconciliation requirements. • Financial assurance recommendations for EPP business cases and gates. • Escalation of unsupported, duplicated, overstated or at-risk benefits.	• EPP initiative approval, prioritisation and investment decisions. • Portfolio budget, forecast and TechOne adjustments arising from approved benefits. • EPP delivery decisions and corrective actions where benefits are at risk. • Enterprise productivity reporting and financial sustainability outcomes. • Consistent benefits realisation capability across the organisation.	

Time Focus			
Influencer	**Strategist**	**Contributor**	**Driver**
• Influence change across your team and the organisation to accelerate strategy execution, mindset change and accountability. • Build strategic relationships across the organisation and relevant external markets (peers, partners, govt.). • Support Influence consistent benefit discipline, accountability and evidence-based decisions across EPP. • Build trusted relationships with Finance, Business Transformation & Effectiveness, portfolio leaders and initiative teams.	• Position your team and the organisation for the future (Future Focus), using foresight for innovation • Support and provide an enterprise view of EPP value, risk and financial sustainability. • Use insight and foresight to improve benefit governance and decision quality.	• Contribute to achieving team and business goals • Coach Finance Business Partners, sponsors and initiative leads in benefits realisation practices. • Contribute specialist financial advice to business cases, gates and post-implementation reviews.	• Focus on efficient operation of business, ensuring risk, compliance and customer outcomes are delivered. • Driving operational effectiveness, process improvement, achieving capital spend targets, and ensure consistent audit outcomes. • Drive timely validation, banking, reconciliation and actual-versus-forecast reporting. • Maintain effective controls, auditability and a reliable single source of truth.

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