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| Position Profile – Senior Financial and Sustainability Accountant |   |

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| **Division**  | Finance | **Team**   | Tax, Treasury and Financial Reporting |
| **Location**   | **Brisbane** | **Reports to**  | Financial Reporting Manager |
| **Date Updated** | October 2024 | **Position Number** | 414850 |

**Position Purpose**

The Senior Financial and Sustainability Accountant is responsible for leading the integration of sustainability reporting within financial reporting, ensuring compliance with sustainability standards, and advising the organisation on the financial implications of sustainability initiatives.

This role plays a key part in supporting the company’s environmental, social, and governance (ESG) objectives and aligning them with financial performance, driving the organisation toward sustainable growth.

In addition, the Senior Financial and Sustainability Accountant will play a key role in supporting the company’s growth projects through providing expert advice on complex accounting issues. This role involves ensuring the accurate application of accounting standards and policies for new and ongoing growth initiatives, including mergers and acquisitions (M&A), capital investments, joint ventures and other strategic business developments.

The successful applicant plays a key supporting role to the Financial Reporting Manager and may be directed to take on team management responsibilities in their absence.

**Strategic Priorities and Initial Tasks**

Work with the Strategy & Sustainability team to progressively assign financial value to Stanwell’s climate change risks and opportunities, to ensure Stanwell Directors’ are fulfilling stakeholder expectations in this area, and that Stanwell is prepared for the incorporation of the ISSB’s latest standards in GOC reporting requirements.

Support the implementation and maintenance of software solutions for ESG reporting (financial and non-financial) compliance - to best manage data management, calculations, integration with other systems, core user needs and audit expectations - and provide appropriate recommendations to management.

Proactively develop and support necessary preconditions for ESG assurance in the future (i.e. examine criteria for measures and determine evidence required to support the disclosures).

Design, develop and maintain appropriate processes (and controls) to quantitatively assess Stanwell’s strategy to be resilient to a range of climate-related scenarios and transitional risks.

Assist the Strategy & Sustainability team to be ‘Reporting Ready’ for Stanwell’s Group 1 sustainability reporting requirements.

**Qualifications**

* Relevant tertiary qualification and membership of a professional association (e.g CA/CPA)

**Experience and knowledge**

* Minimum 5-7 years’ experience in a financial accounting role within a complex business environment
* Experience working with sustainability frameworks and the ability to integrate sustainability considerations into financial analysis and reporting is desirable
* Strong analytical and financial modeling skills
* Excellent communication and stakeholder management skills, with the ability to translate complex data into clear financial insights.
* Familiarity with sustainability data management systems and tools is desirable
* Proficiency in accounting software and ERP systems.

**Responsibilities and outcomes**

***Sustainability Reporting and Compliance***

* Lead the preparation of sustainability reports in accordance with regulatory frameworks (e.g., AASB and ISSB standards, *Corporations Act 2001*, NGER Act, Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB), Task Force on Climate-related Financial Disclosures (TCFD)
* Ensure compliance with mandatory and evolving national and international sustainability regulations and reporting requirements (e.g., ESG, carbon reporting, climate-related risks)
* Assist with coordinating the submission of sustainability disclosures in the annual financial statements and integrated reports

***Financial Analysis of Sustainability Initiatives***

* Conduct financial analysis on the impact of sustainability initiatives (e.g., carbon footprint reduction, energy efficient projects) on the organisation’s performance.
* Develop frameworks for evaluating the financial risks and opportunities associated with climate change, resource management, and social responsibility.
* Collaborate with the Finance team to incorporate sustainability metrics into budgeting, forecasting, and strategic planning.

***Compliance & Risk Management***

* Ensure all sustainability-related financial disclosures comply with regulatory requirements and internal governance policies
* Assist in developing and implementing sustainability-related risk management frameworks, Including climate risk.
* Liaise with auditors on sustainability disclosures as part of the annual financial audit process.

***Stakeholder Engagement***

* Act as a key point of contact for sustainability reporting, engaging with internal and external stakeholders, regulators, and auditors.
* Assist the Strategy & Sustainability team with providing clear, concise reports to senior management and the board on the progress of sustainability initiatives and their financial impact.
* Support financial stakeholders with sustainability-related financial insights for external presentations and reporting.

***Technical Accounting Advice***

* Provide expert technical accounting guidance for growth and future energy projects, ensuring compliance with relevant accounting standards.
* Advise on the accounting treatment for acquisitions, joint ventures, and other strategic business initiatives.
* Assess and advise on the financial implications of contract structures, capital investments, and asset acquisitions, ensuring proper classification and recognition.

***Financial Modeling***

* Assist with developing detailed financial models to assess potential impairment losses or write-backs of Stanwell’s CGUs, in accordance with AASB 136.
* Analyse the recoverable amount of Stanwell’s CGUs by calculating value -in-use, incorporating assumptions related to future cash flows, discount rates and market conditions.
* Collaborate with the finance, energy markets and operational teams to gather the necessary data for impairment testing, including budget and forecast data, pricing curves and capital expenditure programs.
* Assist with building and maintaining financial models to estimate future rehabilitation and decommissioning costs for capital-intensive projects.
* Ensure compliance with accounting standards for rehabilitation provisions (AASB 137) and relevant environmental regulations.
* Incorporate cost estimates for future site remediation and restoration obligations into financial models.

***Continuous Improvement***

* Identify opportunities to improve sustainability-related data quality, collection processes, and reporting systems.
* Stay abreast of industry trends, new technologies, and best practices in sustainability accounting and reporting.
* Lead training and awareness programs on sustainability reporting within the finance team.

 **Key capabilities**

This position is expected to have demonstrated capability in the following areas:

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| ***Strategic Thinking***  | Ability to align sustainability initiatives with broader financial goals and corporate strategy  |
| ***Attention to Detail***  | Ensures high levels of accuracy in financial reporting, financial models and compliance with accounting standards.  |
| ***Collaboration***  | Works effectively across departments to deliver integrated sustainability reporting, gather necessary data for financial analysis and provide financial expertise to support strategic decision-making.  |
| ***Leadership***  | Provides guidance and mentorship to finance staff on sustainability reporting, integration and technical guidance.  |
| ***Technical Proficiency***  | Deep understanding of accounting standards and their practical application to financial reporting.  |
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**Decision making**

* The general delegation and financial authority commitment threshold for this role is $20,000.

**Team Structure**

*This position profile reflects a summary the role, it is not intended to be an all-inclusive list of duties and responsibilities. Leaders may direct employees to perform other duties*

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| **Rev. No.** | **Rev. Date** | **Revision Description** | **P&C Rep** | **Leader** |
| *0* | *25 October 2024* | *New position profile created to support Finance ESG*  | *Lorenzo Puccini* | *Ingrid Ryat* |
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