



## Chief Financial Officer - Business Partner

Position Detail			
<b>Reports To</b>	CFO Business Partnering (Head)	<b>Group</b>	Chief Financial Officer
<b>Classification</b>	ASA 7	<b>Location</b>	Brisbane, Canberra or Melbourne
<b>Reports – Direct Total</b>	Nil		

### Organisational Environment

Airservices is a government owned organisation providing safe, secure, efficient and environmentally responsible services to the aviation industry.

Each year we manage over four million aircraft movements carrying more than 156 million passengers, and provide air navigation services across 11 per cent of the world's airspace.

Airservices has two major operating centres in Melbourne and Brisbane and a corporate office in Canberra. We operate 29 air traffic towers at international and regional airports, and provide aviation rescue fire fighting services at 27 Australian airports.

We are committed to continuing to improve our business by providing our customers with services they value, and embedding new ways of working and technology investments to further innovate and optimise.

### Primary Purpose of Position

As a Chief Financial Officer Business Partner you will provide strategic commercial advice including (but not limited to):

**Strategic financial and commercial advice** - The role will be accountable for the provision of strategic advice across the full range of CFO activities to Executive leaders across the business.

**Strategy and Solutions** – The role will research, design, develop and provide financial and commercial change initiatives aligned to the business strategy. It will also play a lead role in the implementation of organisation wide CFO initiatives and ensure the effective coordination and engagement of relevant financial and commercial expertise.

**Coaching and Capability Development** - Mature the commercial and financial acumen of the business (i.e. capability development)

## Accountabilities and Responsibilities

- Provide strategic CFO domain advice to facilitate long-term commercial thinking for Chiefs and senior leaders
- Provide insights around improvement opportunities from across the business to support the development of the improvement agenda for the CFO domain
- Liaise with other domain Business Partners to drive consolidated planning & reporting
- Collaborate with other areas from CFO to input domain insights into financial planning and analysis to inform strategy development and set domain targets
- Develop trusted relationships with the Executive
- Mature the commercial and financial acumen of the business (i.e. capability development)
- Identify and lead analysis of key performance levers for the business
- Deliver critical decision support focused on performance improvement
- Be the central interface point for the business to the CFO domain
- Manage capital allocated to the domain, including monitoring and driving performance of allocated capital to meet organisational targets

## People

- Create and support an environment, which fosters an emphasis on collaboration and accountability to promote a trust-based, inclusive culture centred on principles of care and purpose.
- Communicate with influence to support the team's objectives and collaboratively engage with peers and other teams within Airservices.
- Develop and maintain a broad range of relationships to influence within the value chain at the peer and more senior levels, and positively influence external stakeholders.

## Safety

- Exemplify, support and promote the behaviours of the organisation wide safety culture to embed that culture.

## Key Performance Indicators

### Efficient, Effective and Accountable

- Quality of advice and support provided to stakeholders across the value chain.

### Commercial

- Effective contribution to organisational change activities to deliver efficiencies and improved business performance.

## Key Relationships

- CFO Business Partnering (Head)
- Other Business Partners
- CFO Centres of Excellence
- Executive Leaders across the business

## Skills, Competencies and Qualifications

### Technical Capabilities and Experience

- Extensive experience in providing sound financial or commercial advice across full range of strategic business matters in a complex geographically and professionally diverse organization.
- A proven ability to make commercially astute decisions with incomplete information in dynamic situations and based on insights
- Experience in leveraging insights from across the organisation when making decisions
- Proven experience in developing and driving change initiatives aligned to business strategy
- Highly developed interpersonal and communication skills including the ability to build and maintain effective working relationships to achieve results.
- Demonstrated ability to effectively influence and manage senior stakeholders
- Proven experience in successfully coaching and developing leadership capability in the application of commercial accountabilities.

### Qualifications

- A tertiary qualification in Finance or other Business related field.

### Behavioural Competencies

- Working with people, including demonstrating an interest in and understanding of others; building team spirit; recognising and rewarding the contributions of others; listening, communicating proactively; caring for others; and communicating self-insight.
- Persuading & Influencing, including shaping conversations, promoting ideas, negotiating and maintaining networks.
- Proven ability to manage a diverse workload and competing priorities and be able to flexible adapt to changing work demands and circumstances

## Performance Standards and Behaviours

As a member of Airservices, you will consistently demonstrate performance standards and behaviours that meet our Code of Conduct. This includes:

- Treating everyone with dignity, respect and courtesy
- Acting with honesty and integrity
- Acting ethically and with care and diligence
- Complying with all Airservices' policies and procedures, and applicable Australian laws
- Disclosing and taking reasonable steps to avoid any actual, potential or perceived conflict of interest
- Behaving in a way that upholds our vision, mission and values, and promotes the good reputation of Airservices.