

Position overview

Position title	Financial Analyst
Business unit	Enterprise Solutions
Remuneration type	Total Rewards
Reports to	Performance Analysis Manager
Direct reports (role)	Nil
Locations(s) (Unitywater operates on Kabi Kabi, Jinibara and Turrbal country)	Flexibility exists to be based at any of four locations on the Sunshine Coast or Moreton Bay
Success profile	4.2 Finance Role Success Profile
Delegation level	Not Applicable

Position purpose

The Financial Analyst operates within the Corporate Strategy and Performance Business Unit and is responsible for providing hands on end to end performance support to the business with a focus on overall financial performance and deep understanding of the drivers of performance.

The key objectives of this position include:

- End to end financial performance management for business areas.
- Partnering approach with business managers.
- Provision of hands on commercial, financial support to the business with a focus on performance improvement and understanding of data drivers.
- Deep understanding of operational drivers and key performance indicators and how they drive overall financial performance.
- Production of budgets, forecasting and analysis of monthly business unit financial performance reports for both operating and capital expenditure.
- Development of investment cases (business cases and sourcing processes) with business partners including options analysis, risk identification, and economic analysis.
- Taking a proactive and advocating role in enterprise based improvement and change, setting the tone for a positive working culture.
- Meeting key accounting period timeframes for reporting.

Position accountabilities

Key functions of the role include:

- Stakeholder management including the development and maintenance of partnering relationships with relevant internal stakeholders across the business.
- Focus on performance improvement opportunities within an enterprise approach.
- Delivery of financial operating and capital management reporting, budgeting and forecasting for business partners in line with all board and executive reporting deadlines.
- Delivery of key performance indicator and metric reporting that drive financial performance and outcomes.
- Support a team approach to maintenance and improvement of reporting utilising contemporary analytical systems and tools:
 - Provision of timely, accurate and relevant commentary and insight on monthly financial and operating performance;
 - Provision of insightful analysis to drive business performance and enhance management decision making;
 - Application of relevant enterprise performance improvement frameworks and methods;
 - Development of analysis tools to drive and monitor performance
 - Adhoc analysis as required;
- Support business partners and a team approach in the construction, approval and submission of the annual capital and operating budget and periodic forecast process within documented timeframes:
 - Provision of ongoing advice on budgetary allocations, budget reviews, and operational and maintenance allocations;
 - Investigating variances against budgets and forecasts;
 - Ensuring the annual budgeting and quarterly forecasting process is accurate and robust;
 - Contribute to the annual strategic, financial and operational planning and annual reporting processes as required.
- Development of investment cases with business partners (business cases and sourcing processes) including options analysis, risk identification, and economic analysis.
- Provide leadership, coaching, support and mentoring to other members of the Corporate Performance branch to help guide and assist them in achieving the Business Unit and Branch goals.
- Undertake any ad hoc projects, initiatives and tasks as required.
- Ensure compliance with applicable finance policies.
- Meet all HACCP (Hazard Analysis Critical Control Point)
- Meet relevant ISO standard
- Support and role model the WH&S policies, procedures, and practices of Unitywater as amended from time to time.
- Participate in Unitywater safety audits and inspections to demonstrate visible safety leadership and participation.
- Such other relevant duties as required from time to time which would generally fall within the skill and knowledge requirements for this position.

Key relationships

Key working relationships internal and external to Unitywater are:

- Corporate Performance Manager
- Financial Analysts (multiple)
- Enterprise Analyst

Capability requirements

The requirements for the position are:

- Relevant industry qualifications such as an Accounting/Commerce Degree from a recognised tertiary institution.
- Membership of an appropriate professional organisation (CPA/CA qualified).
- Microsoft PowerBI / BI suite qualification and / or experience, including data modelling
- Current C Class Drivers Licence

Within the context of the duties and accountabilities described above, the ideal applicant will be someone who has:

- Demonstrated strong business partnering and stakeholder management skills.
- Strong data analysis skillset – practical experience of bringing datasets together, cleansing data and analysing it to produce insights.
- Strong ability to understanding the operational drivers and an instinct for where to look for performance improvement opportunities.
- Curiosity and resilience to delivering credible insights which support business decision making.
- Capability of working independently and as part of a team

One Unitywater Behaviours

The One Unitywater Behaviours define how we work together at Unitywater. They guide our everyday interactions, influence how we make decisions, drive us to achieve our strategy and help us to create our One Unitywater culture together.

Create the Future is about seeking to learn through new ideas and innovations, planning strategically, adapting to challenges and steering Unitywater towards a sustainable future.

Care Together is about fostering a culture of safety, collaboration, and customer-focused service. It's about creating a workplace where people feel valued, work inclusively and deliver outstanding outcomes for our customers.

Own It is about taking responsibility for our actions, being transparent and accountable, and striving for excellence in everything we do. It's about demonstrating integrity, welcoming feedback and ensuring we follow through on commitments.