



Job Profile

Finance Business Partner

Group: Finance, Commercial & Digital

Job Summary

To be completed by People and Culture team			
Job Family	Strategy, Change & Planning	Career Stage	E
Job Function	Business Performance	Career Stream	Professional
Coverage EA = Enterprise Agreement ICE = Individual Contract of Employment	ICE	Last Modified Date	8/06/2022
To be completed by Manager ~ (Team Size relates to People Leadership)			
Work Environment	Hybrid	Team Size	
People Leader	No	Indirect Team Size	

Who we are.

At Sydney Water, we exist for our customers. We're more than 3,500 people working together, striving to do more and be better—better for the environment, our customers, our people, and our water. Our people are passionate about working together, and driving agility, accountability, innovation, sustainability, and exceptional customer experiences.

Sydney Water is the main provider of water, wastewater, recycled water, and stormwater services in Greater Sydney. Our employees are dedicated to our customers, ensuring services are reliable and affordable, we are proactive and easy to engage with, forward-thinking, and environmentally focused.

Working with us means helping to provide essential services, safeguarding Sydney's future with a sustainable water supply, and protecting our iconic waterways. Our strategy guides our journey to enhance customer outcomes and continue delivering robust services to our city into the future.

Job Purpose

To partner with the business in providing strategic and financial insight and advice, driving business and commercial performance and supporting the business with its operational and strategic business decision-making.



Accountabilities

Job Specific	• Partner with internal stakeholders to ensure that financial management is consistent and clearly aligned with measuring progress against strategic objectives and priorities. • Maintain a thorough understanding of the relevant Business Groups to be able to provide effective commercial and strategic advice and support where needs arise across the business. • Assist with continuous improvement and design of analytics methods, tools and reports visualization. Apply structured frameworks, benchmarking, consulting techniques and analytical methodologies to drive decision support across the Group • Monitor relevant industry trends, latest developments, innovation, technology and ways of working relevant to and which have an impact on the business; • Drive effective financial management, budgeting, forecasting and analysis of all Opex and Capex at Group and/or Business Unit management levels by conducting effective cost and business driver analysis. • Facilitate the annual budgeting process for group level budgets, including focus on the key costs and risks for long term performance, translating group targets to operational targets;. • Lead financial input into and review of key strategic documents, including the Group and/or Business Unit plan, to ensure consistency with corporate operating and capital commitments. • Prepare feasibility papers and provide advice and support to reforms and restructures. • Drive the month end performance management reporting including tracking the achievement of financial and where required non-financial targets and objectives etc. Coach and guide the Groups with business case development including identifying key inputs, interdependencies, assumptions and methodologies to ensure the validity of financial and commercial analysis and consistency with Corporate standards. □ • Develop the financial and commercial literacy in the business to understand and manage their budgets and use appropriate financial and commercial principles in decision making. • Understand Sydney Water's corporate strategy, and demonstrate SW values and behaviours in order to contribute to a positive and productive working environment □ Demonstrate commitment to the Finance and Business Performance vision and objectives and understand the contribution to achieve these. • Participate in team development, planning and co-ordination activities to enable the team to work effectively together. • Maximise opportunities for coaching, training and professional development to continually develop your skills and capabilities. • Exercise astute judgement in managing confidential and sensitive information that has the potential to impact on organisational performance and reputation • Participants in ongoing process and system improvements to support and improve business efficiently and risk management, and staff work environment Systems accountabilities ○ S4Hana ○ Corporate budgeting and reporting system ○ Various modelling tools. ○ MAXIMO
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	Process accountabilitites • Organisational and business unit performance management and decision support • Financial Business Partnering • Corporate Budgeting and Forecasting • Financial Management Reporting
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Role Requirements

Education / Qualifications

Required	Relevant degree qualification (e.g. Economics, Business, Accounting) or experience deemed equivalent ☐ Professional Accounting Qualification (CA/CPA)
Desired	

Certifications / Licences

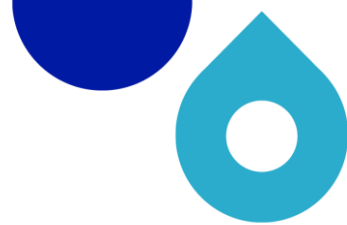
Required	
Desired	

Experience

Required	7+ years' experience working in commercial analysis and accounting in a large complex organisation, preferably in a similar organisation or industry sector (i.e. asset intensive and/or regulated) - Demonstrated experience providing financial and commercial advice and consulting expertise to senior managers. - Proven ability to use business and financial data to resolve business issues and questions and identify efficiencies and opportunities for the business - Builds business understanding and knowledge to provide meaningful, actionable and timely insights to business leaders, communicates opportunities and risk to achieving business strategy. - Builds business understanding and knowledge to provide meaningful, actionable and timely insights to business leaders; communicates opportunities and risk to achieving business strategy - Draws on and synthesizes analysis to identify options and take actions that align to SWs short and long term objectives - Conducts an ongoing review of performance reporting and collaborates with the business to incorporate their requirements; considers the relevant performance dimensions and how they can apply to different business units - Works closely with business partners and internal stakeholders to ensure key performance measures are evaluating the right metrics - Consistent challenge and review of reports to determine validity and usefulness of reported information and to deliver positive, aligned, value-adding outcomes ☐ Facilitates effective and efficient planning process by engaging stakeholders, checking, testing and challenging assumptions and ensuring inputs are informed,
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	robust and aligned with strategy (e.g. ensures active communication of planning cycle requirements) • Understands when to engage other specialists to provide appropriate guidance and advice. • Relates to how organisational drivers impact on commercial and regulatory outcomes • Able to interpret and leverage commercial, regulatory and funding frameworks, policies and guidelines to produce commentary and insights on their impact on the core business operations
Desired	•



Capabilities and Skills

The capability and skill requirements for this role are identified in the skills profile listed below. This is comprised of Enterprise Capabilities, that are essential for all roles and functional skills, which are specific to each role.

Enterprise Capabilities (C-E)			
Capability	Descriptor		
Accountability	Ensures that own actions and those of others are focused on achieving goals and owning the outcome, in a safe, inclusive collaborative way.		
Agility	Adapts readily to change and encourages alternative views by using a range of interpersonal communication skills. Develops and coach's others while being aware of impact on others.		
Innovation	Develops innovative outcomes to solve problems in ways that are not immediately evident and encourages new ideas and thinking in others.		
Functional Skills			
Skill	Priority	Essential or Desirable	Proficiency level
Financial Analysis	1	Essential	Advanced
Budgeting	2	Essential	Intermediate
Influencing skills	3	Essential	Advanced
Financial forecasting	4	Essential	Intermediate
Stakeholder Management	5	Essential	Intermediate
Business Acumen	6	Desirable	Advanced
Analytical Skills	7	Essential	Intermediate
SAP applications	8	Desirable	Intermediate
Complex Problem Solving	9	Essential	Intermediate
Financial Accounting	10	Essential	Intermediate
Proficiency Level Descriptors			
Developing - Building practical experience, needs continued coaching.			
Intermediate - Independent execution, minimal guidance.			
Advanced - Fully independent execution, coaches' others.			
Mastery - Strategic, sought as expert internally and externally.			

Sydney Water takes the safe provision of its services to the public and the protection of its information assets extremely seriously. As a Sydney Water employee, you are required to understand your obligations under the [Acceptable Use of Information Technology Policy](#) and how Sydney Water's Information Technology is to be used. You must also help keep your workplace secure by ensuring you do not enable non-authorised people access to sites, maintain the integrity of locked entries and exits, and where appropriate, alarms being engaged.

Sydney Water requires all users to embrace and adhere to all enterprise and protective security policies, awareness programs and frameworks for Sydney Water assets.