Sydney WATER

Job Profile

Financial Accounting Manager

Group: Finance, Commercial & Digital

Job Summary

To be completed by People and Culture team			
Job Family	Finance & Accounting	**Career Stage**	F
Job Function	Accounting (Financial and Management)	**Career Stream**	Leadership
Coverage EA = Enterprise Agreement ICE = Individual Contract of Employment	ICE	**Last Modified Date**	15/06/2024
To be completed by Manager ~ (Team Size relates to People Leadership)			
Work Environment	Hybrid	**Team Size**	3
People Leader	Yes	**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

Reporting to the Manager Financial Control, the Accounting and Advisory Manager is responsible for developing accounting policy and providing technical advice to support the business. The role is responsible for developing and sustaining accounting policy and maintaining compliance with accounting standards and other relevant legislation. Oversee the delivery of statutory and other financial reporting (including month-end, year-end, Prime/ABS returns). Manage and coach the specialists in financial accounting that resides within the Financial Control Team. The role is responsible to help ensure integrity in financial reporting through the provision of accurate and reliable financial reporting and timely accounting advice.

Accountabilities

Job Specific	• Provide the business with technical insight and verbal/written advice on financial accounting, taxes, treasury and internal controls and does this in a timely manner. This involves identifying and coordinating relevant information with the business representatives. • Manage and coach the financial accounting specialists within the Financial Control Team. • Lead the delivery of the Financial Control Team's deliverables for the monthly CPR reporting processes. • Explains applicable policies, principles, laws and regulations that govern financial reporting; to others in a way that is easily understood and is appropriate to the audience. • Identifies and resolves accounting policy and technical issues; identifies the underlying root cause and error proofs for the future. • Lead with the financial accounting specialists in the Financial Control Team to resolve the technical issues. • Lead the production of financial accounting reconciliations and audit work papers for financial reporting which involve the application of complex accounting policy. • Leads the day to day management of the Audit Office of NSW relationship and liaise with the rest of the business to meet audit queries and resolve audit issues, especially where these involve the application of complex accounting policy. • Support the integrity of the internal control environment for all processes. This includes providing suggested improvements to the internal control environment and process flows as necessary. • Manages the day to day delivery of the Corporation's statutory and regulatory financial reporting requirements. • Keep abreast of developments in Accounting Standards and other statutory financial reporting requirements and contribute to the implementation of financial accounting policies and procedures consistent with NSW Treasury and other legislative requirements. • Contribute to fixed asset accounting complex process execution, including revaluations. • Provide and lead the day to day specialised support for fixed asset accounting and reporting including but not limited to service concession arrangements, right-of-use assets and lease liabilities, depreciation forecasting. • Provide taxation compliance policy support as part of the tax function in Financial Control, including analysis and reporting for GST, FBT, payroll tax and other taxes

Role Requirements

Education / Qualifications

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

Certifications / Licences

Required	•
Desired	•

Experience

Required	• Experience working in financial management and/or accounting in a large complex organisation, preferably in a similar organisation or industry sector (i.e. asset intensive and/or regulated) • Strong knowledge of financial reporting and accounting policy. • Experience in preparation of financial and other reporting to meet compliance obligations. • Strong relationship, stakeholder engagement – interpersonal skills and self-awareness • Ability to lead a team with proven ability to coach direct reports and collaborate/influence others outside of the direct team to achieve goals • Demonstrated ability to positively influence and work collaboratively with team members and peers in other teams to achieve improved business outcomes. • Demonstrated integrity, self-motivated and focused on outcomes.
Desired	•

Sydney WATER

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 (F-H)	
Capability	**Descriptor**
Accountability	Sets direction and motivates others to hold themselves accountable for achieving goals. Leads by example, collaborates, and sets a high standard for accountability and commitment.
Agility	Creates team culture to encourage agile ways of thinking and working. Role models flexibility and adaptability in teams/business areas.
Innovation	Improves or adapts existing methods and processes to achieve greater value. Manages risks, is open to and shares lessons learnt with others.

Functional Skills			
Skill	**Priority**	**Essential or Desirable**	**Proficiency level**
Analytical Skills	1	Essential	Advanced
Critical Thinking	2	Essential	Advanced
Troubleshooting (Problem Solving)	3	Essential	Advanced
Financial Acumen	4	Essential	Advanced
Results Focused	5	Essential	Advanced
Detail Oriented	6	Essential	Advanced
Stakeholder Management	7	Desirable	Advanced
Business Writing	8	Desirable	Advanced
Project Management	9	Desirable	Advanced

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.

Additional notes

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.