

ROLE PURPOSE

Role Title: Finance Transformation Lead

Division: Enabling Services

Location: NSW/VIC

Date: Aug 2025

Employment type: Full time.
Fixed Term – 6 to 9 months

Reporting line/s:
Finance Director & a dotted line to Technology and Business Services Directo

Number of direct reports: 0

Leadership Band:
Leads Others

Purpose of the role:

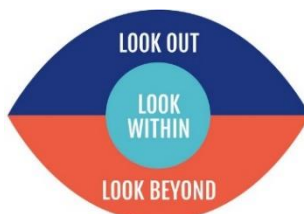
The Finance Transformation Lead will lead and direct the replacement of our main Finance System (the Infor SUN Systems General Ledger and associated modules including accounts payable, receivable, purchasing etc). This role will also be responsible for leading a broader finance transformation project across other systems, processes and people. The role will be responsible for working with key stakeholders and supporting teams to detail processes and system requirements; and ensure that the final system design of the new Finance system, processes and integration fit both the Finance Transformation and Technology Architectures.

This role will lead the Finance Transformation and will work in close collaboration with Finance teams; with the Technology & Business Services team and with many other parts of The Foundation as needed.

The Finance Transformation Lead will own the outcomes of:

1. Working with the chosen partner and internal teams to develop the detailed solution design for the Finance system, integrations, security and processes.
2. Work with Process & Change team to design and implement an implementation project and change plan, including critical success factors, priorities and timelines, governance structure and change management.
3. Manage all other elements of the finance transformation project.
4. Be accountable for regular progress reporting to project steering committee, and executive leadership.
5. Other tasks as requested by your manager.

Our Capabilities:



As a member of The Foundation Family you will:

1. Live by the values of The Foundation and support The Foundation's culture, performance, and brand.
2. Adhere to all The Foundation's policies and procedures.
3. Strengthen the health, safety, and well-being of all/look out for the well-being.
4. Lead, collaborate and contribute in all interactions.

Skills:

- Highly developed interpersonal skills with the ability to effectively influence stakeholders at all levels.
- Highly developed communication skills and ability to work effectively in cross-cultural environments.
- Strong conceptual and analytical skills and ability to develop new initiatives, identify critical issues, build capacity, and standardise processes.
- Strong understanding of accounting and finance concepts

Extensive Experience:

- Managing complex systems projects across multiple geographies including project management and change management.
- Experience in best practice in finance processes, systems and structures. Understanding of accounting concepts and systems.
- Guiding and advising organisations on good process design and implementing process change through strong collaboration, effective communication and leveraging positive relationships with stakeholders.
- Developing system requirements and solution design to enable system selection and/or build activities.
- Design of system integration and data architecture for complex systems
- Using data analytics tools to provide high quality performance insights and management reporting.
- Organisational change in the context of complex system and process change

Desirable Experience:

- Experience with non-profit and charity processes and workflows (project/program accounting; grant revenue recognition; global payments and processing, procurement and purchasing etc.)
- Implementation and configuration of complex ERP and Finance systems
- Desirable to have worked as a finance professional in large multi country organisations
- Experience with complex system integration and tools such as Boomi or Azure Logic Apps
- Lean / 6 Sigma experience or certifications

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| <ul style="list-style-type: none"> • Ability to demonstrate strong objectivity and independence to be able to respectfully challenge stakeholders in pursuit of excellence. • Exceptional problem-solving skills and ability to demonstrate resilience and initiative when faced with challenges. • Strong accounting, systems and data skills | <ul style="list-style-type: none"> • Experience with implementing systems into Microsoft environments, especially Azure, PowerBI, Dynamics 365 (Sales, Fundraising & Engagement, Finance etc) |
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Qualifications:

Computer Science, Finance-Based or similar degree or equivalent experience

Travel:

Possible domestic and international

The position involves:

This position is recognised as having “Contact with Children” either direct or indirect
This position does not involve “Working with Children” either direct or indirect.
This position does involve working with beneficiaries, donors and/or partners

Additional Responsibility:

Ensure that the work for which they are responsible is carried out in ways, which safeguard the health and safety of workers.