



Chief Financial Officer (CFO)

Darumbal Enterprises Pty Ltd
Rockhampton, Rockhampton & Environs
Executive Position
Full time

Salary – to be discussed with the successful applicant. However, the annual salary will be in the range of \$125,000 to \$145,000, with added benefits, depending on the applicant's experience.

This is a newly created position due to the growth of the Darumbal Group both in commercial contracting opportunities and Cultural Heritage related work since its native title determination in 2016, and a number of Indigenous Land Use Agreements (ILUA).

About the Role

Reporting to the Chief Executive Officer the CFO is accountable for all administrative, financial, and risk management operations. The CFO will develop and oversee financial strategy, the design and management of financial models for profitable products and services, and metrics tied to the Corporation's strategy. The ongoing development and monitoring of control systems, designed to grow the Corporation's assets, and report accurate financial results.

The CFO is a member of the Senior Management Team and a major goal of the incumbent is to foster growth and greater responsibility within Senior Management and the business in general relating to fiscal management, and accountability. In completing this task, it is expected that the CFO will collaborate closely with members of the Senior Management Team in order that they become aware of, and comply, with standard commercial financial practices.

About the Organisation

Darumbal People Aboriginal Corporation RNTBC (DPAC) is a non-profit organisation that acts on behalf of Darumbal people. The corporation promotes Darumbal culture, language, and customs. The Corporation advocates for traditional land management and are the traditional custodians of Darumbal country. DPAC primary function is as Trustee of the Native Title lands. There is a Charitable Trust which addresses issues relating to the social and economic disadvantages that are confronted by Darumbal people. There is also an administrative and operational arm – Darumbal Enterprises Pty Ltd.

Minimum Requirements of the Role

- Tertiary qualifications in accounting or business administration.
- 5 years working experience covering various aspects of accounting processes.

Skills, Knowledge, and Ability

- Preference will be given to candidates with a post graduate degree in finance, and who are either CA or CPA qualified.

- A demonstrated thorough knowledge of accounting principles and procedures, financial modelling, experience in creating financial statements tailored to specific requirements, and experience with general ledger and routine accounting processes.
- Demonstrated experience working as part of an executive team.
- A high level of written and oral communication skills.
- Experience working within a cross-cultural environment.
- Knowledge and understanding of Aboriginal and Torres Strait Islander cultures.
- Well-developed interpersonal skills with the ability to communicate effectively with people, particularly Aboriginal and Torres Strait Islander people.
- Ability to function in a multi-disciplinary team as well as the ability to function independently.
- Knowledge and understanding of quality improvement processes.
- Working knowledge of contemporary Human Resource Management practices, including Workplace Health and Safety, Equal Employment Opportunity, and Anti-Discrimination.

Practical Requirements.

- Current C Class Drivers Licence (QLD) – essential.
- Current Queensland Blue Card (Working with Children and young people) or willingness to apply on successful appointment.
- Current Queensland White Card (Construction industry) or willingness to apply on successful appointment.
- Satisfactory Police Check.

Selection Criteria

- Demonstrated knowledge and understanding of Aboriginal and Torres Strait Islander cultures, and an ability to communicate sensitively and effectively with people of this culture group.
- Demonstrate by using examples how you have been involved in high level Board interaction, organisational governance & risk management processes.
- Demonstrate ways that you introduced innovative techniques to improve profit, and generate additional revenue, while explaining previous achievements in terms of the growth of the organization as well as revenue generation and profits.
- Explain how your personal qualities and traits have assisted in the development and retention of both internal and external stakeholders aimed at promoting a Company's specific culture or values.
- Demonstrate your experience in financial process and systems development and/or improvement.
- Demonstrate your experience in negotiations with stakeholders to the benefit of your employer.
- Demonstrate your experience in commercial contract management.

To Apply

All applications are to comprise a current resume and a covering letter outlining responses to each of the above stated Minimum Requirements of the Role, Skills, Knowledge, and Ability, Practical Requirements AND Selection Criteria. Applications that do not address the above criteria will not be considered.

All applications and other related documents are to be submitted to Mr John Lamb at john@lambwrc.com.au by 5:00 p.m. (AEST) on 13th May 2024.