**Position Description - Draft**

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| **Position title:** | Finance Business Partner – WHO + Group | **Date:** | June 2025 |
| **Reports to:** | Senior Finance Business Partner – WHO + Group | **Department:** | Finance |
| **Number of reports:** | Direct: 0  Total (include indirect): 0 | **Location:** | National Support Office |
| **Delegated financial authority:** | none | **Budget ownership:** | No |
| **Level of influence:** | **Leading self**  Leading others  Leading leaders  Leading the Organisation | | |

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| **Our Organisation** |
| At Southern Cross Healthcare, our vision is to help people live their best lives by reimagining healthcare.  Across our nationwide network, we combine the skills of more than 4,000 people including nurses and anaesthetic technicians, working with specialists, surgeons, anaesthetists, and allied health practitioners.  As New Zealand’s largest private provider of healthcare, our strong “for purpose ethos” and through being recognised as one of New Zealand’s leading and most trusted brands, we are poised to amplify the delivery of healthcare services like no other. |

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| **Vision** | **Purpose** |
| Our vision is for what we aspire.  **To help people live their best lives by reimagining healthcare.** | Our purpose is why we exist.  **To advance the provision of quality healthcare in Aotearoa New Zealand.** |
| **Values and Behaviours** | |
| **Care First:**  We bring our whole heart to work, We treat everyone with equitable care and respect, We take pride in everything we do  **Better Together:** We actively seek out different perspectives and experiences, We build genuine connections, We lift each other up  **Pursue Excellence:** We embrace fresh thinking in the constant pursuit of excellence, We challenge ourselves to think differently, We turn ideas into action through consistent mahi. | |

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| **Role Purpose** |
| The Finance Business Partner for Wholly Owned Hospitals and Group reports to the Senior Finance Business Partner – WO + Group and is a key strategic advisor to hospital leadership teams, providing trusted financial insights and driving performance across hospital operations. The role ensures financial stewardship and decision support by delivering timely, accurate, and forward-looking analysis that supports clinical, operational, and commercial objectives. |

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| **Key Relationships** | |
| **Internal**   * Senior Finance Business Partner – WO + Consolidation * Financial Control team * General Manager – Business Partnering & Analysis * National Support Office resource team * Hospital managers and administration staff * ELT | **External**   * External auditors * Internal auditors * Funders * Banking partner |

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| **Key Accountabilities** |
| **Business Partnering**   * Partner with GMs/CEO’s and leadership teams to guide financial performance, including forecasting, budgeting and variance analysis * Act as a strategic finance advisor to hospital executives and operational managers. * Build financial literacy across the Group to drive financial accountability. * Preparation of month-end management pack and review to final reporting stage. * Preparation of board papers (when required) * Providing commercial advice and support. * Preparation of the annual operating budgets. * Analyse existing processes and recommend improvements as regards efficiencies and internal control compliance. * Identify opportunities for more efficient utilisation of resources, developing and implementing more effective procedures and practices. * Develop financial models and insights to support operational decisions, service improvement initiatives and capital investments to drive sustainable growth and performance. * Develop financial models and forecasts supporting strategic planning and service expansion. * Optimize budgets and capital expenditures across hospital departments to align financial resources with patient care priorities. * Monitor and evaluate investment in medical technologies, facilities, and workforce planning. * Collaborate with various long term and strategic projects as and when required. Eg. Support on pricing, transformation projects. * Attend leadership team meetings of hospital responsible for and help to educate and develop the SLT’s at hospitals with coaching and training to increase financial acumen.   **Performance Management**   * Define key hospital financial metrics, tracking revenue, cost efficiency, and patient service profitability. * Drive financial reporting accuracy and operational transparency for leadership decision-making.   **Value Creation**   * Identify financial opportunities to improve hospital profitability while maintaining high-quality healthcare standards. * Lead cost-efficiency initiatives to enhance operational effectiveness and service delivery. |
| **Health, Safety and Wellbeing**   * All employees are responsible for complying with health and safety policies and procedures. * You are responsible for your own health and safety while at work and ensuring that your actions or inactions do not put others at risk. * Identify, report and self-manage hazards where appropriate. * Ensure that you complete early and accurate reporting of incidents at work. * Participate and co-operate for shared health and safety responsibilities. * Actively participate where improvements to health and safety at SCHL can be made.   **Commitment to the principles of Te Tiriti o Waitangi**   * Demonstrate awareness and understanding of Te Tiriti o Waitangi obligations through manaakitanga (respect) and kawa whakaruruhau (cultural safety) as evidenced in interpersonal relationships.   **Commitment to Diversity, Equity and Inclusion (DEI)**   * Honour diversity by acknowledging and respecting others’ spiritual beliefs, cultural practices and lifestyle choices as evidenced in interpersonal relationships. * Seek opportunities to include diversity, equity and inclusion practices in everyday work.     **Commitment to Environment, Social and Governance (ESG)**   * Engage in sustainable practices whenever possible. Try to reduce the environmental impact of your work and take an active role to initiate change to meet Southern Cross' ESG (Environmental, Social and Governance) commitments. * Actively engage to improve your knowledge regarding sustainable practices whenever possible. |

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| **Role Requirements** | |
| **Experience and skills required:**   * Minimum of 7 years practical experience in a financial accounting or business partnering role in a medium to large sized business * Advanced EXCEL skills * Experience with a medium/large systems (i.e. Technology One, MS Dynamics, Oracles, SAP, JDE) * Demonstrated success partnering with operational leaders and improving financial outcomes * Strong commercial acumen and presentation skills   **Experience and skills desirable:**   * Network business (i.e. multiple business units/subsidiaries) | **Education and qualifications required:**   * Accounting degree or equivalent   **Education and qualifications desirable:**   * Professional accreditation (CAANZ or equivalent) |

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| **Personal Attributes** | |
| **Human Centred Leadership**   * Empathy * Adaptability * Connection   **Performance Coach**   * Accountability * Engagement * Collaboration | **Change Enabler**   * Execution * Energy * Contribution |