**Position Description - Draft**

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| **Position title:** | Financial Analyst | **Date:** | June 2025 |
| **Reports to:** | GM Business Partnering and Analysis | **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** |
| To provide strategic financial analysis and planning support by leading the development, maintenance, and enhancement of the organization’s 3-year financial plans and annual budget models. This role also plays a key part in pricing strategy and execution, delivering ad hoc financial analysis to support commercial decisions, and ensuring financial models are robust, accurate, and aligned with business objectives. |

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| **Key Relationships** | |
| **Internal**   * Senior Finance Business Partners * Financial Control team * General Manager – Business Partnering & Analysis * National Support Office resource team * Hospital managers and administration staff * ELT | **External**   * As and when required |

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| **Key Accountabilities** |
| **Budgeting and Forecasting and Financial Planning**   * Lead the development and continuous improvement of the 3-year financial planning model * Collaborate with business units to gather inputs, validate assumptions, and ensure alignment with strategic goals * Ownership of the annual budget financial planning model and coordination with stakeholders * Consolidate the SCHL budget from individual Wholly Owned, JV and Cost Centre budgets and ensure consistency with strategic plans * Conduct scenario analysis and sensitivity testing to assess financial risks and opportunities. * Provide variance analysis and insights to support performance management.   **Pricing Strategy and Analysis**   * Support the development and review of pricing models and strategies * Analyse pricing impacts on margins, profitability, and competitiveness. * Partner with the Head of Revenue Management to evaluate performance of net revenue and pricing (including detailed analysis on funder and procedure mixes   **Ad Hoc Financial Analysis**   * Deliver timely and insightful ad hoc analysis to support the business * Respond to executive and departmental requests with clear, data-driven insights. * Identify trends and provide recommendations based on financial and operational data.   **Financial Modelling and Reporting**   * Build and maintain complex financial models to support planning, pricing, and forecasting. * Prepare regular and ad hoc reports for executive leadership and board presentations. * Ensure accuracy, consistency, and transparency in all financial outputs.   **Continuous Improvement**   * Drive enhancements in financial planning tools, processes, and systems. * Stay current with industry best practices, pricing methodologies, and financial planning technologies. |
| **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 analysis or business partnering role in a medium to large sized business * Advanced EXCEL skills, especially maintaining budget models that include P&L, Balance Sheet and Cash Flow modelling * 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   **Experience and skills desirable:**   * Network business (i.e. multiple business units/subsidiaries) * Experience in financial leadership within healthcare industry | **Education and qualifications required:**   * Accounting degree or equivalent   **Education and qualifications desirable:**   * Professional accreditation (CPA, CA, CFA) preferred |

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