

**Manawa nui**  
We reach out and welcome in

**Manawa roa**  
We learn and achieve together

**Manawa ora**  
We strengthen and grow the whole person

## Regional Finance Director

### Kaupapa | Purpose

As part of the Finance leadership team, the Regional Finance Director will lead the regional finance team through transition and partner with regional leadership, providing superior strategic finance expertise to the region.

The Regional Finance Director will support regional and local leaders to make sound financial decisions and ensure national consistency of process and approach.

**Reports to:** Chief Financial Officer

**Team:** Finance

**Date:** January 2023

**Remuneration:** \$188,000 - \$235,000pa  
(Fixed Remuneration excluding KiwiSaver)

### Tō mātou tirohanga roa | Our vision

Whakairohia he toki, tāraia te anamata | Learning with purpose, creating our futures

### Tō Mātou Pūtake | Our purpose

Te Pūkenga provides excellent and quality education opportunities that support learners, employers and communities gain the skills, knowledge, and capabilities Aotearoa needs now and for the future. Learners and their whānau are at the centre of all we do.

### Ā mātou tino whāinga mātauranga | Our educational priorities

**We have five educational priorities. They support us to meet our legislative requirements, and will guide our work over the next few years:**

- A relentless focus on equity and ensuring participation – we honour and uphold Te Tiriti o Waitangi in all we do.
- Delivering customised learning approaches that meet the needs of learners and trainees wherever they are.
- Using our size and scale to strengthen the quality and range of education delivery throughout Aotearoa. Excellence in educational provision for all.
- Services that meet the specific regional needs of employers and communities.
- Transition educational services in a smooth and efficient manner.

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## Ngā mahi | Do

Work as part of the Te Pūkenga finance leadership team to contribute thought leadership and decision making, providing insight into regional issues and activity to inform national strategy and solutions.

Partner with regional leadership, providing expert insights, advice, support, and financial leadership. Enable regional delivery and develop effective forecasting and budgeting capability, including publication of forecasts and budgets.

Effectively manage financial uncertainty which will affect the achievement of organisational objectives.

Operationalise national finance strategy in the region, to support the achievement of organisation outcomes. Manage relationships with key stakeholders, providing insight and advice on fit with Te Pūkenga strategic intent and operations.

Provide full operational financial support to the region, including accruals and revenue, and consistency of accounting practice enabling leaders to make sound financial decisions and comply with financial policies and delegations.

Support commercial negotiations with specialist providers and partner with leaders to drive revenue and operations opportunities.

Provide values-based leadership to the regional finance team ensuring their wellbeing, productivity, performance, growth and development. Lead and manage the regional finance team to maintain appropriate oversight of financial activity to ensure compliance with the control environment and monitor compliance with frameworks policies and standards (FPS).

Collaborate with the wider finance team to produce accurate forecasts, budgets, testing and reporting that is used within the organisation day-to-day. Working cooperatively across finance with other directors, leads and managers ensuring consistency and alignment in approach and delivery.

Drive alignment of Te Pūkenga financial practices, processes and policies with those of other strategic partners. Provide leadership, training and coaching for the team and regional kaimahi on finance systems and reporting.

Lead the benchmarking of financial performance within region and across regions at campus level.

Support the strategic direction and objectives of regional leaders, and actively support and advise leaders on the effective management of profit and loss (P&L).

Manage cost containment / revenue growth and growth projections.

Maintain a high degree of proficiency in finance related disciplines such as budgeting, forecasting and financial reporting, leading the team to provide specialist management accountancy advice and support (regional and local).

Provide specialist financial advice and evaluation on regional and local business cases.

**Te Tiriti o Waitangi.** Through our developing understanding of our obligations and our connection with Te Tiriti as both individuals and as an organisation.

**Ākonga at the Centre.** Through prioritizing the experience, wellbeing, and success of our ākonga in our decision-making process.

**Equity.** Through recognition, empowerment, and inclusion we can give greater acknowledgement of the unmet needs of Māori, Pacifica and disabled ākonga and their whānau.

**Vocational Education and Training Excellence.** Through quality provision for all ākonga, meeting the regional needs of employers and communities.

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## Pūkenga | Have

Postgraduate level qualification in accounting or a related field or the equivalent body of knowledge gained through experience.

Membership of CAANZ or equivalent.

Significant experience in finance disciplines and teams at a senior leadership level.

Demonstrated experience in setting finance frameworks, policies, standards and leading this from design to implementation in a medium to large organisation.

Significant experience within the vocational education sector and understanding of RoVE.

Strong strategic capability and change management practice, excellent communication skills and proven ability in developing relationships across a business and the ability to influence at senior levels and a diverse range of stakeholders.

Experience in advocating and leading the inclusion and application of Te Tiriti o Waitangi practices in a workplace setting is required.

Experience in leading and advocating the use of te reo, tikanga and mātauranga Māori in the workplace.

Demonstrated practice in advocating, supporting and leading approaches that promote equity and prioritise the needs of priority groups.

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## Ngā Hononga Mahi | Working relationships

**Internal:** Regional and national leadership, finance leadership and teams, all kaimahi

**External:** Service providers, suppliers and contractors, external finance networks, government agencies

**Resource delegations and responsibilities**

**Financial:** TBC

**People:** ~20 – 30 (Direct and indirect)

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## Waiaro | Be

**Authentic and Inclusive:** Promote an environment of inclusion and authenticity, where all contributions are valued, and teammates feel safe to take risks and be vulnerable. Be courageous and pioneering in your intent to disrupt inequities for all, including Māori, Pacific and disabled peoples. Hold the conviction that meaningful partnerships with Māori/iwi will contribute to progress for all.

**Connected:** Integrate waiora-sustainable thinking into your everyday mahi, meeting the needs of the present, without compromising our ability to meet our needs for the future. Embrace Te Pae Māhutonga, and the interconnectedness of environmental, social, economic and cultural wellbeing.

**Collective:** Seek progress over perfection, moving forward with aroha, empathy and persistence in the pursuit of our collective goals. Maintain a focus on results and delivery to build a sustainable, world class, vocational education and training network. Lean into transformation, challenge the status quo and choose courage over comfort to create better results for Te Pūkenga, employers, ākonga and their whānau.

**Inner strength:** Navigate yourself, and lead others through change and uncharted territory with confidence, understanding how to create the conditions you and others need to thrive. Demonstrate humility, be reflective and self-aware, always seeking to grow personally and as a leader. Draw energy from our Te Pūkenga purpose and your own personal purpose to move forward in our collective mahi.

**Ako:** Hold lifelong learning as vital in connection, hauora, and continuous improvement both personally and professionally. No matter your role, recognise your mahi contributes to making a positive difference for our ākonga and their whānau, and their ability to create thriving communities. Recognise Te Tiriti o Waitangi as a powerful mechanism for taking positive action in Aotearoa, and a pathway to achieve equity for all.

**Mana tāngata:** Contribute to a connected, creative, compassionate workplace, where teams are committed to growth, learning and achieving our shared purpose. Create a safe environment for learning and development, in all you do, including Te Tiriti, equity, academic and professional excellence. Recognise kaimahi and whānau wellbeing are interconnected, when we support personal and professional growth we contribute to Te Oranga/participation in society.