



Position Description

Position Title:	Director Management Accounting	Classification Level:	9
Position Number:	9818	Reports to:	Chief Finance Officer, C11
Directorate:	Service & Invest	Supervises:	2 FTE
Branch/Section:	Financial Services	Location:	Perth Metropolitan Area

Our Values

Empathy

We listen and understand all perspectives and are fair, authentic and compassionate

Clarity

We are clear on our purpose and role, and how we develop, inspire and improve

Accountability

We act with integrity and courage, embracing our collective responsibility and honouring our commitments

Respect

We treat everyone with dignity, recognise contributions, foster collaboration and value diversity

Role Summary

As the Director Management Accounting you will lead and manage the activities of the Management Accounting function for the Department of Housing and Works (DHW) and the Housing Authority. You will provide high level strategic leadership and direction to the delivery of contemporary budget management, financial business partnering and financial management.

You will assume a pivotal role in providing leadership and creating a high performing team that exhibits a personal commitment to quality customer service, teamwork, equity, integrity and continuous learning. The ability to recognise opportunities to enhance service delivery and capitalise on these through the development and implementation of effective change is essential.

Responsibilities

- Provide high level strategic and technical advice to the Director General, Executive Leadership Group, the Chief Finance Officer and senior executives in relation to financial, budgeting and management accounting matters impacting the DHW and related entities.
- Provide advice concerning the financial implications of, and financial risks to, the current and projected services of DHW and related entities.
- Represent DHW's interests on boards, committees and working groups.
- Develop strategic options for the future financial management of DHW and related entities.
- Lead and direct the development, implementation, maintenance and review of:
 - Financial management, budget, management accounting and control policies, efficiencies, practices and systems.
 - Administrative policies and practices with a particular emphasis on the requirements identified in DHW's Strategic Plan.
 - Housing Authority, Government office accommodation proposals etc.



- Development and implementation of policies and standards and monitors trends in financial management and reports on their likely impact on Departmental activities.
- Establish strategic business partnerships with DHW's executive and managers to facilitate effective financial and budget management to support and achieve business requirements, including the achievement of efficiency measures.
- Provide timely high level consultancy and monitoring service to DHW's executive and staff on all financial management and budget matters.
- Liaise, consult and negotiate with external agencies and stakeholders to ensure effective integration of government policy and programs on financial management and business support services in the department and related entities.
- Lead and direct financial and management accounting reform, modelling and process re-engineering, to develop an appropriate framework for effective budget and financial management.
- Lead and direct the operations of the Budgeting, Business Partnering and Financial Management functions including managing the human, financial, technological, physical and contractual resources to achieve Divisional goals and objectives.
- Responsible for the maintenance of correct accounting records and documentation in accordance with the Financial Management Act 2006, Financial Administration Regulations, Treasurer's Instructions and DHW policies.
- Responsible for preparing and reviewing DHW's and the Housing Authorities Budget.
- Provide leadership and management services in the maintenance and support of corporate business systems across DHW.
- Monitor departmental salaries and other expenditure of all Divisions and assist senior management with their control.
- Demonstrate DHW's values in all interactions to contribute towards a values-led organisational culture.
- Demonstrate the expected leadership behaviours and mindsets in the context of Multiple Area Leader.
- Perform other duties as directed

Essential Requirements

- Demonstrated leadership to design and implement strategies that deliver organisational and government objectives that address current and future requirements.
- Demonstrated leadership ability in managing a multi-discipline team to deliver services and projects including to achieve organisational outcomes that respond in a positive and flexible manner to change and uncertainty, marshals professional expertise, and identifies and manages risks that may impede on outcomes.
- Demonstrated leadership ability and success to build and sustain relationships at senior levels in the public sector and in an organisation that fosters collaborative behaviour, and to manage leaders and teams to deliver high quality outcomes for customers that build a high performing and engaged workforce that recognises the benefits of diversity and continuous learning.
- Ability to communicate complex information in a clear and compelling manner to engage and influence internal and external stakeholders; negotiate persuasively while listening to, understanding, and adapting to a range of audiences.

Desirable Requirements

- current membership of CPA Australia as a CPA; or



- current membership of Chartered Accountants Australia and New Zealand as a Chartered Accountant; or
- current membership of the Institute of Public Accountants as a Member of the Institute of Public Accountants.

Leadership Context

We believe all our people are leaders. We consider leadership to be critical to the success of the Department and the public sector and, to support this, we have adopted **Leadership Expectations**. This role operates in the **Multiple Area Leader** context. It is essential that you demonstrate the expected behaviours in the context of the role (additional detail provided in separate attachment).

- **Lead collectively:** Seek and build key relationships, work together, and focus on the greater good.
- **Think through complexity:** Think critically, work with ambiguity and uncertainty, assess solutions and impacts, and take calculated risks.
- **Dynamically sense the environment:** Be in tune with the political, social, and environmental trends that impact the work; understand and recognise the needs of others and leverage relationships for desired outcomes.
- **Deliver on high leverage areas:** Identify priorities, pursue objectives with tenacity and display resilience in the face of challenges.
- **Build capability:** Proactively develop others; share learning to promote efficiency and effectiveness; and champion diversity and inclusion.
- **Embody the spirit of Public Service:** Display empathy, compassion, humility and integrity, and a genuine passion for the work; demonstrate a responsibility to Western Australians; and work in the interest of the public good.
- **Lead adaptively:** Continuously seek to understand personal strengths and areas for improvement, be adaptive to change and adjust leadership style in different contexts.

Pre-employment Requirements

Australian Permanent Residency is a minimum requirement for permanent appointment to the WA Public Sector. For a fixed term contract or casual appointments, applicants require a valid Work Visa for the duration of the entire term.

Appointment is subject to 100 point identification check and Criminal Records Screening clearance.

Certification

Verified by: K. Kent, A/Assistant Director Workforce Services, January 2026

Classification Evaluation Date: January 2026