



Director Financial Accounting

Position No:	00026652
Classification	Level 8
Division:	Business and Corporate Services
Directorate:	Financial and Commercial Services
Reports to:	Chief Finance Officer, 00015158, Level 9
Direct reports:	3
Leadership Context:	Leading Leaders

Position Overview

The Director of Financial Accounting plays a critical leadership role in ensuring that the Department and its supported agencies accurately account for financial transactions in compliance with relevant legislation and policy. The role provides strategic leadership to the financial accounting team to deliver best-practice financial reporting and robust internal controls. Additionally, the role oversees the preparation of high-quality annual financial statements in accordance with accounting standards and legislative requirements, while also ensuring the timely resolution of findings from the Office of the Auditor General and Internal Audit.

Responsibilities

- Provide strategic leadership, direction and oversight of the Financial Accounting team.
- Identify initiatives and drive business and process improvement, using innovation and best practice.
- Initiate, develop and advise the Division's strategic financial, performance and reporting objectives.
- Lead the design and implementation of robust financial reporting processes to ensure the accuracy, integrity and timeliness of monthly financial management reports, with a strong focus on validating transactional data and aligning with organisational standards and compliance requirements.
- Prepare financial information to facilitate the discharge of the department's statutory reporting obligations.
- Align operational goals with broader strategic priorities.
- Analyse emerging patterns, trends, and strategic drivers, including societal impacts and government agendas, to identify opportunities for continuous improvement in work practices, systems and service delivery.
- Provide strategic oversight of insurance risk surveys and returns to ensure comprehensive and appropriate insurance coverage across the Department's business activities and asset portfolio, aligning with organisational risk management frameworks and compliance

obligations.

- Maintain currency with contemporary best practice, emerging trends and thought leadership in financial services, management, and corporate service delivery to inform strategic decision making and drive continuous improvement across the department.
- Provide high level strategic advice to the Director General, Corporate Executive, senior management, and staff on contemporary financial accounting standards, taxation matters and financial service delivery, aligning with legislative requirements and best practice.
- Ensure organisational compliance with Government, public sector and agency policies and processes, while fostering a culture of accountability through targeted education, stakeholder engagement and awareness initiatives.
- Oversee the accurate accounting and strategic management of the Department's asset portfolio, ensuring compliance with relevant financial reporting standards and alignment with organisational objectives.
- Undertake other duties as required within the scope and capabilities of the position.
- Demonstrate professional and ethical workplace behaviours in alignment with the Department's Code of Conduct and Values. This includes ensuring work practices and behaviours foster an equitable, diverse, and inclusive work environment and support a safe and health workplace in accordance with Work Health and Safety legislation.

Essential Requirements

- Bachelor level qualifications in finance, accounting or related discipline and current membership of a professional accounting organisation within Australia.
- Extensive experience in leading and managing complex financial operations, with demonstrated success in driving strategic outcomes, optimising resource allocation and fostering high performing teams within a dynamic financial management environment.
- Substantial experience in statutory financial accounting and reporting obligations ensuring compliance with relevant legislation, accounting standards and audit requirements while delivering accurate and timely financial statements.
- Significant, in-depth, knowledge of current and emerging trends, innovation and regulatory developments in financial management with the ability to translate insights into strategic improvements and future focused financial practices.
- Demonstrated ability to build and sustain productive relationships with stakeholders that reflect broader community values, support collaboration and enhance organisational outcomes.
- Demonstrate the behaviours within the leadership context as outlined below.

Special Requirements

- This position does not have any special requirements.

Mandatory Pre Employment Requirements

- All positions within the Department require the occupant to have a Nationally Coordinated Criminal History Check (NCCHC) conducted with a satisfactory outcome.
- A pre-employment Conflict of Interest will be completed and assessed prior to appointment.

- A pre-employment Declaration of Outside Interest is to be completed and assessed prior to appointment.

Workplace Behaviours and Expectations

The Department's [Code of Conduct](#) sets out the professional behaviours that we expect of our employees and consistent with our departmental values.

The [Public Sector Commission's Leadership Expectations](#) provide a clear understanding of expected leadership behaviours and associated mindsets for all public sector employees. The expected behaviours (see below) should be demonstrated in the context of [Leading Leaders](#) for this position.

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 interests 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

Further information can be obtained from looking at the [behaviour descriptors](#).

Our Vision and Values

To respect the past, to create opportunities today and to plan for the future.

Our values shape our attitude and actions, guiding us both personally and professionally.

Respect	We respect that our work is personal to our stakeholders and that every piece of land and site has a story.
Collaboration	We engage and collaborate to build prosperous places and connected communities.
Integrity	Our ethics and integrity guide our actions with every piece of land, site and opportunity to enable us to deliver great outcomes for Western Australia.
Innovation	We enable innovation, implementing innovative approaches to the way we work to create value for our stakeholders.
Professionalism	Our professionalism empowers us to use our specialised knowledge and skills to deliver our work to the highest standards.
Accountability	We work in the interest of the public and take responsibility for our actions and decisions.

Acknowledgement of Country

The Department of Planning, Lands and Heritage acknowledges the Aboriginal people as the traditional custodians of Western Australia. We pay our respects to the Ancestors and Elders, both past and present, and the ongoing connection between people, land, waters and community. We acknowledge those who continue to share knowledge, their traditions and culture to support our journey for reconciliation. In particular, we recognise land and cultural heritage as places that hold great significance for Aboriginal people.

Registration Date	01 April 2026	Registering Officer	Susan Berkin <i>Susan Berkin</i>
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