

Role Description

Director Finance, Planning and Performance



Cluster	Premier's Department
Agency	NSW Reconstruction Authority
Division/Branch/Unit	Finance & Strategy Enablement Group
Role number	51022184
Classification/Grade/Band	Band 1
ANZSCO Code	132211
PCAT Code	3223237
Date of Approval	February 2026
Agency Website	www.dpie.nsw.gov.au/nsw-reconstruction-authority

Agency overview

The NSW Reconstruction Authority (the Authority) is an executive agency of the Premier's Department. The Authority will improve how NSW plans for disasters and help communities to recover from them faster.

To reduce the severity and impacts of disasters, the Authority will complete critical planning and preparation with communities, businesses, and government. When disaster does strike, we will get recovery started swiftly and coordinate reconstruction efforts across agencies, communities, and other stakeholders.

Primary purpose of the role

The Director Finance, Planning and Performance drives strategic and integrated finance, risk, procurement, commercial and performance services to enable service delivery by the operating arms of the Authority and provides expert evidence-based advice to leadership. This includes budgeting and forecasting, financial planning and analysis, statutory financial reporting, strategic business planning and reporting processes, and commercial advice and management (e.g. fleet and facilities) to ensure financial and non-financial performance, management of risk and compliance with public sector policy and legislation. The role provides corporate oversight of the Authority's procurement program and interface with NSW Procurement. The role also is a key interface into NSW Treasury and partner agencies.

Key accountabilities

- Lead, oversee and assess financial planning, budgeting, forecasting, financial transaction processing, accounting, and reporting processes to ensure high quality best practice delivery in line with organisational policies, frameworks, and guidelines.
- Provide accurate and timely financial and non-financial reporting to the Executive, the Chief Executive and the Minister to provide transparency on the allocation and expenditure of funds under the management of the Authority, including supporting public reporting and Parliamentary oversight.
- Guide and manage all aspects of contract management and commercial management, including facilities and fleet management by developing and applying corporate procurement requirements including tender

evaluation, panel arrangements, contract formation and dispute resolution whilst encouraging innovative practices and supporting compliance with NSW Government requirements.

- Provide timely, professional expert advice to key stakeholders covering all aspects of strategy and planning, financial control and accounting, risk management and commercial and procurement whilst supporting innovative practices and delivery of strategic objectives.
- Lead the development of strategic and business plans across the Authority, ensuring strategic goals, targets and indicators are linked to budget and expenditure for the purpose of outcomes reporting.
- Lead the development of enterprise risk management frameworks and the identification and assessment of strategic and enterprise-wide risks and related controls improvements.
- Provide leadership and model collaborative behaviour as part of the Authority's broader leadership team, ensuring strategic and operational coordination with subject matter experts, regional staff, legal advisors, program managers and communications and engagement across the Authority to provide integrated and efficient products, services and advice.
- Exercise any other leadership and delivery responsibilities as required to ensure the Authority meets its strategic objectives and the communities of NSW are supported in preparing for, adapting to and mitigating disaster risks and in recovering and rebuilding after disaster.

Key challenges

- Creating understanding and engagement in the value of effective financial, accounting, commercial and procurement management and ensuring adherence to policies and processes despite the need for agility in time-pressured and demanding operating environments.
- Maximising RA outcomes with NSW Treasury and partner agencies ensuring value for money and robust governance across external engagements (including facilities, fleet and advisory support to program leads).
- Balance competing operational and strategic priorities across a complex stakeholder environment, anticipating and mitigating risks to ensure delivery against long-term objectives.

Key relationships

Who	Why
Internal	
Leadership Team and Senior Executives	• Provide expert advice and influence decision making, create buy-in, share accountability and resolve conflicts • Participate in the formulation of division strategies and solutions, and information sharing
Executive Director	• Provide expert advice, counsel and recommendations, to influence organisational decisions and initiatives • Report on progress towards division objectives and discuss future directions, seek and take direction and discuss future initiatives
Direct reports	• Inspire and motivate, provide leadership, direction and support • Set overall performance expectations and oversight of the implementation of effective performance management frameworks and processes
Branch staff	• Provide leadership to ensure seamless, planning and delivery of programs and projects to ensure they are high quality and fit for purpose • Establish and foster effective working relationships and open channels of communication across the Authority • Consult and liaise as appropriate to ensure collaborative and integrated solutions concerning the Authority

Who	Why
External	
Treasury, Premier's Department, the Cabinet Office, Audit Office, Audit and Risk Committee	Foster and maintain collaborative working relationships and promote information sharing.
Government agencies	- Establish professional networks and relationships to maintain currency, share ideas and learnings, and collaborate on common responses to emerging and/or developing issues - Leverage continuous improvements in planning approaches, tools or processes

Role dimensions

Decision making

The role has considerable autonomy and influences decisions in relation to strategic financial planning and performance, financial control and accounting and procurement and contract management.

The Director is required to make decisions regarding staffing allocation and effective management of the budget including exercising financial delegations, monitoring, and reporting on budget performance.

Reporting line

Executive Director Finance and Strategy (Chief Financial Officer)

Direct reports

4-6 direct reports

Budget/Expenditure

- Financial Delegation: As per agency financial delegations
- Administrative Delegation: As per delegations' manual.

Knowledge and experience

- Demonstrated leadership experience in the delivery of financial and commercial services, including planning, budgeting, commercial management, accounting and statutory reporting for a large and complex organisation.
- Knowledge of government and NSW Treasury decision-making and governance processes as well as financial risk and compliance management within a senior management environment.
- Capacity to lead staff, excellent communication skills and ability to deliver outcomes while working in a dynamic environment.

Essential requirements

- Tertiary qualifications in Finance, Accounting or demonstrated equivalent industry/professional experience and membership of Australian Professional Accounting Association with demonstrated commitment to ongoing professional development.

Capabilities for the role

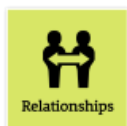
The [NSW public sector capability framework](#) describes the capabilities (knowledge, skills and abilities) needed to perform a role. There are four main groups of capabilities: personal attributes, relationships, results and business enablers, with a fifth people management group of capabilities for roles with managerial responsibilities. These groups, combined with capabilities drawn from occupation-specific capability sets where relevant, work together to provide an understanding of the capabilities needed for the role.

The capabilities are separated into **focus capabilities** and **complementary capabilities**.

Focus capabilities

Focus capabilities are the capabilities considered the most important for effective performance of the role. These capabilities will be assessed at recruitment. The focus capabilities for this role are shown below with a brief explanation of what each capability covers and the indicators describing the types of behaviours expected at each level.

Capability group/sets	Capability name	Behavioural indicators	Level
	Act with Integrity Be ethical and professional, and uphold and promote the public sector values	• Champion and model the highest standards of ethical and professional behaviour • Drive a culture of integrity and professionalism within the organisation, and in dealings across government and with other jurisdictions and external organisations • Set, communicate and evaluate ethical practices, standards and systems and reinforce their use • Create and promote a culture in which staff feel able to report apparent breaches of legislation, policies and guidelines and act promptly and visibly in response to such reports • Act promptly and visibly to prevent and respond to unethical behaviour	Highly Advanced
	Communicate Effectively Communicate clearly, actively listen to others, and respond with understanding and respect	• Present with credibility, engage diverse audiences and test levels of understanding • Translate technical and complex information clearly and concisely for diverse audiences • Create opportunities for others to contribute to discussion and debate • Contribute to and promote information sharing across the organisation • Manage complex communications that involve understanding and responding to multiple and divergent viewpoints • Explore creative ways to engage diverse audiences and communicate information • Adjust style and approach to optimise outcomes • Write fluently and persuasively in plain English and in a range of styles and formats	Advanced

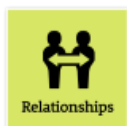


Work Collaboratively

Collaborate with others and value their contribution

- Recognise outcomes achieved through effective collaboration between teams
- Build cooperation and overcome barriers to information sharing, communication and collaboration across the organisation and across government
- Facilitate opportunities to engage and collaborate with stakeholders to develop joint solutions
- Network extensively across government and organisations to increase collaboration
- Encourage others to use appropriate collaboration approaches and tools, including digital technologies

Advanced



Influence and Negotiate

Gain consensus and commitment from others, and resolve issues and conflicts

- Influence others with a fair and considered approach and present persuasive counter-arguments
- Work towards mutually beneficial 'win-win' outcomes
- Show sensitivity and understanding in resolving acute and complex conflicts and differences
- Identify key stakeholders and gain their support in advance
- Establish a clear negotiation position based on research, a firm grasp of key issues, likely arguments, points of difference and areas for compromise
- Anticipate and minimise conflict within the organisation and with external stakeholders

Advanced



Plan and Prioritise

Plan to achieve priority outcomes and respond flexibly to changing circumstances

- Understand the links between the business unit, organisation and the whole-of-government agenda
- Ensure business plan goals are clear and appropriate and include contingency provisions
- Monitor the progress of initiatives and make necessary adjustments
- Anticipate and assess the impact of changes, including government policy and economic conditions, on business plans and initiatives and respond appropriately
- Consider the implications of a wide range of complex issues and shift business priorities when necessary
- Undertake planning to help the organisation transition through change initiatives, and evaluate progress and outcomes to inform future planning

Advanced

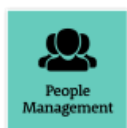


Project Management

Understand and apply effective planning, coordination and control methods

- Understand all components of the project management process, including the need to consider change management to realise business benefits
- Prepare clear project proposals and accurate estimates of required costs and resources
- Establish performance outcomes and measures for key project goals, and define monitoring, reporting and communication requirements
- Identify and evaluate risks associated with the project and develop mitigation strategies
- Identify and consult stakeholders to inform the project strategy
- Communicate the project's objectives and its expected benefits
- Monitor the completion of project milestones against goals and take necessary action
- Evaluate progress and identify improvements to inform future projects

Adept

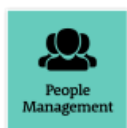


Inspire Direction and Purpose

Communicate goals, priorities and vision, and recognise achievements

- Promote a sense of purpose and enable others to understand the links between government policy, organisational goals and public value
- Build a shared sense of direction, clarify priorities and goals, and inspire others to achieve these
- Work with others to translate strategic direction into operational goals and build a shared understanding of the link between these and core business outcomes
- Create opportunities for recognising and celebrating high performance at the individual and team level
- Instil confidence, and cultivate an attitude of openness and curiosity in tackling future challenges

Advanced



Manage Reform and Change

Support, promote and champion change, and assist others to engage with change

- Support teams in developing new ways of working and generating innovative ideas to approach challenges
- Actively promote change processes to staff and participate in communicating change initiatives across the organisation
- Provide guidance, coaching and direction to others who are managing uncertainty and change
- Engage staff in change processes and provide clear guidance, coaching and support
- Identify cultural barriers to change and implement strategies to address these

Adept

Complementary capabilities

Complementary capabilities are also identified from the Capability Framework and relevant occupation-specific capability sets. They are important to identifying performance required for the role and development opportunities.

Note: capabilities listed as 'not essential' for this role are not relevant for recruitment purposes however may be relevant for future career development.

Capability group/sets	Capability name	Description	Level
	Display Resilience and Courage	Be open and honest, prepared to express your views, and willing to accept and commit to change	Advanced
	Manage Self	Show drive and motivation, an ability to self-reflect and a commitment to learning	Adept
	Value Diversity and Inclusion	Demonstrate inclusive behaviour and show respect for diverse backgrounds, experiences and perspectives	Adept
	Commit to Customer Service	Provide customer-focused services in line with public sector and organisational objectives	Adept
	Deliver Results	Achieve results through the efficient use of resources and a commitment to quality outcomes	Advanced
	Think and Solve Problems	Think, analyse and consider the broader context to develop practical solutions	Advanced
	Demonstrate Accountability	Be proactive and responsible for own actions, and adhere to legislation, policy and guidelines	Advanced
	Finance	Understand and apply financial processes to achieve value for money and minimise financial risk	Highly Advanced
	Technology	Understand and use available technologies to maximise efficiencies and effectiveness	Advanced
	Procurement and Contract Management	Understand and apply procurement processes to ensure effective purchasing and contract performance	Highly Advanced
	Manage and Develop People	Engage and motivate staff, and develop capability and potential in others	Adept
	Optimise Business Outcomes	Manage people and resources effectively to achieve public value	Advanced