



Position details

General management – CSOF7

THE FOLLOWING INFORMATION IS FOR APPLICANTS	
Advertised job title	Executive Finance Manager – Business Partnering
Job reference	100827
Tenure and work schedule	Indefinite Full-time
Salary range	Attractive remuneration package on offer
Location(s) and office arrangements	Boonwurrung land (Melbourne - Clayton), Wajuk land (Perth - Kensington), Yuggera land (Brisbane - Pullenvale, Dutton Park, St Lucia) or Eora land (Sydney - Marsfield).
Relocation assistance	Will be provided to the successful candidate if required
Applications are open to	Australian Citizens
Position reports to the	Chief Financial Officer
Client focus – internal	85%
Client focus – external	15%
Number of direct reports	11
Enquire about this job	Contact Stewart Walters at stewart.walters@csiro.au or careers.online@csiro.au
Support and workplace adjustments	We offer a range of reasonable supports and workplace adjustments. Please let us know via email Sarah.lyons@csiro.au if we can help you to equitably participate in our recruitment process or the role itself.
How to apply	Apply online at https://jobs.csiro.au/ Internal applicants please apply via Jobs Central If you experience difficulties when applying, please email careers.online@csiro.au

Acknowledgement of Country

CSIRO acknowledges the Traditional Owners of the land, sea and waters, of the areas that we live and work on across Australia. We acknowledge their continuing connection to their culture and pay our respects to their Elders past and present. View our [vision towards reconciliation](#).

About CSIRO

As Australia's national science agency, CSIRO is solving the greatest challenges through innovative science and technology. Many of our iconic innovations were once considered impossible until someone, just like you, joined us and took on the challenge.

As one of the world's largest multidisciplinary mission-driven research organisations, we are focused on the issues that matter the most: for our quality of life, for the economy and for our environment. We believe diverse teams are more effective and deliver more innovative outcomes. When we all focus on the big things that really matter, and work in partnership with our communities and [Indigenous Australia](#), Australian science and technology can solve seemingly impossible problems and create new value for all Australians. Visit [CSIRO.au](#) for more information.

Role overview

The role of General Management staff in CSIRO is to contribute to the effective delivery of CSIRO strategy as set out in the Corporate Plan and in effective and efficient operations by providing high-level advice to senior managers, usually members of the Executive or Business Unit leaders.

CSIRO Finance's objective is to be a strategic finance partner to CSIRO business unit leadership, providing reliable, accurate, timely, customer-focused information and relevant value-adding, strategic insight and constructive systemic change to support and enable CSIRO's financial sustainability through the effective use of resources.

This role requires a senior finance professional with strong experience in leading strategic financial outcomes and delivering financial services.

This senior role facilitates the strategic development of organisational capability, responsible for initiating and implementing organisational change and representing the Business Unit's or organisational interests in external forums.

As the Executive Finance Manager – Business Partnering, you will be a people-centred leader who fosters a culture of openness, trust, and respectful communication. You'll maintain a visible, approachable presence and lead with an open-door mindset, engaging meaningfully across teams. You build trust through consistent accuracy, transparency, and by valuing the expertise of your Finance team.

You approach stakeholder engagement with sound judgement and diplomacy, collaborating to achieve balanced outcomes will be key. Your leadership style is resilient and agile, promoting adaptability and innovation, especially during periods of change. You'll actively seek diverse input to guide decisions whilst remaining a steady, visible leader in uncertain times, supporting your team and advocating for Finance across the organisation.

Duties and key result areas

- Drive Strategic Financial Leadership by providing forward-looking financial insight that supports the organisation's long-term goals. Ensure financial strategies are aligned with business objectives and proactively influence decision-making through sound commercial and strategic judgement.
- Communicate Financial Insights with Impact, able to translate complex financial information into clear, actionable insights for diverse stakeholders. Effectively articulate the financial implications of proposed decisions and tailor messaging to suit different audiences across the organisation.
- Deliver Accurate Analysis and Business Intelligence applying analytical curiosity to interpret complex data sets, uncover trends, and identify opportunities. Producing timely, accurate, and reliable outputs that support evidence-based business decisions and build trust in financial leadership.
- Provide High-Level Financial and Governance Advice, delivering strategic and operational advice across all aspects of finance including planning, performance, compliance, and risk. Ensure finance governance is streamlined, transparent, and enables both compliance and agility.
- Lead Finance Capability and Team Performance Build by developing, coaching, and mentoring staff. Foster a culture of collaboration, accountability, and continuous improvement that aligns team capability with organisational needs.
- Foster Stakeholder Engagement and Cross-Business Collaboration, establishing and maintain trusted relationships with senior internal and external stakeholders. Actively promote cross-organisational collaboration, ensuring finance is positioned as a strategic business partner.
- Model Visible, People-Centred Leadership Champion an open, inclusive, and respectful culture. Be a visible and approachable leader who supports staff, leads with integrity, and engages consistently across all levels of the organisation.
- Promote Agility, Resilience, and Innovation Encourage a mindset of adaptability and continuous improvement. Model behaviours that support innovation, manage uncertainty with confidence, and empower teams to respond to change.
- Build a Culture of Trust and Transparency Uphold transparency in communication, maintain trust through regular information sharing, and cultivate respectful, collegial relationships. Recognise the contributions of finance professionals at all levels.
- Other Duties as Required Perform additional responsibilities as directed, aligned with the scope and intent of the role.

Selection criteria

Essential

Under CSIRO policy only those who meet all essential criteria can be appointed.

1. A degree in finance, business, or a related field (or equivalent experience), in conjunction with demonstrated achievement in advisory and managerial roles in finance and business management.
2. Demonstrated experience of 10+ years in a complex large organisation in a finance, business support and advisory capacity.
3. Demonstrated experience in developing effective relationships and interacting with senior stakeholders including executive and unit leadership teams.
4. Deep proven understanding and effective practical application of financial management including budgeting, financial planning and analysis.
5. Strong proficiency in spreadsheet modelling and financial analysis tools, with the ability to distil complex data into clear business insights.
6. A demonstrated commitment to health, safety, and wellbeing of staff, willing to challenge the status quo in pursuit of Zero Harm.
7. Proven ability to foster effective relationships, using complex influencing strategies to ensure alignment between client or stakeholder needs and CSIRO's objectives.
8. Demonstrated history of anticipating and successfully managing complex problems in ambiguous situations.
9. A significant record of innovation and creativity plus the ability & willingness to incorporate and/or promote the inclusion of novel ideas and approaches into projects of all sizes and scale.

Desirable

1. Australian Government security clearance of Negative Vetting 1 Level.
2. Membership of a recognised accounting body such as CPA or CAANZ.

Not sure if you meet all the criteria?

While it is CSIRO policy that the successful candidate must meet all the essential criteria, there are many ways to demonstrate this. Don't let the list discourage you. If you are unsure about applying, please reach out to the contact on page 1 of this document so we can discuss the role further.

Required competencies

- **Teamwork and collaboration:** Creates and fosters an environment in which there is a high level of cooperation within and between teams. Facilitates positive team relationships to build organisational interaction across CSIRO.
- **Influence and communication:** Uses complex influencing strategies, for example, assembling strategic coalitions, building behind the scenes support and the tactical use of information to gain support.
- **Resource management/leadership:** Provides leadership that fosters an environment that encourages new ideas and provides support for the development of emerging skills. Creates

trust by displaying consistency and understanding through integrity and patience. Plans, seeks, allocates and monitors resources to achieve outcomes.

- **Judgement and problem solving:** Anticipates and manages problems in ambiguous situations. Develops and selects an appropriate course of action and provides for contingencies. Evaluates, interprets and integrates complex bodies of information and draws logical conclusions, synthesises proposals and defends options with reasoned arguments.
- **Independence:** Commits significant resources in the face of uncertainty and takes calculated risks to improve performance and achieve challenging goals. Uses personal energy to drive change strategies. Formulates and implements contingency plans to minimise the impact of potential risks. Accepts personal responsibility for the outcomes of decisions/risks taken.
- **Adaptability:** Is flexible in response to external change or when faced with external constraints. Identifies and promotes the opportunities arising as a result of change.

Setting you up for success

We understand that not everyone works in the same way and sometimes people may require reasonable support and adjustments to perform at their best. Whether related to the recruitment process and or the role itself, this may include options such as providing different methods of communication, flexible hours or physical adjustments to work methods. If you feel comfortable, we encourage you to share any support and adjustments you may need to carry out the inherent requirements of the role. Please let us know via email at Sarah.lyons@csiro.au if we can help you to equitably participate in our recruitment process or the role itself.

Life at CSIRO and flexible working arrangements

We [work flexibly at CSIRO](#), offering a range of options for how, when and where you work. We can discuss flexible work arrangements with you during the recruitment process. CSIRO also offers a range of leave entitlements, [benefits](#) and [career development](#) opportunities. To learn more, visit [Careers at CSIRO](#).

We celebrate the uniqueness of our workforce and are committed to creating [diverse and inclusive teams](#) where everyone feels they belong. CSIRO is an equal employment opportunity organisation dedicated to recruiting people based on merit and reflecting the diversity of the community we serve. We recognise true diversity encompasses all ages, nationalities, abilities, cultures, genders, sexualities, faiths, levels of education, diversity of thought and many more aspects of identity. By empowering diverse teams, our community is reflected in the solutions we create.

CSIRO values

CSIRO is a values-based organisation committed to values-based leadership.

Value	Descriptor	Behaviour
People first	Our priority is the safety and wellbeing of our people. We believe in, and respect, the power of diverse perspectives. We seek out and learn from our differences.	<ul style="list-style-type: none">• Respectful• Caring• Inclusive
Further together	We achieve more together than we ever could alone. We listen and collaborate, in teams, across disciplines, across boundaries. We embrace ambiguity and use discussion and persistence to generate unique solutions to complex problems.	<ul style="list-style-type: none">• Accountable• Authentic• Courageous
Making it real	We do science with real impact. We thrive when taking on the big challenges facing the world. We take educated risks and defy convention. We celebrate successes and failures and leverage them to learn as we strive to be the force for positive change.	<ul style="list-style-type: none">• Partnering• Cooperative• Humble
Trusted	We're driven by purpose but remain objective. We fight misinformation with facts. We earn trust everywhere through everything we do. We trust each other and we hold each other accountable. Together our actions drive Australia's trust in CSIRO.	<ul style="list-style-type: none">• Curious• Adaptive• Entrepreneurial

Child safety

CSIRO is committed to the safety and wellbeing of all children and young people involved in our activities and programs. View our [Child Safe Policy](#).

Special requirements

Appointment to this role is subject to provision of a pre-employment background check and may be subject to other security/medical/character clearance requirements.

- The successful candidate will undertake a pre-employment background check. Please note that individuals with criminal records are not automatically deemed ineligible. Each application will be considered on its merits.

- The successful candidate will be required to obtain and maintain a security clearance at the Negative Vetting 1 Level