

POSITION DESCRIPTION



Position	Head of Financial Performance
Level/Classification	Senior Contract
Reports to	Chief Financial Officer
Unit	Financial Performance
Directorate	Finance Office
Positions Supervised	4 Direct Reports

Position Purpose

Working closely with the Chief Financial Officer, the Head of Financial Performance is a senior leader within the Finance Office, responsible for shaping and enabling the University's financial strategy and performance agenda. The role provides trusted advice and strategic insight to the Vice Chancellor, Senior Leadership Team, and other key stakeholders, ensuring financial planning, modelling, and reporting frameworks are aligned with the University's strategic priorities.

This position identifies and supports initiatives to continuously improve stakeholder experience by simplifying financial processes, streamlining authorisation pathways, and ensuring financial systems are intuitive, responsive, and used to their full potential. Through respectful collaboration, transparent communication, and responsible stewardship of resources, the Head of Financial Performance supports inclusive, and well-informed decision-making across the University.

About Murdoch University

Murdoch University is a young and dynamic university with a foundational commitment to the environment, social justice and inclusion, and making education accessible to more people.

Founded as Western Australia's second university in 1974, today, Murdoch has more than 21,000 students and 1,700 staff across campuses in Perth, Singapore and Dubai. With more than 90,000 Alumni, Murdoch graduates can be found all over the world, making a positive difference.

Our Strategy – Ngala Kwop Bidji. Building a brighter future, together – guides the University's direction and reaffirms our shared purpose to change lives and society for the better through accessible education and research.

The Strategy is focused on three key themes:

- Sustainability: Be a leading university in education, teaching and translational research in sustainability.

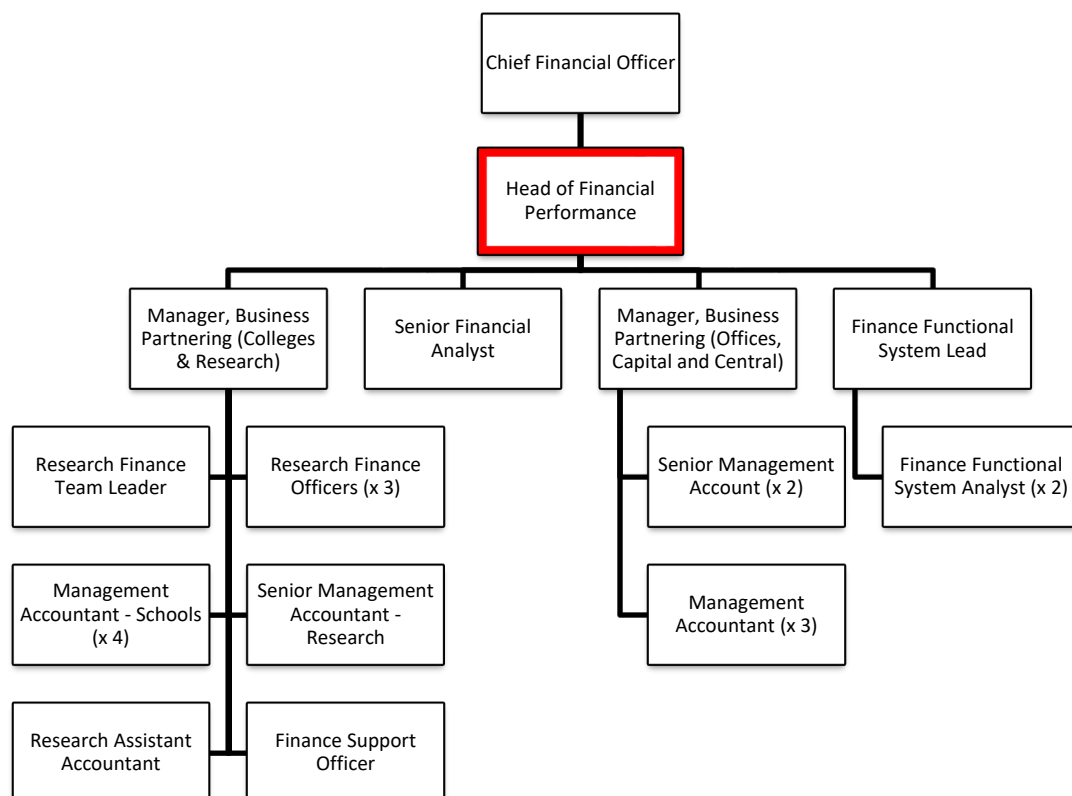
- Equity, Diversity, and Inclusion: Build a welcoming, diverse and inclusive community.
- First Nations: Become the University of first choice for First Nations peoples.

Murdoch is also committed to building engagement with our local community, State, nation, and global society with a track-record in creating strong partnerships with business, government and industry.

About the Work Area

The Finance Office is a strategic partner to the University, committed to delivering high-quality financial services that support Murdoch's strategic plan. The Office is dedicated to fostering a collaborative, stakeholder-focused environment that empowers academic and operational leaders in the delivery of their strategic agendas.

Reporting Relationships



Key Responsibilities/Duties

Strategic Financial Leadership

1. In collaboration with the CFO and Finance Leadership Team, set and enable the Finance Office strategic direction, ensuring alignment with University strategy including its values and principles.

2. Shape and guide the University's financial strategy and long-term forecasts in collaboration with the CFO, Vice Chancellor, and Senior Leadership Team (SLT) - providing trusted advice, clear communication, and insight to support strategic decision-making.
3. Lead the development and oversight of financial performance frameworks, policies, and procedures, including KPIs, dashboards, and benchmarking tools.

Planning, Modelling & Reporting

4. Lead agile financial planning cycles—including budgeting, forecasting, and long-term modelling—ensuring responsiveness to strategic shifts and operational priorities.
5. Develop and enhance strategic financial modelling capabilities by leveraging the University's budgeting and forecasting platform, Workday Adaptive Planning, to support scenario analysis, investment evaluation, and performance monitoring across the University.
6. Deliver timely, accurate, and insight-rich financial reports for executive and government audiences, translating complex data into clear, compelling presentations and decision-ready management packs.

Business Partnering & Collaboration

7. Lead a proactive, stakeholder-focused business partnering and management reporting team that delivers timely, data-driven insights and clear narratives to senior stakeholders, including governance and executive reporting packs.
8. Provide trusted financial advice to academic and operational leaders, supporting strategic initiatives, investment prioritisation, and commercial opportunity assessment through transparent and well-communicated analysis.
9. Cultivate strong, collaborative relationships across the University, fostering an engaged finance culture built on trust, responsiveness, and shared accountability for performance.

Transformation & Project Leadership

10. Lead financial transformation initiatives, including system upgrades, process automation, and digital reporting.
11. Lead or support strategic finance projects and internal reviews to enhance service delivery, operational efficiency, and continuous improvement.

Treasury, Risk & Compliance

12. Manage treasury, investment, and capital planning activities, providing strategic insight and recommendations to the CFO.
13. Oversee cash flow reporting and liquidity management, including monitoring debt covenants, interest charges, and financial obligations to ensure financial resilience.
14. Ensure compliance with financial performance frameworks, policies, and reporting obligations across the University and its subsidiaries, supporting transparency and accountability.

Team Leadership

15. Lead and support a capable and committed finance team, fostering a culture of service excellence, accountability, and collaboration.
16. Set clear expectations, provide regular feedback, and ensure the delivery of high-quality financial services and strategic advice across the University.
17. Mentor and coach team members to build capability, support career development, and enhance professional growth.
18. Promote continuous learning and innovation, ensuring the team remains adaptive and responsive to emerging challenges and opportunities.

19. Champion a stakeholder-focused mindset, ensuring consistent, timely, and solutions-oriented support across all areas of financial service delivery.

Other

20. Undertake other duties as required by the CFO or University leadership.

Selection Criteria

Essential

1. Tertiary qualification in finance, accounting, or a related discipline, with significant experience in senior financial leadership.
2. Full professional membership of a recognised Australian or international professional accounting body.
3. Demonstrated success in developing capable, collaborative, and highly regarded strategic finance teams.
4. Proven ability to deliver financial planning, performance, and reporting in complex, multi-stakeholder, and deadline-driven environments.
5. Strong experience in financial modelling, budgeting, and forecasting, with a track record of delivering actionable insights to all stakeholders including senior leadership.
6. Demonstrated ability to lead transformation initiatives—such as system upgrades, process automation, and digital reporting—while fostering a culture of continuous improvement through practical, collaborative problem-solving.

Highly Regarded

7. Experience in treasury, investment, and capital planning, with the ability to provide insight and recommendations under strategic oversight.
8. Proven track record in governance, compliance, and risk management, particularly within public sector or higher education contexts.

Work Requirements

1. The occupant of this position will be required to undertake a criminal record check in accordance with the University's Employee Background Checks Procedure.
2. Ability to work outside of normal office hours, including occasional weekend work, when required, such as to meet deliverable deadlines.
3. Australian residency or possession of a valid visa with work entitlement in Australia.

General Obligations

While at work, an employee must:

- take reasonable care for their own health and safety and ensure that their acts or omissions do not adversely affect the health and safety of other persons;
- report incidents, injuries and hazards;
- comply with any reasonable instruction that is given by Murdoch University; and
- comply with Murdoch University policies and procedures.

Guiding Principles and Values/Code of Ethics and Code of Conduct

Our Values

- Authenticity
- Integrity
- Respect
- Inclusivity
- Openness

Our Principles

- Act with justice, respect and responsible care.
- Be collegiate and respectful of other points of view.
- Protect academic freedom.
- Be agile, flexible and resilient.
- Make decisions at the most appropriate level.
- Be transparent in decision-making and with information.
- Adopt common approaches to common tasks.
- Be careful stewards of our resources.

All staff will comply with the University's Code of Ethics and Code of Conduct and demonstrate a commitment to its Equity, Diversity and Safety principles and the general capabilities of personal effectiveness, working collaboratively and demonstrating a focus on results.

All Staff complete a Development Review Annually. A Commencing Development Review should be completed within 3 months of commencement.

We acknowledge that Murdoch University is situated on the lands of the Whadjuk and Binjareb Noongar people. We pay our respects to their enduring and dynamic culture and the leadership of Noongar elders past and present. The boodjar (country) on which Murdoch University is located has, for thousands of years, been a place of learning. We at Murdoch University are proud to continue this long tradition.