

Position Description

Role			
Position	Group Financial Planning and Analysis Manager		
Reports to	Group CFO	Location	Auckland
About Tū Ātea			
<p>For generations Māori have asserted our rights to radio spectrum, leading to significant milestones in the recognition and promotion of Te Reo Māori. In 2022, the Crown recognised Māori interests in the radio spectrum and agreed to establish Tū Ātea.</p> <p>Although new, this entity has a rich whakapapa that builds upon four decades of mahi accomplished by the Interim Māori Spectrum Commission (IMSC), the Māori Spectrum Working Group (MSWG), Waitangi Tribunal claimant groups and other champions for change.</p> <p>Since its establishment, Tū Ātea has grown in scale and influence including the establishment of Tū Ātea Network Services, the acquisition of Broadtech Limited and JDA Network Specialists. It is overseen by a Board of directors who set the strategic direction and managed by a team of seven employees in Tū Ātea and many more across the group.</p> <p>Tū Ātea represents a critical intersection of technology, culture and social investment, providing substantial benefits to the New Zealand Government and, by extension, to the social and economic wellbeing of all New Zealanders. By aligning its initiatives with key government strategies and legislation, Tū Ātea not only supports national goals but also fosters a more inclusive and resilient economy.</p>			
Purpose			
<p>The Group Financial Planning and Analysis (FPA) Manager will be responsible for budgeting, forecasting, and financial analysis to support strategic decision-making within Tū Ātea and its subsidiaries. The role involves preparing detailed financial reports, analysing key metrics, and working closely with various company functions and subsidiaries.</p> <p>The role will involve preparing monthly, quarterly, and annual financial reports for management and the Board of Directors. The successful candidate is expected to work collaboratively with all stakeholders to provide a concise performance analysis.</p> <p>The role will also involve overseeing key elements of Tū Ātea and its subsidiaries' financial spending. An immediate area of focus will be supporting commercial functions with pricing and margin analysis.</p> <p>The Group FPA Manager should also possess a social lens to analyse financial data from a wider perspective relating to key people groups who may be affected by the organisation's operations.</p>			
Relationships			
Internal	All staff and contractors		
External	Clients, Vendors, Central Government, Māori, Tertiary Institutions		
Travel Requirements			
There will be a requirement to travel domestically from time to time as reasonably required			

Key Accountabilities	Result Areas
Budgeting and Forecasting	<ul style="list-style-type: none"> • Lead the budgeting process, ensuring alignment with long-term financial plans. • Provide analysis of budget versus actual, identifying variances, providing variance reports, and recommending corrective actions. • Develop financial forecasts to anticipate future performance and guide decision-making.
Financial Reporting and Stakeholder Communication	<ul style="list-style-type: none"> • Prepare detailed financial reports for the CFO and senior leadership, highlighting key financial insights, margin performance and budget analysis. • Present financial analysis and recommendations to non-financial stakeholders. • Support decision-making by providing stakeholders with timely, detailed, and meaningful insights and visibility on business performance.
Financial Data review and Analysis	<ul style="list-style-type: none"> • Analyse and interpret financial data from Tū Ātea and Broadtech to assess profitability, identify areas of financial loss and provide data-driven recommendations. • Provide regular and ad-hoc reporting, analysis and advice to Senior leadership. • Perform detailed financial analysis to identify trends, risks, and opportunities, focusing on improving financial outcomes. • Ensure financial data is aligned with revenue-generating activities and organisational goals.
Quality Margin Analysis	<ul style="list-style-type: none"> • Perform detailed quality margin analysis to assess profitability across products, services and business segments. • Provide recommendations for improving margin performance and optimising cost structures, ensuring sustainable financial growth. • Regularly track and report on key profitability metrics to the CFO and management team.
Pricing and Labour Structure Analysis	<ul style="list-style-type: none"> • Evaluate current pricing models and structures to ensure competitiveness and profitability. • Develop and implement strategies to optimise pricing and improve Tū Ātea's market position. • Conduct labour analysis to understand the impact of labour structure on profitability and suggest recommendations.
Cultural and Social Impact	<ul style="list-style-type: none"> • Ensure all financial planning and analysis promotes and embeds tikanga Māori throughout the organisation, ensuring all activities honour Māori values and practices. • Build and maintain strong relationships with Māori communities, iwi, and other stakeholders. • Promote and implement sustainable business practices that protect and enhance the natural environment. • Ensure the organisation's activities contribute positively to the social and economic well-being of the Māori community.
Skills and competencies	

Communication Skills	<ul style="list-style-type: none"> Communicates complex issues or concepts clearly and can adapt own style to the situation/audience. Listens actively to diverse points of view and formulates a course of action to follow. Infers meaningful insights from a collection of data.
Analytical Skills	<ul style="list-style-type: none"> Utilises skills and experience in financial analytics to align finance objectives with Tū Ātea goals and strategy. Proficient in analysing complex financial data to evaluate the organisation's performance, identify trends, and provide actionable insights for decision-making.
Stakeholder and Relationship Management	<ul style="list-style-type: none"> Confident in building and maintaining relationships at any business level Communicates with stakeholders to successfully manage expectations and address concerns Keeps stakeholders informed of project status and risks.
Adaptability and Resilience	<ul style="list-style-type: none"> Able to cope with the dynamic and unpredictable nature of the program environment Displays original thinking and can find new ways to solve problems. Able to switch between big picture and detail when considering information/issues/actions. Flexible and agile, able to adjust and respond to changing requirements, expectations, and situations, and to embrace new opportunities and challenges.
Ethical & Professional Conduct	<ul style="list-style-type: none"> A commitment to upholding ethical standards and professional integrity while representing the organisation in the commercial sphere.

Experience and Knowledge

- Minimum of 8 years of experience in Financial Planning and Analysis or a related field, ideally within the telecommunication or a related sector.
- Strong with budgeting, forecasting and financial reporting.
- Strategic mindset with strong business acumen and analytical approach
- Strong understanding of Māori culture and values.
- Proven ability to build and maintain relationships with stakeholders.
- On a te reo and tikanga learning pathway, or already proficient.
- Outstanding verbal and written communication.
- Excellent organisational and planning skills.

Qualifications

- Professional credentials through a recognized professional accounting body - Qualified CA, CPA, or CIMA.

The company reserves the right to amend the job description, in consultation with you, as business needs change. The tasks and responsibilities in this position description are not exhaustive and the incumbent may be required to undertake duties not included in this document which are broadly in line with the above responsibilities/activities.

Employee Signature: Date: