

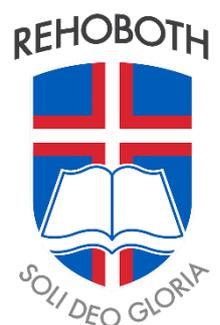


FINANCE MANAGER

POSITION DESCRIPTION

REHOBOTH CHRISTIAN COLLEGE

IMAGE: KENWICK PRIMARY 2019





OUR VISION

To engage the whole child to think, respond, and live with excellence for the glory of God alone.

OUR MISSION

Rehoboth exists as an extension of the Christian home, partnering with parents as a covenant community to support them in their task of nurturing and educating their children to equip them for all of life.

OUR PURPOSE

We believe that it is our purpose as educators and parents to orient our students Biblically toward the knowledge of God, the Gospel, humanity, and all of God's creation, so that they would seek His will, see things as He sees them, and engage with and influence the culture in which they live. We believe that the Christian school must partner with parents and churches to develop the whole child (i.e. their spiritual, moral, academic, personal, and social growth), to inspire them to excel, to be intolerant of mediocrity, and to make wise choices. Such an education is distinctly Christian in its character, intentions, and outworking.



POSITION DESCRIPTION

Finance Manager

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1. POSITION SUMMARY

Title: Finance Manager

Responsible to: Chief Executive Officer

FTE: Full-Time

Description: The Finance Manager is required to:

- a) Ensure the sound financial management of the College;
- a) implement policies and decisions of the Board and CEO; and
- b) perform the duties specified in the Schedule attached to this Agreement.

The Finance Manager is part of the Senior Leadership Team and is responsible to the CEO.

The role has eight primary functions:

Aims of the role:

1. to proactively work with the Senior Leadership Team that leads the implementation of the Strategic and Operational Plan;
2. to conduct financial planning, modelling and analysis and to prepare and interpret high level financial reports;
3. oversee the day-to-day management of the School financial and accounting activities using computerised financial accounting, budgeting, and management reporting systems;
4. Ensure adherence to the internal governance requirements as set by the Board and CEO, external governance requirements as set by the Department of Education (in the re-registration standards) and accounting standards, statutory and regulatory obligations;
5. to provide Christ centred leadership to reflect Rehoboth's ethos, purpose, educational philosophy, and statement of faith;
6. possess high level leadership capability, interpersonal and communication skills, and business acumen, including demonstrated liaison and negotiation experience with a wide range of stakeholders including at the executive level;
7. to maintain administrative and financial systems in accordance with all College standards and guidelines.
8. Provide leadership to the ICT Manager, Facilities and Transport Manager and IMP Coordinator in their respected roles.

2. INTRODUCTION

Rehoboth Christian College seeks to provide a learning environment in which all students are protected from harm and places the highest possible priority upon the safety and nurture of young people. The College expects all stakeholders to espouse this approach and to be aware of the Child Safe Framework, accessible from the College website.

Founded in 1959, the Association for Christian Education opened Rehoboth Christian College in 1966 to serve Christian families through the provision of Christ-centred schooling. The Association is made up of members who elect a Board; the Board in turn has appointed a Chief Executive Officer to be its representative.

The Association currently operates three schools across two campuses in the southern suburbs of Perth. The campuses are located at Wilson (Kindergarten to Year 6) and Kenwick (Kindergarten to Year 12) with the Secondary School offering ATAR, Wholly School Assessed and Vocational pathways.

We view the Christian curriculum as a total package of all learning and shaping experiences in which our children are involved. It includes the work of the home, school, and church in a distinct three-way partnership. We encourage our students to examine the world and their role in it from a Christian perspective. This permeates interpretations, viewpoints, meanings, attitudes, values, contexts for understanding and more to comprise a holistic Christian worldview.



CREATION

FALL

REDEMPTION

RESTORATION

Students examine important foundational aspects of the Christian faith (Creation, Fall, Redemption and Restoration) and are taught to view the Bible as the Word of God which is completely trustworthy and reliable. Regular devotions, prayer, and Bible study are

an integral part of College life, and we aim to lead our students to a point where they personally desire to think with the mind of Christ.

Rehoboth has a justified reputation for developing and delivering a distinct Christ-centred education, and for encouraging and guiding students in discovering their individual gifting and the path God has prepared for them (Ephesians 2:8-10). It is therefore essential that management of the College be committed to providing Biblically based leadership in a manner consistent with the College's Christian values and ethos.



A whole-College approach, where students' educational journeys have a clear and purposeful K-12 plan, is integral to the College's educational philosophy. As such, the leadership and management of the College ought to be conducted within the framework of "three schools, two campuses, one college". This model emphasises significant participation in the activities of the Senior Leadership Team, which is led by the CEO.

3 SCHOOLS | 2 CAMPUSES | 1 COLLEGE

Rehoboth promotes a unified College, with a singular vision and mission. Educational programs are mirrored at both our Wilson and Kenwick campuses and staff are committed to whole-College planning across all aspects of teaching and learning.

3. STRATEGIC GOALS OF THE COLLEGE

As detailed in our **AXIOM23 Strategic Plan**, we plan to make four areas our priority over the period 2020-2023 (see sidebar). The College aims to employ teachers who can cogently demonstrate their alignment with these strategic goals and have experience with, or are determined to embrace, their implementation.

The College uses the SEQTA Learning Management System. Teaching Staff are required to use this application in various ways. Greater use of technology – for example, the use of SEQTA learn, flipped classroom lesson delivery, and use of cloud technologies – are now a growing feature of teaching and learning at the College.

Underpinning these priorities is our purpose at Rehoboth, to develop and deliver distinctly Christian educational programs. It follows that such an education should be shaping students of distinctly Christian character.

Our call to students, therefore, is to be distinct – to develop and deepen their Christian identity and character during their time at Rehoboth. It is a call for students to engage with and take responsibility for their learning, to use the opportunities presented to them to discover the gifts and calling God has placed on their lives, to see Christ as worthy of their best, and to take their place as young men and women of outstanding character and citizenship.

It has always been our goal that students would graduate with a distinctly 'Rehoboth' character, one that considers the whole child's spiritual, emotional, social, and physical development without compromising on academic rigour. At the same time, we recognise that each student is unique and will excel in some areas of the Learner Profile over others; this is the nature of the gifts and talents God has bestowed on them. Our aim is to nurture the five areas that are fundamental to the development of the whole child in age-appropriate ways according to their abilities, gifting, and calling.

AXIOM23 STRATEGIC PRIORITIES

These are the initiatives we believe are best suited to drive the change necessary to achieve the vision for the Rehoboth of 2023. Each is driven by Rehoboth's Christian ethos and shaped by our Christian heritage.

1. *Thinking Christianly: Biblical Literacy as Curriculum Foundation*
2. *Teaching Christianly: Re-Orienting Pedagogy and Classroom Practice*
3. *Responding Christianly: Discovering Gifting and Calling*
4. *Living Christianly: Student Care, Development, and Preparation*

Here are the characteristics we seek to develop in our students:



4. GENERAL EXPECTATIONS

As Rehoboth is dedicated to implementing a Biblically integrated curriculum, with a commitment to excellence and training in a thoroughly Christian worldview, the Finance Manager is expected to unreservedly espouse this approach, and to maintain and advance it with competence and verve.

At Rehoboth, a Finance Manager must:

- a) display an exemplary Christian lifestyle which should include regular attendance at worship services and a general involvement in the life of the church;
- b) be and remain an active, committed, practising Christian and have an active involvement with a Protestant Christian church – one which adheres to the Bible and to doctrine that is consistent with the Westminster Confession of Faith and Three Forms of Unity;
- c) lead a life which indicates commitment to the biblical principles, behaviours, conduct and lifestyle consistent with the Bible, the Westminster Confession of Faith, and the Protestant Christian faith as considered appropriate by the Board;



- d) hold a valid Working with Children Check (WWCC) and current National Police History Check;
- e) be actively involved in the general life of the College, where appropriate;
- f) support the policies, aims, and strategic planning goals of the Board of the Association for Christian Education (ACE);
- g) be conversant with, and actively support, all College and ACE policies, including the Westminster Confession of Faith;
- h) demonstrate in all dealings with students a support of College rules and procedures;
- i) be punctual for all rostered days of work;
- j) where appropriate, attend: staff devotions, staff prayer meetings, staff meetings, assemblies, ACE meetings (such as the March and October General Meetings), graduation/award nights, concerts, and other key activities and events on the College calendar;
- k) carry out extra duties as required by the CEO from time to time;
- l) adhere to the specific requirements of a department within the College, and of the College in general;
- m) dress to an exemplary standard suited to the profession.

5. SPECIFIC ROLE RESPONSIBILITIES

5.1 General

- a) implementing the policy and decisions of the Association Board and CEO;
- b) undertaking strong and effective Christian leadership;
- c) developing and implementing short, medium, and long-term strategies for the achievement of the College's Vision and Mission and the policies of the Association's Board;
- d) consulting with the Board and CEO for any non-teaching staff appointee within the College;



- e) ensuring the sound financial management of the College;
- f) developing and maintaining effective communication and relationships with the College's community, both internal and external;
- g) it is expected that the Finance Manager will actively participate in appropriate professional bodies, whether local, state, or national to promote the interests of the College; and
- h) ensuring that exacting standards of personal and professional conduct are maintained.

5.2 Financial

- a) determining, implementing, monitoring, reviewing, forecasting, and evaluating budgetary and accounting strategies, policies, and plans in consultation with the Board and CEO;
- b) providing financial reporting and interpreting the implications for College performance and funding needs to the Board and CEO;
- c) coordinating the development, implementation and monitoring of accounting, payroll, and other information systems;
- d) assessing capital finance proposals using discounted cash flow techniques; monitoring the financial status of operational projects;
- e) ensuring an appropriate link is maintained between the strategic plan and financial operations of the College;
- f) providing assurance that the financial and administration components necessary for compliance with financial legislation, accounting standards, and re-registration requirements are operating effectively;
- g) assess, monitor, and advise on the adequacy and continuity of funding sources, investment strategies and the distribution of earnings; and
- h) conducting audit planning.

5.3 Planning and administration



- a) initiating and contributing to the development of annual and long-range plans and objectives for the College in consultation with staff, the Board, and CEO;
- b) regularly reviewing financial reports and act to ensure effective and sound financial management of the College;
- c) ensuring the efficient and effective administration of all sections of the College and the maintenance of all College assets; and
- d) keeping abreast with financial, economic, industrial relations and political developments and recommend to the Board adjustments of the Vision and Mission as appropriate.

6. EXCLUSIVE SERVICE

The Association is exclusively entitled to the Finance Manager's services. The Finance Manager must not hold any offices or undertake other employment without the Association's express and prior consent, which will not be unreasonably withheld.

7. GENERAL TERMS AND CONDITIONS

General Terms and Conditions are available under a separate cover.

8. INTELLECTUAL PROPERTY

- a) **Intellectual Property** means the legal and moral rights that come into being with the creation of materials, resources, or other works and covers copyright, patents, trademarks etc. Examples of materials or resources created and developed by an Employee that are classified as intellectual property included, but are not limited to:
 - i. teaching aids, materials, or resources;
 - ii. ACE-specific curriculum and Christian worldview content;
 - iii. website and software development;
 - iv. educational programs;
 - v. assessments; and
 - vi. policies, plans, guidelines, work, research, and reports.
- b) All Intellectual Property rights with respect to any materials created and developed by the Employee during or after work hours for ACE or using the resources of ACE remain the sole property of ACE.



- c) Employees are required to protect and preserve the Intellectual Property rights of ACE and to not share any materials created or developed or receive any payment from a third party for such materials.
- d) The College demonstrates ownership of its Intellectual Property by:
 - i. the inclusion of the College logo;
 - ii. a copyright statement (normally located in the footer of the document).
- e) Any materials or resources prepared for ACE by an external source which has been purchased or granted to ACE is the sole property of ACE unless stated otherwise.
- f) Employees must ensure that all Intellectual Property created for ACE adhere to the rights of others.
- g) ACE staff will not give away or assign the Association's Intellectual Property without the approval of the Chief Executive Officer.
- h) ACE Intellectual Property is not to be used for private purposes without obtaining written permission from the CEO.

9. CRIMINAL HISTORY AND WORKING WITH CHILDREN CHECK

The Finance Manager will be responsible for providing a National Police History Check which is no more than three months old. This must be obtained using the Department of Education and Training application form. Only a clearance obtained from the Department will be accepted. No other State or Federal clearance will be accepted. The form can be obtained from the Department's website: <http://det.wa.edu.au/screening/detcms/navigation/screening-for-criminal-history/>

The Finance Manager will also be responsible for providing a valid Working with Children Check. This must be obtained from an Australia Post outlet, the Business Office or online. More information can be found at the WWCC website: <http://www.checkwwc.wa.gov.au/checkwwc>.

10. HEALTH

Applicants need to declare any impairment that interfere with their ability to perform the job for which they have applied.

11. RIGHT TO WORK IN AUSTRALIA

Applicants must show proof that they are legally entitled to be employed in Australia by providing an Australian passport, Australian Citizenship Certificate, or a Permanent Residency Visa.



12. PERFORMANCE EVALUATION

Rehoboth Christian College has a firm commitment to performance evaluation of its personnel, whatever their category and level, through the medium of a formalised system. The primary purpose of such evaluation is to assist personnel in professional development and in achieving the goals of the Association. It is envisaged that a performance evaluation will be undertaken each semester.

13. APPOINTMENT AND COMMENCEMENT

Ideally the successful applicant will be able to commence duties as a Finance Manager in February 2022. A contract will be negotiated with the successful applicant.

14. APPLICATIONS AND CLOSING DATE

Applications should be addressed to:

Miss Shané Conradie
Human Resources Officer

Applications must be completed through our website via the Non-Teaching Staff Application link below and must include the following:

A Rehoboth Christian College Non-Teaching Staff Application Form (available online at <http://rehoboth.wa.edu.au/staff/employment/>)

A comprehensive resume

A letter of reference from your church pastor/minister

A copy of your degree, WWCC, and Police Clearance from the Department of Education and Training

Should you have any further questions please do not hesitate to contact the Business Office on 08 9274 9910 or sconradie@rehoboth.wa.edu.au.

The closing date for applications is 10 AM 26 January 2022.



15. ACKNOWLEDGEMENT

I have been provided with a copy of this Position Description:

DATE

NAME

SIGNATURE