



Management Accountant

FACULTY OF CREATIVE INDUSTRIES,
EDUCATION AND SOCIAL JUSTICE

ACADEMIC DIVISION



About QUT

QUT is a major Australian university with a global outlook and a 'real world' focus. We are one of the nation's fastest growing research universities and our courses are in high demand.

We are an ambitious and collaborative institution that seeks to equip our students and graduates with the skills they will need in an increasingly disrupted and challenged world. We are transforming the student experience we offer our 50,000 students and we place a premium on the international and national accreditation of our various professional degrees.

Our internationally award-winning Science and Engineering Centre is home to The Cube, acknowledged as one of the world's largest digital interactive learning and display spaces. QUT established the world's first Creative Industries Faculty, and we invest heavily in collaborative learning and interdisciplinary research environments, including the \$95M Education Precinct.

Further information about QUT can be obtained from the website at www.qut.edu.au.

Our Vision

QUT's [Blueprint 6](#) is our institutional strategic plan. The Blueprint formalises QUT's ambitions and declares our strong sense of purpose which is to provide transformative education and research relevant to our communities. It provides a framework and strategies to enable QUT to realise our vision to be the university for the real world and identifies the following priorities:

- support aspiration and inclusion
- encourage creativity and entrepreneurship
- embrace digital transformation and technology
- embed principles of health and wellbeing
- support Indigenous Australian engagement, success and empowerment
- enable professional engagement and ethical leadership and,
- focus on the environment and sustainability

Aligned to and supporting our vision are the QUT Values. These Values highlight what makes QUT distinct and successful. Providing a compass for our decisions, actions and behaviours and strengthening our community.

QUT Values

- Ambition
- Curiosity
- Innovation
- Integrity
- Inclusiveness

About the Faculty

In our rapidly changing world, driving economic, social and cultural development increasingly requires collaboration. This new faculty acknowledges this context— and specifically that how society learns, creates, communicates and collaborates is at the forefront of all innovative and impactful contributions.

The focus of the Faculty of Creative Industries, Education and Social Justice will be to pursue research with impact and prepare our students for innovative roles as knowledge leaders at the nexus of design, education, communication, creative practice and social change.

With an intersection of creativity, education and social justice combined with QUT's overall focus on technology the faculty has strong ties to government and industry which provides our courses with a real- world focus.

The faculty is proposed to be comprised of the following schools:

- School of Communication
- School of Creative Practice
- School of Design (including Industrial Design, Interactive Design, Visual Communication, and Fashion)
- School of Early Childhood and Inclusive Education
- School of Teacher Education and Leadership
- School of Justice.

The Faculty of Creative Industries, Education and Social Justice is led by the Executive Dean and the Executive Management Team comprising the dean, heads of schools, and other senior faculty staff.

As the benefits of innovative creativity are recognised by multinational businesses, creative talents are increasingly in demand in a range of industries.

A world leader across communication, design and creative practice teaching and research, with extensive industry partnerships and a proven track record in growing the creative economy, our connections to industry and the leading-edge research we conduct strengthen our understanding that creativity has never been more valued by employers.

QUT is also a national leader in teacher education and in many areas of education research. We are a recognised leader in research and research training as evidenced by our 'above world standard' ranking overall in every Excellence in Research Australia assessment. We also have extensive links with partner organisations and universities in Australia and overseas.

Reflecting our vision for excellence in learning, teaching and research, the university has built a new \$95 million Education Precinct on its Kelvin Grove campus. The precinct comprises imaginatively designed formal and informal face-to-face and online learning and teaching spaces, and offers excellent facilities for social interaction and recreation. The precinct's futuristic design and its location at the heart of the Kelvin Grove campus showcases education, gives it prominence, and demonstrates QUT's vision for the faculty as a leader, innovator, and model for the university.

The School of Justice is internationally renowned for criminology and justice education and research, offering a range of undergraduate, honours and graduate certificate options for study. The staff are also members of the QUT Centre for Justice, a think tank for producing applied solutions for a better world. The school has a strong research culture including current DECRA ARC award holders and a number of staff leading ARC projects and other research grants.

About the Position

The Management Accountant is responsible for the provision of financial management advice and services to the Faculty, supporting the achievement of business and service delivery objectives.

The role delivers sound financial analysis and provides support and advice to leaders to inform periodic financial planning, budgeting, costing, forecasting, monitoring and reporting.

The Management Accountant is a key member of the Faculty professional team, providing support and guidance on complex financial issues and identifying opportunities to continuously improve team performance and build capability that is aligned to current and future client needs and service delivery requirements.

This position reports to the Senior Management Accountant for supervision, workload management and for Performance Planning and Review (PPR).

Key responsibilities include:

- Working with the Senior Management Accountant, and other financial professionals, identify portfolio requirements and issues, align proactive financial solutions and coordinate the allocation of finance resources to deliver high quality advice and services.
- Assist with budgeting, cost modelling and ongoing monitoring and reporting activities for the Faculty portfolio, ensuring budgetary practices remain responsive to changing and environmental factors.
- Partner with Faculty leaders to manage budgets, establish financial controls and reporting disciplines, and embed appropriate financial risk management practices.
- Assist the Senior Management Accountant with the preparation of business cases that guide the selection, validation and prioritisation of Faculty business strategies and plans.
- Provide support and guidance on financial issues.
- Contribute to identifying opportunities to continuously improve team performance and build capability that is aligned to current and future Faculty needs and service delivery requirements.
- Comply with health and safety policies, procedures, hazard reporting and safe work practices.

To ensure job flexibility the successful appointee may be required to:

- Perform any other duties as nominated by the University consistent with the relevant classification descriptors detailed in the Enterprise Agreement. Staff undertaking any new duties will receive training;
- Participate in job rotation or multiskilling in consultation with their supervisor;
- Work across campuses.

Type of appointment

This appointment will be offered on an ongoing, full-time basis.

Location

Kelvin Grove campus.

Selection Criteria

1. Education, training and/or experience equivalent to the completion of a relevant discipline with at least four years' subsequent relevant experience.
2. Financial management skills in working with large budgets using a range of corporate financial systems and demonstrated experience in applying financial governance principles.
3. Demonstrated ability to problem solve issues, evaluate processes and contribute to a high performance culture.
4. Highly developed digital literacy skills with demonstrated high level proficiency with the Microsoft Office, business reporting, and financial packages such as Oracle.
5. High level interpersonal and verbal communication skills with the ability to quickly establish rapport, manage collaborative working relationships and engage with diverse groups.

Desirable

1. Professional membership of The Australian Society of CPA, Institute of Chartered Accountants or equivalent.

Remuneration and Benefits

The classification for this position is Higher Education Worker Level 7 (HEW7) which has an annual remuneration range of \$101,955 to \$111,526 pa. Which includes an annual salary range of \$86,889 to \$95,045 pa and 17% superannuation.

In July 2020 QUT staff voted in favour of a variation to the Enterprise Agreement. The Fair Work Commission approved this variation effective 24 August 2020.

The variation impacts leave loading (for new staff no loading will be paid or accrued during the period the variation is in effect), salary increases (the salary increase which was due to occur in the first full pay period of December 2020 has been deferred until the first full pay period of December 2021) and superannuation

(superannuation will be paid to staff as though the salary increase which would have been paid in December 2020 has taken effect and, subject to the rules of the superannuation fund, a defined benefit member will continue to make contributions in alignment with the contributions made by the University). A link to the variation is [here](#).

Beyond personal and professional fulfilment, a career at QUT brings a broad range of tangible benefits. With competitive remuneration including superannuation, the University offers real and generous benefits.

QUT is a high quality and flexible organisation that is proud of its excellent employment conditions which include but are not limited to:

- Reduced working year scheme
- Parental leave provisions
- Study support encompassing leave and financial assistance
- Comprehensive professional development
- Salary Packaging

Further benefits can be found at the [Working at QUT](#) page.

Information for applicants

The position is open to current staff members of QUT who have ongoing full-time work rights in Australia. Former QUT staff members who were employed at 23 April 2020 are also eligible to apply for this position. Please indicate your eligibility within the application questions. In support of our strategic priority of Indigenous Australian success, Aboriginal Australians and Torres Strait Islander people who are not QUT staff are also eligible and encouraged to apply.

Applicants who reach the final stage of the selection process will be expected to undergo a check of their criminal history. Those matters which do not have an impact on the inherent requirements of the position will not be taken into consideration. Applicants will be provided with an opportunity to discuss the outcome of the check before a decision on appointment is made.

For further information about the position, please contact Sam Liu, Senior Management Accountant, on (07) 3138 3521; or for further information about working at QUT contact Human Resources on (07) 3138 4104.

Candidates who are interested in the position are encouraged to apply even though they may feel they are not strong on individual selection criteria.

In assessing merit, the panel will take into consideration “performance or achievement relative to opportunity”. We recognise that many staff today have a range of personal circumstances, and career histories that challenge traditional ideas of a staff member. This may mean, for example, prioritising the quality of achievement rather than the quantity, as considerations of part-time employment, career interruptions and significant periods of leave are taken into account when assessing performance or achievement.

How to Apply

For further information and to apply, please visit www.qut.edu.au/careers for reference number **21224**.

When applying for this position we encourage you to upload your response to the selection criteria.

Applications close 9 March 2021