



Te Pūtea Matua | Reserve Bank of New Zealand

Position title	Senior Manager Financial Performance
Group	Operations
Reports to	Director Finance and Operations
Reference Level	19

Te Pūtea Matua, the Reserve Bank of New Zealand (RBNZ), is New Zealand's central bank. Toitū Te Ohanga, Toitū Te Ōranga - We enable economic wellbeing and prosperity for all New Zealanders.

Our vision is Great Team, Best Central Bank, expressed as Matangirua Ki Matangireia – working as one towards our ultimate purpose. We operate with Tauria / Integrity, Wānanga / Innovation and Taura/ Inclusion.

Kaupapa rōpū | Group purpose

The Operations Group provides strategic support to RBNZ by ensuring effective governance, security, and operational excellence across key functions. This includes fostering a resilient culture, enabling secure technology and data management, optimising financial and procurement practices, and safeguarding assets and people. The Group drives RBNZ's ability to meet its mandate by ensuring organisational efficiency, adaptability, and compliance in a dynamic environment.

Kaupapa mahi | Role purpose

The Senior Manager Financial Performance leads the Finance Business Partners team to ensure the RBNZ achieves its financial imperatives and strategic objectives. This role provides robust financial insight, evaluates options, and delivers credible forecasts and budgets that reflect a deep understanding of business drivers while ensuring financial discipline and transparency for the whole of the RBNZ. The role leverages innovation and technology to enhance processes and deliver superior outcomes, driving continuous improvement across financial planning and analysis.

Ngā kawenga matua | Key responsibilities

- Operating with a one team mentality. Evidencing this by collaborating with others across the Group and wider organisation to enable 'best for RBNZ' outcomes.
- Role modelling exceptional leadership through consistent demonstration of our values and behaviours to support our desired culture.

- Contributing to the setting of strategic priorities for the directorate and Group as required.
- Providing functional leadership including developing and communicating a clear and strategically aligned business plan.
- Leading delivery of Group and cross-functional strategies, activities, initiatives and programmes / projects along with participation in Te Pūtea Matua committees as required.
- Leading and coaching others across the directorate. Supporting, developing and managing direct reports.
- Developing and maintaining external relationships as required.
- Leading the integration of Te Tiriti and Te Ao Māori within our organisation, policy, processes, systems, ways of working and culture.
- Leading and embedding diversity, equity and inclusion in leadership, decision-making and organisational culture.
- Managing operational health and safety risks within the team and work area, promoting the wellbeing of our people and the organisation.
- Taking proactive responsibility for your own health, safety, and wellbeing, and fostering a safe and healthy work environment by identifying, reporting, and managing risks and hazards.
- Operating in line with RBNZ's policies and procedures.
- Leads the development and delivery of credible budgets and forecasts that reflect business priorities and strategic objectives in conjunction with senior stakeholders.
- Ensure financial plans are underpinned by robust assumptions and aligned with RBNZ financial aspirations.
- Accountable for timely, accurate, and actionable financial insights to inform strategic and operational decision-making as well as evaluation of financial scenarios to support optimal resource allocation and risk management.
- Accountable for timely and accurate responses to OIA's, ensuring robust and consistent documentation and appropriate review. Coordinate all OIA's through the Finance and Operations Directorate.
- Act as a trusted advisor to the leadership team, constructively challenging assumptions and decisions to ensure financial discipline.
- Build strong relationships across the key stakeholder groups to understand drivers of performance and influence outcomes.
- Own the delivery of clear, concise, and meaningful financial performance reporting for senior stakeholders, including the Board, that incorporates a forward view future and options for action.

- Drive a culture of continuous improvement within financial planning, analysis, and reporting processes to enhance efficiency, accuracy, and value delivery.
- Identify opportunities to streamline workflows, leverage automation, and adopt best practices that improve decision support and reduce manual effort.
- Champion innovative approaches to financial insight and performance management, including the use of advanced analytics, digital tools, and data visualization (either within existing financial reporting tools or agreement to add to strategic financial system pathway).
- Motivating, supporting and growing the capability and knowledge of the team enabling individual team members to reach their full potential.
- Fostering and maintaining a connected, engaged and high-performing team.
- Any other duties, as requested and required to fulfil the role appropriately.

Wheako whai take | Relevant experience

- Fully qualified Chartered Accountant with at least seven years post-qualification experience with strong technical accounting knowledge.
- Demonstrated proven ability to lead budgeting, forecasting, and long-term planning to deliver accurate insights that inform strategic decisions.
- Strong track record of collaborating across the organization, influencing outcomes, and constructively challenging assumptions to build trusted relationships.
- Demonstrated success in leading, coaching, and developing engaged high-performing finance teams to achieve results.
- Strong capability to engage, influence, and communicate effectively with diverse stakeholders, including senior leadership and governance bodies, to drive alignment and outcomes.
- Expertise in producing timely, accurate financial reporting that drives value and reflects a clear understanding of how value is created and sustained.
- Experience leveraging technology and analytics to optimize processes, combined with an open mindset to embrace new ideas and deliver superior outcomes. Demonstrates knowledge and application of Te Tiriti o Waitangi.
- Must be eligible to obtain and maintain the appropriate level of NZ National Security Clearance as needed.

Ā mātou whanonga | RBNZ behaviours

As important as what we deliver is how we deliver. We hold people front and centre to our mahi, our way of working is guided by our values which shape our behaviours. Our Individual Performance Framework details these expectations.