

Position Title:	Management Accountant
Reports To:	Finance Manager
Direct Reports:	N/A
Key Relationships:	Finance Manager Finance Team Connetics Leaders, internal regions and business units Orion, Banks, Auditors and Tax Advisors
Primary Location:	Christchurch
Status:	Full Time – Permanent
Version Date:	May 2022

1.0 Our Organisational Profile

Connetics is a multi-disciplined, multi-regional electrical distribution construction, and maintenance business. We maintain and develop electrical and utilities infrastructure assets for power networks, councils and private entities operating in a highly competitive contracting market. Connetics is a wholly owned subsidiary of Orion NZ Ltd (a Christchurch City Holdings Limited company) which operates within an Orion group ecosystem as the electricity distribution services unit, with an Integrated Leadership Team representing the wider Group context.

Connetics has a current turnover of approximately \$100 million, employing approximately 400 people across branches in Wellington, Central Otago, Westport, Paraparaumu as well as our head office and depots in Christchurch.

2.0 Our Strategic Context

Our Orion Group Purpose of **Powering a cleaner and brighter future** captures the contribution we want to make to the wellbeing and prosperity of our communities. Recognising we are in the midst of radical disruption in the energy sector and due to the climate change crisis, we challenged ourselves to consider how we need to adapt, remain relevant and proactively harness opportunities in the fast-evolving energy landscape. We developed our new Group Strategy to respond to the challenges facing our industry and New Zealand, and to position the Orion Group for a new, purpose-led future.

As Orion's contracting subsidiary, Connetics' core business is the design, construction and maintenance of overhead and underground power lines and associated equipment. Specialists in electrical distribution, we support Orion with the design and build expertise to maintain and develop their network. We also provide these services to other electricity distribution businesses around New Zealand and are focused on innovating, designing and delivering energy products and services for our customers. Our Purpose **Delivering energy solutions that enable others to power a cleaner and brighter future for Aotearoa** encapsulates our role within the Orion Group Strategy.

Connetics' strategic focus areas:

Growth: To focus on growth through new customers or new products and services to current customers

Optimisation: To deliver smart and efficient processes to make us faster and improve our Operating Model

Digital: Deliver the digital services to our stakeholders (customers/employees) that they need to be successful

Culture: Deliver an engaged, welcoming, supportive, inclusive high-performance culture

3.0 Your Position Purpose

The Management Accountant role is an integral member of the Finance Team. Reporting to the Finance Manager, this role will be responsible for a variety of management accounting functions. Core duties will include budgeting and forecasting, monthly / ad-hoc reporting, providing analytics and key performance metrics, point of contact for various system issues, execution of the Internal Audit plan and professional advice to internal and external stakeholder.

This role also provides general support to the Finance Manager and Financial Accounting Team as required.

4.0 Key Accountabilities

<p>Management Accounting</p>	<ul style="list-style-type: none"> ▪ Provide the business with analytics and key performance metrics ▪ Support the business interpretation of analytics and key performance metrics ▪ Provide advice and assurance to help interpret financial information and assist decision-making ▪ Support the business units in providing relevant data analysis and insight on their unit ▪ Assist the business and Finance Manager in the preparation of business cases ▪ Prepare Financial Reporting and other ad hoc reports as required
<p>Budgeting, Forecasting, Reporting & Internal Audit</p>	<ul style="list-style-type: none"> ▪ Preparing annual budgets and intra-year forecasts ▪ Assist in preparing the Business ▪ Assist in the preparation and review of monthly accounts and P&L reviews for various regions and departments ▪ Provide business unit variance and margin analysis ▪ Heavily involved in the completion of the Internal Audit Plan

<p>Financial Support</p>	<ul style="list-style-type: none"> ▪ Actively support projects and improvement initiatives undertaken by the business ▪ Collaborating with the finance team and other business units as required ▪ Assist the Finance Manager with any duties as required, including ad hoc tasks and different projects/assignments as required ▪ Key point of contact for system (incl. ERP) related matters/issues ▪ Assist the Financial Accounting team when required (as a back-up resource) ▪ Assist in various Financial year-end tasks and the External Interim/Final Audit (where required) ▪ Develop/manage policies, procedures, and systems ▪ Participate in and provide advice in allocated monthly project review meetings
<p>Health & Safety</p>	<ul style="list-style-type: none"> ▪ Model the expected Health, Safety and Environment behaviours for Connetics. ▪ Ensure compliance with Health and Safety legislation at all times for self and your team. ▪ Proactively identify and eliminate hazards and contribute to the work environment to ensure safety measures are in place, compliant and operational. ▪ Keep yourself safe and follow all processes in the Connetics H&S system, providing feedback on any improvements that can be made. ▪ Support Connetics to provide an emergency response in emergencies and adverse events including weather events. In most situations this will be normal work but may include secondment to different teams and/or different tasks and potentially different locations suited to the individual's ability and circumstances to enable the provision of comprehensive support to customers and communities.
<p>Continuous improvement</p>	<ul style="list-style-type: none"> ▪ Strong focus on identifying and suggesting ways to improve practices and processes that are hampering the smooth operation of the day to day running of the business.
<p>Team Work and Support</p>	<ul style="list-style-type: none"> ▪ Demonstrate collaborative and inclusive personal leadership, leading as a host and empowering others to perform by providing advice, support and assistance as needed. ▪ Role model expected behaviours and lead by example, proactively championing our values, mission and company/business unit initiatives ▪ Be seen as a positive role model for the Finance Team at Connetics, acting with professionalism. ▪ Always act for the good of Connetics and in full support of the Connetics goals. ▪ Foster and develop effective relationships with team members and all

	<p>other internal and external customers.</p> <ul style="list-style-type: none"> ▪ Foster and support a learning environment within the immediate team and wider Connetics team by: ▪ sharing technical knowledge and expertise; ▪ providing training to staff as required; ▪ sharing relevant customer knowledge to enhance customer service
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5.0 Your Qualification and Experience

Qualifications / Experience	Essential	Desirable	Beneficial
Minimum 1 to 2 years relevant accounting experience.	✓		
Relevant degree/qualification	✓		
Intermediate or advanced in an ERP system	✓		
CA/CPA			✓
Proficient in Power BI or other business intelligence software			✓
Strong communication skills (verbal and written)	✓		
Effectively able to communicate financial information to stakeholders with varying levels of financial acumen.	✓		
Effectively able to produce, analyse and interpret complex financial spreadsheets	✓		
Excellent organisation and prioritisation skills	✓		
Intermediate to advanced skills in Microsoft Office Suite	✓		
Proven experience of policy and process improvement practices	✓		

Appendix 1 – Orion Group Strategy



Appendix 2

