

# Management Accountant

## Kaute Whakahaere

### WHO WE ARE - KO WAI MĀTOU

At Farmlands - Te Whenua Tāroa, our vision is to be the 'go-to' for everyone connected to our land. We're always backing Kiwi's – rain or shine, year in, year out. We work as one – we help each other, we win together. We're rural people supporting our rural communities looking after our land and our people.

### OUR VALUES – NGĀ UARATANGA

#### Be you - mōu ake

It takes all sorts to make an awesome team. Diversity, different perspectives and a fresh approach to problems make everyone in the team stronger. It's not who you are or what you look like, it's all about what you bring to the table that matters.

#### Minds open - hinengaro tākoha

We came from a generation of greatness. It gives us the solid foundation to move on, focus on the future and use our creativity and ingenuity to build Farmlands for the next generation.

#### See it through - whakamaui kia tina

We're a team. United through our love of the land and the communities we serve. We back ourselves, each other, and get behind the decisions we make together.

### POSITION PURPOSE – TE PŪTAKE O TE TŪRANGA

Reports to - Kaiwhakahāere:	Finance Manager
Your Team – To tīma:	Corporate Services
Direct reports - Kaimahi:	No

To support their business portfolio to make the right economic decision by understanding the financial performance of the business and particularly the business areas they support. The Management Accountant assists the business areas they support to apply best of class financial disciplines and contributes to the accurate and timely preparation of the group monthly financial reports.

### KEY ACCOUNTABILITY AREAS – Ngā wāhanga mahi

#### Safety and wellbeing - Haumarutanga

Actively contribute to a safety-first culture by:

- Keeping yourself and others safe, and participating in safety and wellbeing activities
- Speaking up if you see something that is not and could injure yourself or others in the workplace
- Ensuring that all KPI's, policy and procedure requirements related to safety and wellbeing are completed on time and in full, every time

## **General – Whānuitanga**

- Maintain a strong ongoing working relationship with Senior Managers in order to develop a strong understanding of their respective areas of responsibility to assist with the production and presentation of information
- Assist with the production of monthly financials for the business units and subsidiaries of Farmlands
- Assist with the development and delivery of other financial information for business units and subsidiaries of the Farmlands group
- Complete general ledger reconciliations as required
- Complete general ledger journal entries
- Undertake general ledger analysis
- Prepare in conjunction with the business; financial analysis and plans in support of the business plan
- Take lead role in preparing annual budgets with senior management for respective business units
- Forecast financial performance of respective business units using financial modelling techniques and understanding of economic environment
- Determine financial status / performance by comparing and analysing plans, budgets and forecasts with actual result, improves financial status by analysing results and variances; identifying trends and recommending actions
- Analysis of data - financial, economic, internal/external benchmarking
- Provide information to management by assembling and summarising data, preparing analyst reports and presenting findings and recommendations
- Assist with the preparation of business cases for developments of various projects and ensure that financial implications and risks are fully assessed
- Drive the use of technology to streamline processes ensuring efficiencies and quality solutions within corporate finance.
- Constantly review and assess technology options available to work smarter and improve processes.
- Increases productivity by developing automated processes, eliminating duplication and coordinating information requests
- Work with other teams to assist with problem solving when required
- Contributing to the achievement of the Corporate Finance team targets as determined by Management from time to time
- Update job knowledge by participating in educational opportunities; reading professional publications; maintaining personal networks; participating in professional organisations

## **Professional**

## **Development -**

## **Whakawhanaketanga**

Continue to develop personally and professionally by:

- Maintaining regular contact with manager to discuss progress and performance, seek feedback and address development areas
- Engaging with Farmlands performance development process, recording progress and goals
- Being a positive supporter and leader of change initiatives
- Ensuring all training requirements are completed as required

## WHAT YOU'LL BRING - Āu āpititanga ki te tūranga

### Experience - Āu tautōhitotanga

- Experience with ERP systems
- Microsoft D365 would be beneficial
- Data Warehouse experience
- Commercial experience working with management to analyse and understand financial information, and experience with manufacturing entities and accounting would be beneficial.
- Relevant tertiary qualification
- A background with a big four audit firm would be advantageous.
- CA qualified or equivalent
- Relevant secondary and/or tertiary qualifications and training desirable.

### Qualifications – Āu tohu mātauranga

### Skills – Āu pūkenga

- Excellent computer skills, including Microsoft Office applications
- Analytical skills

### Personal Attributes – Ōu āhuatanga

- Desire to extend IT / accounting systems knowledge
- Ability to prioritise
- Ability to influence and persuade
- Demonstrate high level of personal and professional integrity



# EVERYDAY LEADERSHIP BEHAVIOURS

WE'RE OUT  
HERE TOO.



# THE FOUR BEHAVIOURS OF EVERYDAY LEADERSHIP

We've identified 4 leadership behaviours that we know make the best Farmlands leaders. Different roles across the co-operative require us to approach each aspect in slightly different way, and you'll see on the next pages the different leadership levels and how they all fit together.

## Create

### Create Clarity

**Understand the bigger picture** – you understand our vision, strategy and plans. You know what's expected of you and how you should deliver this. And, if you don't know, you take steps to find out.

**Have a plan** – you establish a vision and course of action that's aligned to our strategy. You help others connect the dots between our vision and strategy and where they fit in achieving this. You can describe what success looks like and provide a sense of direction for others, even during times of ambiguity.

**Clarify the 'why'** – you make clear how activities and decisions benefit the customer and the co-operative. You provide further context where further buy-in or prioritisation is needed to help overcome resistance.

## Connect

### Build Connections

**Forge connections** – you have strong relationships with the people around you, your customers and communities. You look outside of your immediate team to create connections with the people and teams across the business who have an influence or impact on your work. You seek broader perspectives to generate insights and opportunities.

**Create purpose and belonging** – you create meaning for your team by uniting them around a common goal. You're authentic and prepared to be vulnerable. You promote diversity and allow others to express themselves and for all voices to be heard equally.

**Take people with you** – you inspire people through your energy, commitment to our business and enthusiasm for the future. You listen, seek feedback from a range of sources and involve others in your decision making, without compromising pace. You lead by example through consistency and demonstrating the Farmlands Leadership behaviours.

## Deliver

### Deliver Results

**Create structure** – you plan ahead and create the structures and work routines to get things done. You make use of the systems and technology available to you. You're agile and look to work in new ways.

**Think and act like an owner** – you take responsibility for your performance and delivering to a high standard. You tenaciously pursue the right outcomes and don't confuse activity with results. If you lead people, you set clear expectations for every team member.

**Insights driven** – you understand the commercial aspects of your role and make decisions based on data and insights. You draw from new sources of information to generate ideas, seeking to innovate, disrupt and change. You are focused on building a stronger organisation tomorrow than today.

## Grow

### Grow Self, Grow Others

**Have a growth mindset** – your resilience helps you embrace change, persist through challenges and learn from feedback. You are curious and have flexibility of thought and perspective. You know your strengths and opportunities, actively engage in self-development and take time to reflect and apply learnings.

**Develop capability** – you coach others to build capability and achieve their potential. You know your team, their aspirations and support them to learn, grow and take ownership of their development.

**Get out of the way** – you empower others by delegating and creating space for them to do their best work, trusting them to deliver and providing support where required. You make it safe for others to try new things and learn from mistakes.

# HOW THIS SHOWS UP IN EVERYDAY BEHAVIOUR (LEAD SELF)

## Create

### Create Clarity

*By understanding your role and how it contributes to the bigger picture you will make the right decisions.*

#### Align with the bigger picture

- Work is directly aligned with our vision, strategy and plans.
- Know what's expected and how to deliver.

#### Have a plan

- Have a vision and course of action that's aligned to our strategy.
- Help others understand how they fit in.

#### Clarify the 'why'

- Understand and make it clear how activities and decisions benefit the customer and the co-operative.

## Connect

### Build Connections

*You have strong relationships with your team and the people you work alongside to achieve success in your role.*

#### Forge connections

- Create strong relationships with others.

#### Create purpose and belonging

- You and your team are united around a common goal.
- Promote diversity and allow others to express themselves.

#### Take people with you

- Inspire people through your energy, commitment and enthusiasm
- Consider information from a range of sources in decision making.

## Deliver

### Deliver Results

*You deliver to the expectations of your role.*

#### Create structure

- Plan and create structure to get things done.
- Be agile and look to work in new ways.

#### Enable performance

- Take responsibility for your performance and deliver to a high standard.

#### Think about the business

- Think and make decisions with a commercial lens.
- Seek new information focused on building a stronger Farmlands.

## Grow

### Grow Self, Grow Others

*Being agile and resilient, listening and responding to feedback, and putting in the effort.*

#### Apply a growth mindset

- Be agile, persist through challenges and learn from feedback.
- Actively engage in self -development and apply learnings.

#### Develop capability

- Coach others to build capability and achieve their potential.
- Know and support others to take ownership of their development.

#### Get out of the way

- Empower others by creating space for them to do their best work.
- Make it safe for others to try new things and learn from mistakes.