



PEOPLE. COUNTRY. OPPORTUNITY.

Role Description

Title	Chief Financial Officer (CFO)
Classification	SEE Band 1
Division / Section / Unit	Finance & Information, Communication and Technology (ICT)
Location	Adelaide
Title of Supervisor	Group Chief Executive Officer
Role(s) Supervised	Manager ICT Manager Finance

Who We Are

The Indigenous Land and Sea Corporation (ILSC) is a corporate Commonwealth entity established under the *Aboriginal and Torres Strait Islander 2005 Act (Cth)* ('the Act') and subject to the *Public Governance, Performance and Accountability Act 2013*. The ILSC assists Aboriginal and Torres Strait Islander people to realise economic, social, cultural and environmental benefits that the ownership and management of land, water and water related rights can bring. The ILSC provides this assistance through the acquisition and management of rights and interests in land, salt water and fresh water country.

Section / Division

This business unit combines responsibility for the organisation's finance and ICT services.

The Finance function is responsible for managing the ILSC's financial operations and providing high-level advice to the ILSC Board and senior management. This includes oversight of audit and compliance matters, the preparation and analysis of financial reporting, and ensuring the provision of accurate and timely information to the ILSC Board, senior management, the Department of Finance, and the Parliament through the Prime Minister and Cabinet.

The ICT function is responsible for the delivery, maintenance, and governance of the ILSC's information and technology systems. This includes managing hardware, software, applications, and information services to support the organisation's operational needs. ICT also ensures the integrity, security, and continuity of business systems, enabling effective information management and communication across the ILSC.



Purpose and Overview

The Chief Financial Officer (CFO) provides executive leadership of the Finance and ICT functions, ensuring strong financial governance, long-term sustainability, and the effective use of technology to enable business performance. The role partners with the Board, GCEO, and senior leaders to deliver trusted advice, drive organisational efficiency, and support strategic decision-making.

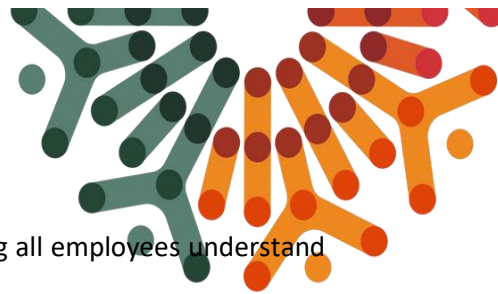
As a member of the Executive Leadership Team, the CFO is accountable for financial management, compliance, and reporting, while also leading ICT to deliver secure, reliable, and innovative systems. The role balances stewardship with transformation, driving value creation, embedding digital solutions, and fostering a culture of accountability, service excellence, and continuous improvement.

Qualifications

- Bachelor's degree in Accounting, Finance, Economics, Business, or Commerce (essential)
- CA/CPA qualification (or equivalent)

Key Responsibilities & Outcomes

- Provide proactive financial guidance to the Board, GCEO and senior leadership, shaping and influencing the ILSCs strategic direction, ensuring cross-functional alignment.
- Lead the ILSC's financial management, including budgeting, forecasting, investment planning, and overall financial strategy, providing insight and guidance to support organisational decision-making and long-term objectives.
- Overall responsibility for the ILSCs internal and external reporting, budgeting and financial planning activities including the preparation of Annual Financial Statements, Portfolio Budget Statements, estimates, and cashflow management.
- Ensure overall compliance with relevant legislation, regulations, and government reporting requirements.
- Overseeing the external annual audit of the ILSC's financial statements, as well as participating in key internal audits relating to finance matters and reporting to the ILSC Board and Board Sub Committees as required.
- Improve financial governance frameworks, controls, compliance, and reporting processes to safeguard assets and ensure the organisation's financial sustainability.
- Oversee the ICT function in conjunction with the Senior Manager ICT, including the development and delivery of ICT strategies, budgets, and business continuity plans.
- Oversee the ILSC's ICT framework, ensuring secure, reliable, and scalable systems, and lead the review and implementation of new technologies and processes to enhance organisational efficiency and support strategic priorities.
- Provide thought leadership and expert advice to the GCEO, Board, and Executive on financial and ICT matters to shape and monitor organisational strategy.
- Contribute to the development and delivery of ILSC's strategic priorities, ensuring financial and ICT strategies align with long-term goals.
- Provide strategic guidance across finance and non-finance teams, championing a culture of collaboration, accountability, and continuous improvement to enhance organisational performance and achieve shared business objectives.
- Lead and develop high-performing teams within Finance and ICT, ensuring services are delivered effectively, efficiently, and within budget.
- Represent the best interests of the ILSC to internal and external stakeholders, including public forums where required.



- Oversee fraud prevention initiatives within Finance and ICT, ensuring all employees understand their obligations.
- Identify recommendations that support sound governance and performance.

Key Selection Criteria

The occupant of this position will be able to demonstrate and provide evidence of the following experience and competencies:

1. Ability to communicate effectively with Aboriginal people and Torres Strait Islander Peoples and a knowledge and understanding of their cultures as well as issues affecting Indigenous people.
2. Demonstrates strategic leadership, focus and thinking, inspiring a sense of purpose and direction. Recognises opportunities and harnesses information and relationships. Demonstrates solid judgement, cultural competence, social intelligence, and common sense.
3. Demonstrated experience in providing strategic financial guidance to senior management, including the preparation and analysis of complex financial statements, budget forecasts, and financial reports. Proven ability to influence organisational strategy through sound financial advice and to lead financial planning processes that align with ILSCs strategic priorities.
4. Extensive knowledge and experience in financial governance, compliance, and reporting within a government context. Ability to interpret and apply relevant legislation, accounting standards, and government policies to ensure organisational compliance and to mitigate financial risks.
5. Experience in overseeing ICT systems and processes to enhance operational efficiency and effectiveness, including the implementation of new technologies and digital solutions that support organisational objectives.
6. Demonstrated ability to lead, inspire, and develop high-performing finance and ICT teams, fostering a culture of collaboration, accountability, continuous improvement, and professional development.
7. Proven capability to build strong relationships and provide authoritative advice to Boards, CEOs, and senior stakeholders, influencing strategic decision-making and advocating for organisational priorities.
8. Demonstrates personal drive and integrity, acting with a strong commitment to the ILSC strategies, exhibiting resilience, empathy and personal growth. Takes calculated risks, demonstrates personal courage, and creates a safe environment for others to do the same.
9. High level ability to create and maintain an expectation of trust and confidentiality and the ability to display sound judgement in regard to highly sensitive and/or volatile issues.

Work Health, Safety and Environmental Matters

Contribute to maintaining a safe and healthy work environment by taking personal accountability by identifying and reporting incidents, hazards and injuries in accordance with ILSC policy and procedure and cooperating and complying with reasonable instructions of ILSC line management and WHS Officers.

Demonstrate knowledge and commitment to promoting and creating a safe and inclusive work environment, and the legislative requirements of Equal Opportunity/Anti-Discrimination and Work Health & Safety.



Risk Management

Actively participate and demonstrate adherence to all risk management requirements including those documented in ILSC's procedures and any directions provided by line management to minimise risk to employees, the organisation or its stakeholders.

Special Conditions

The preferred applicant will be engaged under the provisions of the ILC Enterprise Agreement and will be required to undertake a criminal history check, however the results may not necessarily preclude an appointment.

Appointment to this position of a person not currently an officer of the Indigenous Land and Sea Corporation will be subject to a probationary period of not less than six months.

Officers may be required to undertake extended hours of work under the provisions of the TOIL scheme.

Possession of a valid driver's licence is essential. Any disqualification of your driver's license may result in termination of employment.

There may be a requirement for intrastate and interstate travel and stay for periods in remote locations, requiring overnight absences. Travel to remote locations may require the need to drive a 4WD vehicle (training provided in need) and/or fly in light planes.

Expectations and Conduct Guidelines

All employees are expected to always conduct themselves in a professional manner. Below are some brief guidelines on the values of the ILSC. Accepting a position with the ILSC indicates that you accept these guidelines and will uphold and promote them.

A full description of the ILSC Values and Code of Conduct is available in the current ILC Enterprise Agreement available on the ILSC website at www.ilsc.gov.au.

EEO/Diversity – All ILSC employees must recognise and adhere to the principles of Equal Opportunity. This means being non-discriminatory in all they say and do and recognising and accepting the value of diversity within the ILSC and broader community.

Probity – All ILSC employees must undertake all their duties in an open and honest manner. Employees must never use their position for personal gain either directly or indirectly. ILSC employees are obligated to recognise and report any instances where a conflict of interest may arise either for themselves or other ILSC employees.

Work Health and Safety (WHS) – All ILSC employees have an obligation to work safely at all times and not endanger their own well-being or the well-being of others. This includes employees at ILSC as well as members of the public. Furthermore all employees are obligated to report any hazardous circumstances or potentially hazardous circumstances as soon as they become aware of them.

Customer Service – All ILSC employees are required to make a commitment to providing the highest level of Customer Service to all those people and organisations that they deal with while undertaking their duties.

Continuous Improvement – All employees at ILSC are required to undertake their duties in an environment whereby the commitment to continuous improvement is a core value and accompanies all activities.



I..... (*Employee Name*) accept and acknowledge the details outlined within this Position Profile as the basis for the position for which I have been employed.

Signature:.....Date:.....

Version No: 1	Date Created: 8/9/2025	Review Date: 8/9/2027
Approved by (delegate):	Signature:	Date:
Endorsed by P&C: Jennifer Hyde	Signature: 	Date: 9/9/2025