

Finance Manager

Overview and Objectives of the position:

Navitas is a leading global education provider dedicated to transforming lives through education. With a team of over 7,000 professionals, Navitas delivers high-quality programs and services to more than 50,000 students worldwide. The organization operates through two core verticals: University Partnerships (UP) and Careers & Industry (C&I).

About the Role

The Australasia Finance team provides financial support across both the UP and C&I divisions in the region. Reporting to the Financial Controller – Australasia, this role is pivotal in managing the daily operations of the finance function. It encompasses oversight of team performance, workload coordination, and delivery of high-quality financial services to internal stakeholders.

The successful candidate will play a key leadership role, offering expertise in the interpretation and application of accounting standards and ensuring compliance with regulatory requirements. The role will also drive continuous process improvement initiatives, enhance operational efficiency, and support the integration of financial processes for new business units as they are established.

Key Relationships:

- Divisional CEO, COO, EGMs and GMs
- Commercial Finance Managers
- College/Campus Directors, Admission teams, Sales/Marketing teams
- Divisional Support functions
- Navitas Group Finance, Payroll, HR and IT teams
- External stakeholders including Auditors and the ATO (where appropriate)

Key Responsibilities:

Strategic Management

- Provide strong and effective leadership within the Finance team, fostering a culture of accountability, collaboration, and continuous improvement.
- Maintain up-to-date knowledge of relevant industry regulations and accounting standards, proactively assessing their impact on finance operations and recommending appropriate changes to ensure ongoing compliance.
- Support the professional growth and development of team members by offering clear guidance, constructive feedback, and access to learning opportunities to build a high-performing and engaged finance team.
- Build and maintain strong, service-oriented relationships with internal stakeholders, ensuring financial services meet business needs and contribute to informed decision-making.
- Lead the implementation of initiatives that enhance business performance, improve financial processes, and optimize resource allocation to deliver efficient and high-impact outcomes.
- Promote cross-functional collaboration by sharing best practices, identifying opportunities for operational efficiencies, and supporting integrated planning efforts across the broader Navitas business.

Finance Management

- Manage two Senior Financial Accountants and their respective teams, including setting performance objectives, mentoring, and supporting professional development.
- Oversee all aspects of month-end closing, ensuring accurate revenue and expense recognition, overhead allocations, and timely completion of balance sheet reconciliations - with prompt resolution of outstanding items where applicable.
- Ensure compliance with statutory and regulatory requirements (BAS, IAS, FBT, Income Tax, Transfer Pricing), and with Navitas Group policies and procedures.

- Oversee the accurate integration of data from related systems into the General Ledger and the accounting of commissions, amortisation, accruals, royalties, and management fees.
- Drive operational efficiency and continuous improvement across finance processes, embedding best practices and supporting strategic business outcomes.
- Provide financial leadership and oversight on projects as required, offering guidance and follow-through on key deliverables.
- Liaise with external stakeholders such as auditors, banks, insurance brokers, and legal advisors to support audit readiness and business continuity.
- Maintain compliance with privacy regulations, ensuring secure storage and handling of personal and financial data.
- Partner with Corporate and Divisional Finance teams to foster a data-driven reporting culture, supporting the development and utilisation of the Navitas data warehouse for performance insights.
- Ensure compliance with group-wide policies and procedures and provide necessary training and supervision to uphold workplace health and safety standards.
- Perform other duties as required in support of the finance function and broader business objectives.
- Contribute to cross-functional projects and perform other duties as required, in alignment with the responsibilities of the role.

Qualifications and Selection Criteria:

Essential

- Bachelor's degree in accounting, Finance, or a related discipline.
- CA or CPA qualified (or equivalent professional designation).
- Minimum of 5 years' post-qualification experience in a senior finance role, including proven experience in managing a team.
- Strong financial acumen with advanced analytical, problem-solving, and influencing skills.
- Proven experience working independently and leading teams to deliver high-quality outcomes.
- Demonstrated ability to manage multiple priorities, meet tight deadlines, and maintain accuracy under pressure.
- Strong project coordination skills with a keen eye for detail and a commitment to continuous improvement.
- High level of proficiency in Microsoft Office applications, particularly Excel.
- Excellent communication, interpersonal, and self-management skills, with the ability to build strong relationships across teams.
- Demonstrated change management capability, with resilience and adaptability during periods of transition.
- Proactive and accountable, with a commitment to fostering a culture of initiative, responsibility, and continuous improvement

Desirable

- Finance experience in a large higher education institution (or similar)
- User knowledge of Oracle EBusiness Suite and Oracle Cloud Enterprise Performance Management systems (or similar)
- Experience in managing Finance functions in Asia Pacific and Middle East regions