

POSITION DESCRIPTION

He wāhi e manakohia e te tangata

A great place where people want to be

Position Title	General Manager - Finance, Risk and Performance / Chief Financial Officer	Vacancy No	43542
Reports To	Chief Executive	Direct Reports	5
Location	Any Christchurch City Council location	Date	August 2026

ORGANISATIONAL STRUCTURE

See how this position fits within Council. [View the current organisational structure →](#)

1 PURPOSE OF POSITION

- Leadership of, and accountability for, the long-term financial sustainability, enterprise risk, organisational performance and reporting, procurement, and strategic planning functions of the Council. Provide strategic stewardship of Council's financial resources, investment decisions, funding strategy, and performance frameworks to support the delivery of community outcomes and value for money services.
- Provide assistance, backup and representation to the Chief Executive when required.
- This role will effectively delegate key areas of work to experts within the team, leading the group's strategic and long-term and annual planning processes to meet Council's requirements; ensuring performance frameworks are in place to monitor progress.

2 GENERAL

As an employee of the Council you are required to:

 Respond to the changing needs of the Council, performing other tasks as reasonably required.	 Maintain a strict sense of professional ethics, maintaining confidentiality and privacy as per the Privacy Act and abiding by Council Policy.
 Be responsible for meeting the provisions of the Public Records Act 2005 (PRA) and the Local Government Official Information and Meetings Act 1987 (LGOIMA) in respect of Council information, and for following related Council policies and processes.	 Be associated, as required, with CIVIL DEFENCE or any exercise that might be organised in relation to this council function.
 Assist, support and respond to, as reasonably required, any event where the Business Continuity Plan is activated.	 Support the Council in upholding its commitments under Te Tiriti o Waitangi and in fostering positive, respectful and productive relationships with Papatipu Rūnanga.

3 KEY AREAS OF ACCOUNTABILITY

KEY AREA	KEY ACCOUNTABILITIES
People Leadership	• Provide direction, empower, motivate and develop others in order to achieve business group and organisational goals. • Be a role model for our shared values, consistently lead by example and provide clear and inspiring leadership to all staff. • Empower, motivate, and develop others to achieve group and organisational goals and to work collaboratively, effectively, and with agility across teams and groups. • Have a 'visible' presence within your group, the wider Council and with external stakeholders. • Champion an open and transparent culture to reflect the intent of the Local Government Official Information and Meetings Act 1987. • Delegate work effectively and in a timely manner to team members who have specialist expertise in key areas. • Ensure that people policy and practices are consistently implemented and observed and that opportunities exist at all levels for ongoing professional growth and development.
Executive Leadership Team	• Contribute to the collective leadership, stewardship, and long-term success of the Council as a member of the Executive Leadership Team. • Lead and influence enterprise-wide initiatives that improve organisational effectiveness, customer outcomes, financial sustainability and community value. • Actively contribute to strategic decision-making, balancing organisational priorities and ensuring decisions support the Council's long-term objectives. • Demonstrate collective ownership of Council decisions and outcomes, clearly communicating and supporting decisions and business expectations to all relevant stakeholders.
Financial and Organisational Stewardship	• Lead Council's long-term financial sustainability, stewardship of financial resources and capital investment decisions, ensuring value for money and alignment with strategic priorities. • Lead organisational planning, performance, accountability and reporting frameworks that support delivery of the Long-Term Plan, Annual Plan, capital programme, community outcomes and strategic objectives. • Be responsible for the Council's statutory reporting, Annual Report, external audit and attestation responsibilities for both the parent entity and the group entities, ensuring financial integrity, transparency and public accountability. • Provide executive oversight of procurement, governance and assurance frameworks, ensuring effective risk management and public trust. • Ensure the effective stewardship of the Council's resources, capability and capacity to deliver organisational outcomes. • Deliver agreed performance objectives.

KEY AREA	KEY ACCOUNTABILITIES
Strategy and Transformation	• Shape and influence the Council's long-term strategic direction, ensuring financial, performance and risk considerations are embedded in decision-making. • Advise on and influence major strategic, investment and policy decisions to ensure the long-term financial resilience and sustainability of the Council. • Lead strategic planning processes that translate community aspirations into achievable, affordable and sustainable outcomes. • Provide strategic insight into emerging trends, opportunities, risks and policy developments affecting Christchurch and local government. • Champion organisational transformation and innovation to strengthen future capability, resilience and service delivery. • Advise the Chief Executive and elected members on the financial implications of strategic decisions, policy choices and major investments. • Maintain Council's financial reputation, creditworthiness and access to funding through prudent financial management and stakeholder confidence. • Lead the Council and group's strategic planning and annual budget procedures, providing direction and recommendations. • Ensure effective delivery of the Council's Long-Term Plan (LTP) and Annual Plan processes. • Ensure the group's strategies align with the Council's priorities and objectives.
Key Relationships	• Build and maintain constructive relationships with elected members, governance bodies and external parties, mana whenua, the Audit Office, key Government ministries, departments and agencies, the Local Government Funding Agency and other financial institutions such as banks and rating agencies. • Build strong relationships with key customers – residents and businesses. • Advise and assist the Council to influence Government on policy matters affecting the Council. • Develop and maintain positive and productive working relationships, networks and partnerships with key stakeholders both locally and nationally, including counterparts in other government agencies and private industry.
Communication	• Act as a credible and influential spokesperson on the Council's financial, performance and risk matters with governance, stakeholders and external audiences. • Translate complex financial, strategic and organisational issues into clear advice that supports informed decision-making. • Foster clear, transparent and effective communication across the Council and with governance stakeholders. • Communicate clearly and openly with direct reports, the Executive Leadership Team and wider team. • Represent the Council or the Executive Leadership Team, as required, confidently, professionally and accessibly in external situations and forums. • Keep abreast of local government and industry changes and communicate updates and guidance to the team in a timely and plain English way.

KEY AREA	KEY ACCOUNTABILITIES
Risk Management	- Lead the Council's enterprise risk management framework and provide assurance to governance and executive leadership that strategic risks are identified, understood and appropriately managed. - Provide strategic oversight of the Council's most significant risks, ensuring informed decision-making, strong governance and organisational resilience. - Take a proactive and open approach to risk management and resolution, collaborating across groups to address risks cohesively and well. - Promote and role model a 'no surprises' approach to escalate and share any significant risks, operating in a transparent and honest manner with both internal and external stakeholders.
Treaty of Waitangi	Demonstrate a commitment to and respect for the Treaty of Waitangi and incorporate these into your work, and your group's work and service delivery.
Customer and Community Focus	Drive a customer and community centred approach to decision making and service delivery.
Best Practice	Actively promote best practice to ensure rigour, consistency, fairness and transparency at all times and challenge any activities that do not conform to these principles.
Health & Safety	Be accountable for providing a safe work environment, implementing the Council's health and safety systems, managing employee participation and striving for continuous improvement.
Budget	Accountable and responsible for managing a budget.
Delegations	Delegated authority is as per the Register of Delegations on the Christchurch City Council website.

4 KEY RELATIONSHIPS / CUSTOMERS

INTERNAL	NATURE OF RELATIONSHIP
Chief Executive	Report to, seek and provide advice, share information.
Mayor, Councillors, Community Board Members, Independent Committee Members and Group entities and their respective governing bodies.	Provide advice, recommendations and share information.
Executive Leadership Team	Peers, provide information and support openly and transparently, work in close liaison on strategic and operational goals as a united and cohesive team.
General Managers	Manage, support, delegate work to and foster openness, transparency, collaboration and cross-functionality.

INTERNAL	NATURE OF RELATIONSHIP
Wider Council Managers, team leaders and members	Provide leadership, information and support and foster openness, transparency, collaboration and cross-functionality.
EXTERNAL	NATURE OF RELATIONSHIP
Local Government New Zealand, central government agencies, sector working groups, professional bodies and external finance, risk and assurance networks	Represent the Council's interests, build strategic relationships, share expertise and contribute to discussions relating to local government finance, funding, investment, performance, assurance and sector reform.
Private Business owners	Provide information and liaise with.
Residents and Ratepayers	Provide information and liaise with.

5 QUALIFICATIONS, EXPERIENCE, KNOWLEDGE & SKILLS

FORMAL QUALIFICATIONS & TRAINING	REQUIRED	DESIRABLE
A degree level qualification in a relevant or related discipline	☒	☐
Post-graduate degree in relevant discipline	☒	☐
Full member of Chartered Accountants Australia & New Zealand (CA ANZ) or equivalent professional institute.	☒	☐

KEY EXPERIENCE, KNOWLEDGE & SKILLS	REQUIRED	DESIRABLE
Extensive executive level experience in a Chief Financial Officer or equivalent senior leadership role within a large, complex and multi-faceted organisation including experience operating within a corporate group, holding company or multi-entity environment, with responsibility for leading finance and related corporate functions and contributing to organisational strategy and performance as a member of an executive team.	☒	☐
Proven success providing strategic financial leadership, driving organisational oversight and risk stewardship, while influencing executive and governance decision-making to achieve organisational outcomes.	☒	☐
Demonstrated experience working with elected members, boards or governance bodies, with strong political and strategic acumen and the ability to build trust, influence outcomes and navigate complex stakeholder environments.	☒	☐
Experience leading organisational change, transformation or significant improvement initiatives within a large and complex organisation.	☒	☐
Strong commercial, financial and investment acumen, with the ability to balance service delivery, community outcomes, risk and financial sustainability.	☒	☐
Proven experience contributing to organisational strategy, long-term planning and the translation of strategic priorities into operational and financial outcomes.	☒	☐

KEY EXPERIENCE, KNOWLEDGE & SKILLS	REQUIRED	DESIRABLE
Demonstrated success building and maintaining productive relationships with senior leaders, governance, external stakeholders, partner organisations and government agencies.	☒	☐
Significant knowledge of the legislation relevant to the role.	☒	☐
Demonstrated success balancing competing priorities and delivering sustainable outcomes within constrained financial and resource environments.	☒	☐
Proven success leading organisational improvement and enhancing service delivery, efficiency and effectiveness within a large and complex environment.	☒	☐
Success in establishing high performing, collaborative and accountable cultures, with demonstrated ability to achieve results through leadership, influence and partnership.	☒	☐
Demonstrated commitment and community centred decision making, ensuring services deliver value and meet the evolving needs of residents and stakeholders.	☒	☐
Proven commitment to inclusive leadership, creating environments where diverse perspectives are valued and people can contribute at their best.	☒	☐

6 COMPETENCIES

The **competency framework** sets out what is expected of all kaimahi (employees) at the Council in order for our organisation to succeed in becoming the best council that we can be.



Kahupapatia te wehenga
Bridge the gap



Kia rangatira te tū
Be a legend



Hīkina te taumata
Raise the bar



Mahia te mahi
Do the mahi



Kia whakahī te whakarato
Proudly serve

To find out more visit [Why Us? Jobs at Christchurch City Council](#)