

Role Statement

Role title	Associate Director, Finance (Schemes)	Classification	SS/SM2
Branch	Super SA	Type of Appointment	Ongoing
Section	Financial Services	Position Number	P52829
Approved by	Chief Executive Super SA	Date	July 2026

Department of Treasury and Finance

The Department of Treasury and Finance is the lead agency for economic, digital and financial policy outcomes.

We play a vital role in providing financial services to the community and economic and fiscal policy advice as well as digital services to the Government of South Australia.

The Department of Treasury and Finance actively promotes flexible working arrangements and values diversity in the workplace.

Our Purpose

We are *the Government's trusted fiscal, economic, digital and policy advisor*.
We work to ensure *South Australia is a thriving, prosperous State now and in the future*.

Who we are



Talented, Clear Eyed and Curious

We are analytical, evidence based, innovative and creative.



High Performing

We are known for achieving successful and timely outcomes.



Trusted Partner

We work better together. We lead, partner, and collaborate to help solve the big challenges.



Agile

We organise around opportunities critical to our state and are flexible in responding to challenges.



Fulfilled and Fun

We take the work seriously and ourselves less so - we support each other in the pursuit of excellence and make Treasury a great place to work.

What we are known for

A world class Treasury and Finance.
A high performing agency that seizes opportunities, addresses the big challenges, and is a destination employer providing rewarding careers.

Branch/Section

For over 120 years, Super SA has been helping members secure their financial future. Super SA is a superannuation fund for South Australian government employees and is a branch of the Department of Treasury and Finance.

Super SA is dedicated to being the most trusted superannuation fund for current and former South Australian public servants. Super SA's long-term success is largely due to the talent and expertise of staff who strive to create an environment that is supportive, safe and secure. The work culture is positive and inclusive, making it a rewarding and enjoyable place to work.

The Associate Director, Finance (Schemes) is accountable to the Director Finance for providing strategic leadership and authoritative specialist advice on financial reporting, taxation governance, accounting policy, financial control and stewardship across Super SA's superannuation schemes and governance boards. As Super SA's principal schemes finance expert and a senior member of the Finance leadership team, the role leads complex financial governance and reporting frameworks, advises the Executive, Boards and senior stakeholders on matters of significant financial and regulatory impact, drives strategic initiatives and organisational governance outcomes, and acts as Deputy to the Director Finance in delivering critical financial outcomes for the agency.

What this role is responsible for

Strategic Financial Leadership and Influence

- Lead the research, development and implementation of highly complex financial stewardship, governance and reporting initiatives, responding to emerging legislative, regulatory and accounting challenges that extend beyond established precedents and frameworks
- Provide the highest level of specialist advice and strategic financial insight to Executive, Boards and senior government stakeholders, shaping organisational strategy, sector practice and decision-making on matters of significant financial, governance and reputational impact.
- Anticipate, assess and address complex and emerging risks, opportunities and reforms in superannuation, accounting, taxation and governance, leading innovative solutions that strengthen financial stewardship.

Financial Reporting and Governance

- Direct the certification and strategic oversight of statutory financial reporting for Super SA's superannuation schemes and governance boards, ensuring the integrity and transparency of financial information relied upon by Executive, Boards, auditors and regulators for critical decision-making.
- Lead the development, implementation and continuous enhancement of financial governance, assurance and control frameworks, providing authoritative interpretation of complex accounting, legislative and regulatory requirements and driving organisational responses to emerging risks and reforms.
- Provide the highest level of specialist leadership in financial reporting and governance, leading engagement with the Auditor-General's Department and other key stakeholders to influence audit outcomes, regulatory compliance and best-practice financial stewardship across Super SA.

Taxation and Regulatory Compliance

- Lead the development and oversight of taxation governance frameworks for Super SA's superannuation schemes, ensuring robust compliance and accountability in an increasingly complex legislative and regulatory environment.
- Direct the identification and management of complex taxation risks and opportunities, leading innovative governance, assurance and compliance responses to address emerging challenges where limited precedent exists.

Financial Systems and Continuous Improvement

- Lead the strategic direction and governance of financial systems, reporting platforms and data frameworks, ensuring they support organisational decision-making, and evolving business requirements of critical importance to Super SA.
- Drive the research, development and implementation of innovative financial technologies, automation solutions and reporting capabilities that transform organisational performance, strengthen governance and enhance financial transparency and accountability.
- Provide strategic leadership in the application of technology, analytics and emerging practices to address complex financial management challenges, improve organisational capability and deliver sustainable business transformation outcomes.

Leadership and People Management

- Provide strategic leadership to a high-performing specialist finance function, fostering a culture of accountability, innovation, collaboration and continuous improvement that supports the delivery of critical organisational and financial stewardship outcomes
- Drive organisational performance and workforce transformation initiatives that strengthen capability, succession planning, leadership development and employee engagement, while embedding DTF values and behaviours across the Finance function.
- Lead strategic engagement and negotiation on complex financial and governance matters, resolving emerging issues and securing outcomes that enhance organisational integrity, accountability and public confidence.

Who this role reports to

- Director, Finance

Key Relationships/Stakeholders

The role operates with significant and regular influence across Super SA, Department of Treasury and Finance and broader sectors government, maintaining strategic relationships with

- Chief Executive, Super SA and the Executive Leadership Team providing authoritative advice and insight to inform Scheme operations.
- Executive and senior leaders across SA government agencies, aligning cross-agency priorities and data-driven initiatives of critical strategic importance
- Funds SA, external specialists consultants to strengthen organisational outcomes and financial governance.

Special Conditions

- Applicants will be required to undergo the appropriate and relevant employment screening assessment(s) required for this role in line with the department's Employment Screening Policy.
- This role requires:
 - ☒ Nationally Coordinated Criminal History Check
 - ☐ Working with Children Check
 - ☐ Security Clearance (including Baseline, Negative Vetting Level 1 or Level 2, Positive Vetting)
 - ☐ Other:
- Some out of hours work may be required. Intrastate and interstate travel may be required.
- The incumbent will be required to participate in the Departmental Performance Management Program.
- The incumbent may be required to be assigned to other positions at the same remuneration level across the department.

Essential Expertise

- Tertiary qualification in Accounting, Commerce, Finance, or a related discipline.
- Current membership of CPA Australia or Chartered Accountants Australia and New Zealand.
- RG146 compliance or ability to obtain and maintain compliance.
- Expert knowledge in financial reporting, accounting, and governance, leading innovation, and cross-agency influence.
- Proven ability to lead and direct highly complex, multi-functional programs and strategic corporate initiatives in financial governance, reporting, and taxation across agencies.
- Experience leading and directing executive decision-making and managing statutory financial reporting with critical, cross-agency impact.
- Experience overseeing and setting standards for highly complex, sector-wide audits and managing relationships with auditors, regulators, Ministers, and executive government at the highest level.
- Experience leading and developing multidisciplinary teams and programs across agencies, with responsibility for outcomes of critical strategic importance and sector-wide transformation.
- Ability to lead organisational change, business transformation, and the development and implementation of innovative solutions to emerging, unprecedented challenges.
- Extensive knowledge of Australian Accounting Standards and public sector financial reporting, with recognition as the authoritative source of expertise, and alternative sources of advice only available external to government.
- Strong understanding of taxation legislation, governance frameworks, and compliance across agencies, with responsibility for sector-wide standards and innovation.
- Strong knowledge of financial reporting systems and contemporary technologies, with a record of sector-wide innovation and leadership.
- Knowledge of AASB 1056 Superannuation Entities and superannuation accounting.
- Demonstrated experience in the application of the relevant legislation, policies and procedures, including Code of Ethics, EEO and cultural inclusion.
- An understanding of the legislative requirements of the *Work Health and Safety Act 2012*.
- An understanding of and ability to work/manage to the spirit and principles of AS ISO 31000:2018 Risk management – Guidelines.

Desirable Expertise

- Experience within the superannuation, financial services or investment sectors.
- Experience within the South Australian public sector or a similarly regulated environment.
- Knowledge of government financial management frameworks and Treasurer's Instructions.
- Experience supporting Boards, Trustee arrangements or statutory entities.
- Formal leadership, governance or risk management qualifications.