



Now hiring



**NT
CHRISTIAN
SCHOOLS**

DIRECTOR OF FINANCE AND STRATEGY

FULL TIME | 2027 | DARWIN LOCATION

NT Christian Schools is seeking an experienced and strategic Director of Finance & Strategy to lead the organisation's financial planning, performance and facilities operations in 2027.

Working closely with the CEO, Principals and Directors, you will provide strategic financial leadership, ensuring robust budgeting, reporting and analysis, support informed decision-making and the effective, ethical and transparent use of organisational resources.

The role also oversees facilities, fleet, asset management, work health and safety, and enterprise risk, working collaboratively with each school to ensure our facilities and operations support the organisation's strategic priorities.

We are looking for a collaborative leader who can identify opportunities for improvement, drive efficiencies, develop practical solutions and build strong relationships across the organisation.

If you're an experienced finance leader, who understands school finances and is looking for an opportunity to contribute strategically to a purpose-driven organisation, we'd love to hear from you.

WHY WORK WITH US

- Six weeks annual leave
- 15 days personal leave
- 12% Super Contribution
- Long-Service Leave pro-rata after five years
- Tuition discounts for staff children*
- Salary Sacrificing and health care corporate rates*
- Relocation assistance*
- Ongoing professional development
- Up to 18 weeks paid parental (maternity) leave*
- Access to staff wellbeing program

*Conditions apply

APPLY NOW



ntchristianschools.com.au



human.resources@ntchristianschools.com.au

ROLE DESCRIPTION

Job Title:	Director of Finance and Strategy
Job Type:	Full Time under a 2 Year Fixed Term
Salary Classification:	NT Christian Schools SA02.2 - SA02.2.5
2027 Salary Range:	\$170,869 - \$178,122 Dependant on qualifications and experience. Plus, superannuation contribution of 12% of your annual salary,
Annual Leave:	6 weeks AL pa
School/Entity:	NT Christian Schools
Reporting to:	CEO
Date advertised	September 2026

Introduction

NT Christian Schools is a Christian organisation. It exists to advance the Christian religion through the provision of education and religious instruction. Accordingly, in furtherance of the religious ethos of NT Christian Schools all staff will be required to deliver or contribute to religious education, to lead or otherwise assist in the conduct of religious services and otherwise engage in religious practices and observances (including, but not limited to, leading prayers or devotions and sharing testimonies), either with fellow staff or students. As representatives of NT Christian Schools, it is a genuine occupational qualification of such roles that applicants hold and act consistently with the religious beliefs of NT Christian Schools, including as articulated in the Policies and Procedures of NT Christian Schools.

NT Christian Schools exists to provide a thoroughly Christian education and to give effective witness to the biblically based religious beliefs of the Company. As such, holding the religious beliefs of NT Christian Schools as articulated in the Policies and Procedures of NT Christian Schools is a genuine occupational qualification of this role.

You are expected to have a clear understanding of, and unqualified commitment to the biblical basis, including as articulated in the Policies and Procedures of NT Christian Schools, and to act both in the work place and in other contexts in ways that are consistent with those beliefs, in order to provide an authentic Christian witness.

This role requires that The Director of Finance and Facilities practice, deliver and contribute to religious education in a manner that is consistent with the Policies and Procedures of NT Christian Schools and to model a life consistent with those beliefs. As such, this role requires the highest commitment to the Lord, the Bible and to schooling from a distinctively Christian perspective, consistent with the Policies and Procedures of NT Christian Schools.

In addition, staff offer a reflection of their own growing relationship with Christ, which is itself affirmed by living a life consistent with the teaching of the word of God. Accordingly, the modelling of an authentic Christian life is a core requirement of the position, reflecting the foundational contribution the position makes to the maintenance of the religious ethos of the school.

With a mutual commitment to God through Jesus Christ, staff members ought to serve and love one another as Christ loves them. This also means an acknowledgement that all people are fallible and need to be entirely reliant upon God. NT Christian Schools has expectations of mutual love, service, trust, acceptance, patience, forgiveness and support.

All employees for NT Christian Schools are to be committed to ensuring child safety, health and wellbeing practices are followed and upheld. These practices are embedded in NT Christian Schools policy and culture as guided under current legislation.

General Expectations

NT Christian Schools is a recognised school system and the System Office plays a key role in ensuring that teaching and learning and corporate services are all managed for our school system as efficiently and effectively as possible.

The relationship between our staff, parents and students is nevertheless uppermost in our minds, as we endeavour to provide the best corporate services possible to allow that relationship to flourish and for school communities to live out our mission and values.

The system office also plays a key role in relationship building and promotion to government departments, members of parliament and national associations such as CEN.

The Finance Department serves NT Christian Schools in bookkeeping, financial resources management and planning, reporting and data analysis and organizational planning including risk analysis to provide ethical and practical budget production and support. NT Christian Schools Finance Department oversees income and expenses and maintains financial resources to achieve the goals and initiatives of NT Christian Schools and across our multi campus structure.

The Facilities team at NT Christian Schools strives to ensure the physical infrastructure of NT Christian Schools is problem-free and safe, to enable our staff to succeed under the best possible working conditions. We go above and beyond to plan, coordinate, and act on installations, refurbishments, repairs, equipment needs, supplies and grounds maintenance to meet and exceed health and safety standards.

These responsibilities and duties are, therefore, underpinned by expectations of generosity, openness, teamwork, effectiveness, efficiency, attention to detail, pleasant working relationships and maintenance of an effective, attractive, safe work environment.

Primary Role

The Director of Finance and Strategy is responsible for the strategic financial planning and performance of Northern Territory Christian Schools. The Director works closely with the CEO and staff to ensure that financial systems are fit for purpose, contemporary and support the ethical, transparent and efficient use of the financial assets of the organisation. The role ensures that significant analysis underpins the establishment of annual budgets and that effective performance reporting and analysis against budget is undertaken, with remedial action identified and actioned when required. Developing solutions to issues, identifying areas to drive efficiencies and establishing a supportive, collaborative work environment will be critical to success.

This role also oversees the facilities operations of NT Christian Schools, working closely with the Facilities Manager and risk officer to ensure work health and safety standards, asset management and

wider enterprise risk compliance are met for our facilities and our fleet. Additionally, planning for future projects and ensuring maintenance are in line with our current strategic plan.

The role will work collaboratively and closely with CEO, Principals and Directors to deliver an outstanding customer focused service.

The Director of Finance and Strategy will be responsible for long-term financial modelling and strategic financial planning, while also providing oversight of the organisation's foundational systems, processes and operational frameworks to ensure they remain effective, sustainable and aligned with NT Christian Schools objectives.

The position is based in the Berrimah head office and reports to the CEO. Occasional travel will be required in this position.

Key Duties and Responsibilities

- Model an authentic Christian faith and lifestyle consistent with the beliefs, policies and procedures of NT Christian Schools.
- Build a shared sense of purpose by communicating the organisation's strategic and business direction and ensuring Finance, Facilities and related functions support NT Christian Schools' objectives.
- Maintain high standards of financial governance, accountability and probity.
- Lead budgeting, forecasting, cash-flow management and long-term financial planning in conjunction with the CEO, Senior Leadership Team and Board.
- Develop financial strategies and sustainability goals that support the organisation's strategic direction.
- Provide accurate, timely and transparent financial, operational and strategic reporting to the Board, Finance and Risk Management Committee, CEO and Senior Leadership Team.
- Prepare and present periodic reports and dashboards covering financial performance, budget variances, forecasts, enrolment and workforce trends, capital expenditure, organisational performance and emerging risks.
- Translate complex financial and operational data into clear insights and recommendations that support effective Board and executive decision-making.
- Play a key role in supporting the Finance and Risk Management Committee, including preparing meeting papers, presenting financial and risk information, providing professional advice and reporting on agreed actions.
- Establish effective and transparent working relationships with the Board and its committees while maintaining appropriate governance and management boundaries.
- Ensure all legislative, regulatory, taxation, audit and external reporting requirements are met accurately and on time.
- Coordinate annual financial statements and internal and external audits, ensuring recommendations are appropriately addressed.
- Negotiate loans, financing arrangements and banking services, ensuring appropriate approvals and risk management.
- Identify and implement sustainable efficiencies that improve the financial and operational performance of NT Christian Schools.
- Oversee financial and operational risk management, including the maintenance and reporting of the enterprise risk register.
- Provide oversight of workplace health and safety systems, supporting safe environments for employees, students, volunteers, contractors and visitors.

- Ensure safety risks, incidents, compliance obligations and improvement actions are appropriately monitored and reported.
- Prepare capital grant submissions, provide strategic funding advice and liaise with the Block Grant Authority and other funding bodies.
- Oversee facilities, property, fleet and capital works, ensuring compliance, effective financial management and alignment with organisational priorities.
- Lead major projects from business-case development through to delivery, ensuring they remain within approved scope, timeframes and budgets.
- Develop contemporary Finance, Facilities and business systems that respond to emerging organisational needs.
- Resolve complex issues through critical thinking, consultation, analysis and sound professional judgement.
- Build trusted and transparent relationships with the CEO, Board, Senior Leadership Team, school leaders and staff.
- Demonstrate integrity, compassion, respect and a high standard of executive conduct.
- Responsible to ensure adequate and appropriate insurance coverage
- Communicate clearly, listen actively and provide open, honest and evidence-based advice.

Selection Criteria

- A committed Christian who is actively involved in a local church.
- Proven ability to model Christian values as expressed in the policies and procedures of NT Christian Schools and provide an authentic witness to those values.
- Demonstrated ability, or willingness to develop the ability, to draw upon the beliefs of NT Christian Schools to foster an organisational culture shaped by a biblical perspective and focused on positive outcomes for students.
- Tertiary qualifications in accounting, finance, business or a related discipline, with CA or CPA qualification highly regarded.
- Relevant management, leadership or postgraduate qualifications or professional development.
- Demonstrated senior-level experience managing significant operating and capital budgets, including financial planning, forecasting, cash-flow management, reporting and internal controls.
- Demonstrated experience developing financial strategies and providing high-level financial and strategic advice to executive leaders, Boards or governance committees.
- Strong data analysis and reporting skills, including the ability to prepare and present clear reports and dashboards that highlight performance, trends, risks and significant business issues.
- Demonstrated ability to communicate complex financial and operational information clearly to both financial and non-financial audiences.
- Experience in facilities, infrastructure or capital works management, including overseeing projects from business-case development through to completion.
- Proven ability to deliver complex projects within approved scope, timeframes and budgets while managing stakeholders, procurement and risk.
- Demonstrated experience leading teams and developing effective systems, processes and accountability arrangements.
- Sound knowledge of organisational risk management, regulatory compliance, audit requirements and workplace health and safety obligations.
- Demonstrated ability to resolve complex issues through critical thinking, collaboration, research, analysis and sound judgement.
- Excellent professional communication, interpersonal, presentation and negotiation skills.

- Demonstrated integrity, discretion and ability to work effectively as a member of a senior executive team.

Desirable

- Qualification in Finance or finance related qualification and accreditations
 - AICD Directors accreditation
 - Evidence of Leadership training or Christian Education Leadership
- Experience working in Christian education or not-for-profit sector.
- Experience working within a medium-to-large organisation operating across multiple or geographically dispersed locations.
- Experience working with government agencies, funding authorities, financial institutions, auditors and other external stakeholders.
- Experience overseeing workplace health and safety, facilities, fleet or capital development functions.

Further Requirements

- Must hold a valid Working with Children Clearance Notice (Ochre Card).
- Must hold a current National Police Check issued within the previous 12 months, or provide evidence that an application has been submitted.
- Must hold a current Northern Territory driver licence.
- This is an on-site role requiring regular attendance at NT Christian Schools workplaces.
- Some travel between NT Christian Schools locations may be required.