

Head of Finance

Highbury, Adelaide

Full-time | Permanent

Base salary + Super + Salary Sacrifice

Lead with purpose and integrity – If you are an experienced financial leader ready to shape excellence in Aged Care, we would love to hear from you!

At Warrina Homes, we're more than an aged care provider – we're a community built on Christian values, compassion, and excellence. We are currently seeking a strategic and values-driven **Head of Finance** to join our Senior Leadership Team. In this pivotal role, you will work closely with the Chief Finance and Operating Officer (CFOO), providing expert financial leadership across the organisation and overseeing our Finance, Administration, and Payroll teams.

The **Head of Finance** is responsible for delivering high-quality financial management, reporting, and analysis that supports sustainable business growth and exceptional care outcomes. This position plays a key role in the strategic direction and operational effectiveness of Warrina Homes, ensuring strong stewardship of our resources and compliance with regulatory and industry standards.

Key Responsibilities

As the Head of Finance, your work will directly contribute to the strength, sustainability, and growth of our mission through:

Strategic Leadership & Financial Oversight

- Lead and manage the Finance Team to ensure accurate, timely, and insightful financial reporting and analysis.
- Partner with the CFOO and CEO to deliver robust financial strategies and insights for the Board and Leadership Team.
- Drive strategic financial planning, budgeting, forecasting, and modelling across all business units.
- Monitor key performance indicators (KPIs) including AN-ACC performance, occupancy, and cost efficiency.

Compliance, Governance & Risk

- Ensure full compliance with accounting standards, regulatory requirements, and statutory reporting, including ACFR and ACNC.
- Oversee annual audits and implement improvements based on audit outcomes.
- Strengthen financial controls and risk management practices across the organisation.

Operational & Team Leadership

- Coordinate operational and capital budgets, pricing reviews, and cash flow optimisation.
- Provide guidance and mentoring to Finance, Administration, and Payroll staff to foster a culture of excellence and continuous improvement.
- Contribute to quality, innovation, and best practice initiatives across the organisation.

Stakeholder Engagement

- Develop and present clear financial reports to the Board, Senior Leadership, and Coordinators.
- Build strong relationships with internal and external stakeholders, including regulatory bodies, auditors, and peak industry organisations.

Work Health & Safety

- Model and promote safe work practices in line with WHS legislation.
- Ensure all staff in your team understand and meet WHS responsibilities.

About You

We are seeking a strategic thinker, people leader, and financial expert who is passionate about delivering purpose-driven outcomes. The ideal candidate will bring:

- Tertiary qualifications in Accounting and membership of a professional accounting body (CA, CPA, ACCA, CIMA).
- Minimum 10 years' experience in a senior financial leadership role.
- At least 5 years' experience managing finance teams in complex service environments.
- Deep knowledge of financial compliance, governance, and modern accounting practices.
- Proven ability to lead change, drive efficiency, and contribute to high-performing, values-led teams.
- Strong analytical, problem-solving, and communication skills, with the ability to influence at executive and board levels.
- A collaborative, compassionate leadership style aligned with Warrina Homes' Christian values.
- Current National Police Clearance for Aged Care.

Desirable Qualifications and Experience:

- Experience in aged care, not-for-profit, or community health sectors.
- Postgraduate qualifications in Management or a related discipline

What We Offer

- Attractive salary with generous salary packaging benefits:
Up to \$15,899 for living expenses and \$2,650 for meals and entertainment.
- A strategic leadership role with purpose and real impact.
- A supportive, high-performing team that values your insights and contributions.
- A workplace built on respect, faith, and personal growth.
- Ongoing professional development and a genuine commitment to your career growth.
- Employee Assistance Program (EAP) to support your wellbeing.
- Free on-site parking.

Who we are

Warrina Homes is a leading not-for-profit Aged Care provider in metropolitan Adelaide, offering both Retirement Village and Residential Aged Care services. Guided by Christian values, we focus on person-centred care that promotes choice, dignity, and independence. We are committed to fostering a culture of empowerment, encouraging our team to make informed decisions and excel in their roles. Teamwork is at the heart of our organisation, and we value mutual respect and support in every aspect of our work.

Warrina Homes has experienced significant growth in recent years, highlighted by our recognition as 12th place in the BDO Fast Movers SA Awards, celebrating the top 25 fastest-growing companies in South Australia. We also won the 'Elevated Success Award', recognising our achievement as the highest percentage of revenue growth. These recognitions reflect our ongoing commitment to providing high-quality, person-centred care while maintaining financial stability and expanding our services.

With a holistic model that addresses the physical, spiritual, and emotional needs of our residents, we take pride in our strong reputation for compassionate care, a supportive workplace culture, and a continuous focus on improvement and innovation.

At Warrina Homes, every resident matters, and every team member plays a crucial role in our mission. If you are looking for a role where you can make a meaningful impact, please join us and be part of a compassionate, dedicated team.

For more information visit our website, <https://warrinahomes.com.au>

Please note that Warrina Homes maintains a non-smoking workplace.

To apply, simply click the 'Apply' button, submitting your resume and a cover letter outlining your suitability for the role. Applications will be reviewed upon submission. Don't miss the opportunity to join a growing, values-driven team committed to excellence in Aged Care.