

Position details

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| Title of Position: | Treasury Manager |
| Reports to (position title): | Head of Treasury and Corporate Finance |
| Division: | Finance |
| Function: | Treasury and Corporate Finance |
| Number of Direct Reports: | 2 |
| Grade: | 8 |

Health, Safety & Wellbeing

ElectraNet is committed to co-creating a workplace of choice and enriching the communities in which we operate.

As an industry leader, ElectraNet is at the forefront of the clean energy transition. We are socially and environmentally ambitious, and our continued commitment to developing, operating and maintaining our network in a way that creates opportunities for people and nature to thrive is essential to achieving our vision of energising South Australia's Clean Energy future.

Our commitment also drives our focus to create a physical and psychosocial environment that supports the health, safety and wellbeing of our people.

We all contribute to ElectraNet's workplace culture and have a duty of care to ourselves and one another to work safely, assess and manage risk, courageously speak up and promptly report any unsafe working practices, hazardous working conditions or security threats and to collectively learn and grow from every opportunity.

Position Overview

The Treasury Manager is responsible for contributing to the development of key treasury and financial risk management strategies and is accountable for the operational excellence (day-to-day operational management), reporting requirements, and governance of the function, while supporting the delivery of strategic and operational outcomes organisation wide.

This is a high-profile role that works closely with Head of Treasury and Corporate Finance and the Chief Financial Officer (CFO) to operationalise strategy, exert leadership influence on the evolution of organisational culture and its alignment with business strategy and to provide advice and guidance as a subject matter expert to key stakeholders within the business. The role will be accountable for the day-to-day management of the Treasury function, specifically tasked with managing and ensuring contemporary practises in all areas of treasury management, including long-term capital management, group funding, daily liquidity and cash flow forecasting, group credit rating management, financial risk management (including market, credit and cash flow risk related risks) and hedging practices, executive and board reporting, treasury systems, operations, governance and the internal controls environment for the function, as well as internal business partnering and external stakeholder management.

The role will be facing global financial markets, engaging with relationships across ElectraNet's global banking group, domestic and offshore debt investors, credit rating agencies, external legal counsels, financial advisors, system vendors and ancillary service providers (debt facility agents, security trustee, and others). It will be involved in the negotiation, execution and management of global debt capital

markets transactions, funding the Groups asset base as well as derivative hedging transactions to manage the Group's exposures to interest rate risks, domestic and foreign currency risks and commodity price risks, ultimately protecting the company's earnings, cash flows and capital expenditure budgets.

Success in this role is characterised by effective communication and stakeholder management skills, commercial acumen, as well as a strong technical skillset with the ability to grasp complex treasury / financial risk related matters, communicate them in a simple and understandable manner and generate value-adding insights to support business-critical decision making. A focus on good governance, operational excellence, business maturity, having a high attention to detail are key attributes for success.

Key Responsibilities

Strategic Leadership

- Actively contribute to the Finance divisional leadership initiatives and strategy.
- establish and maintain strong relationships with Division Leadership teams in Finance and across the broader business to identify and respond to business needs, and serve as a subject matter expert and trusted advisor.
- Contribute to the development of the strategic priorities and operationalising those strategic objectives in the treasury and corporate finance business unit.
- Lead the development, delivery and continuous improvement of all treasury management and operation initiatives.
- Ensure a high level of governance and internal controls are in place over treasury management activities to promote robust business resilience and continuity practices and ongoing consistency and reliability in achieving business outcomes.
- Build the financial and commercial acumen needed to contribute sound advice that supports business decisions to drive the achievement of financial outcomes.
- Embrace change and lead teams through change management processes to ensure success.
- Be accountable for communicating business-wide activities, initiatives and key messages, leading conversations with team members across the function to ensure the successful delivery and understanding of communications.

People leadership

- Managing, a team of direct reports, and supporting their professional development plans
- Engages and fosters relationships with Senior Managers / Divisional Leaders and Executives.
- Create and develop a respectful workplace environment that values cultural diversity, innovation and high performance.
- Lead the continual evolution of a constructive workplace culture; inspire, motivate and coach people to operate in a high-capability, high-performing environment.
- Develop people capabilities and behaviours to meet business demands and to support longer-term organisational resilience via successful retention and succession strategies.
- Set meaningful performance and development goals and behavioural expectations, linked to business objectives.
- Lead the team to achieve its operational objectives by providing clear direction, actively managing performance and empowering team members to succeed.

Operational & Technical

Capable of working autonomously or under general supervision and contributing to business-critical financial advice and planning support to underpin:

Capital and Liquidity Management

- Assist the Head of Treasury and Corporate Finance to develop and execute annual debt funding, liquidity and working capital strategies for the regulated and contracted business, including the negotiation of commercial terms and legal documentation for debt transactions.
- Assist with the preparation of Board and Committee papers on funding strategies.
- Recommend solutions that create value for the organisation through capital structure optimisation opportunities or innovative funding solutions aligned to the needs of the business and its risk appetite.
- Shape the organisation's strategy through considered analysis and insight into cash, liquidity and balance sheet strength along with potential sources of funding.
- Manage the delivery of bank, debt investor, credit rating agency, and shareholder analyst business updates.
- Manage investor relations database and associated communication channels.
- Manage debt and hedging performance against the cost of debt allowance.
- Manage the investment of surplus funds for the Group.
- Proactively monitor financial markets, both domestic and international.
- Manage the Groups' daily cash flow model, including daily, monthly, and annual cash flow forecasting, reporting and variance analysis
- Manage and optimise short-term liquidity and working capital requirements and track ongoing performance against budgets / forecasts.

Credit Rating Risk Management

- Manage the development and execution of annual credit rating management planning strategies as well as the ongoing positioning of the Groups credit rating(s) with the rating agency.
- Manage the delivery of the credit analysis files and annual presentations to the rating agencies (including detailed reviews and internal consistency checks)
- Monitor the performance of key rating credit metrics and communicating to key stakeholders

Financial Risk Management:

- Manage the development and execution of financial risk management and hedging strategies to manage financial risk exposures within Treasury Policy requirements and Board / Shareholder approved strategies and delegations.
- Day-to-day monitoring and management of the organisations financial market risk exposures (e.g., interest rate, foreign exchange and commodity risk).
- Business partnering with the Groups other divisions (e.g., Finance, Supplier Relations, Legal, Regulatory, Corporate Development etc.) to provide risk management and commercial advice based on financial modelling and analytical insights.
- Monitoring and oversight of 'capital at risk' and 'revenue at risk' exposures, including managing a portfolio of bank guarantees, including their execution, rollovers and maturities.

Executive Management, Treasury Committee and Board Reporting

- Assist in preparation and coordination of Board and sub-Committee papers, reporting, executive summaries, and presentations for management as required.

- Responsibility for the timely delivery and detailed reviews of all treasury management reporting (monthly and quarterly), including policy and framework compliance reporting, position reporting, metrics reporting and financial risk management and markets update reporting.
- Develop and manage value-add treasury dashboard reporting.
- Manage annual budgeting and forecasting for interest, cash flow and liquidity requirements.

Governance and Compliance

- Manage the delivery of external reporting requirements (compliance certificates, KyC, annual/semi-annual business updates, AER regulatory reporting, general undertakings and information requests)
- Manage compliance with key external (debt agreements, credit rating agency metrics) and internal (Board, Policy and frameworks) requirements. Including compliance with general undertakings in the Group's financial markets transactions and funding security documents.
- Accountability for treasury governance practices to ensure contemporary and robust financial governance over treasury transactions.
- Ensure all treasury transactions comply with the established treasury policies, frameworks and procedures and manage delivery of the Groups' quarterly compliance report.
- Manage key treasury processes to ensure the ongoing accuracy of treasury transactional records and reporting with a single source of truth and in a business sustainable and efficient manner.
- Identify, recommend, and manage the implementation of new systems, processes, procedures, and controls to improve the financial control environment, business efficiencies, and the operating effectiveness of the treasury function within an evolving business model
- Ensure appropriate confidentiality is applied to work undertaken and relevant files and documents.
- Responsible for managing the delivery of treasury related external and internal audit programs and testing
- Responsible for reviews, reporting and recommendations relating to financial control issues.

Treasury Management System and Operations

- Manage the day-to-day operations within the Treasury Management System.
- Manage the maintenance and continued enhancements of the Group's Treasury Management Systems with a focus on operational efficiency, enhanced dashboard reporting and strong practices.
- Lead the continued development and integration of the Treasury management system to capture ongoing improvements in the efficiency, accuracy, control, and performance of Treasury activities.
- Review and approval of treasury transactions in the Treasury Management System.

Business Partnering

- Develop a deep understanding of the rate of return components under the Australian Energy Regulator (AER) framework and work closely with internal stakeholders to monitor and develop strategies to mitigate risks associated with company revenues.
- Provide technical insights to the Regulation team in relation to rate of return matters, particularly in relation to the cost of debt.
- Advise and influence commercial decision making by educating leaders and increasing commercial acumen across the organisation.
- Support and oversight in the setting of the Group's annual business plan, ensuring the Group's financial model adheres to all debt covenants, restrictions, and ratings requirements

Relationship Management

- Develop and maintain relationships with key external stakeholders including debt investors, banks, rating agencies, legal counsel, financial advisors, assurance providers, outsourced agency providers and other ancillary service providers.
- Build and maintain effective and sustainable relationships with key internal and external stakeholders at all levels; develop an in-depth understanding of the function to deliver accurate and catered commercial analysis and advice.
- Actively contribute to the maintenance and development of a strong professional “brand” for ElectraNet treasury externally and internally.

Behavioural

- Build and maintain strong working relationships with and between internal and external stakeholders, delivering a high level of customer service.
- Create and develop a respectful workplace environment that values cultural diversity, innovation, open discussion and cross functional collaboration to help drive high performance.
- Lead by example; role model desired behaviour and priorities, demonstrate personal accountability for self-development and for achieving quality and timely result.
- Demonstrate behaviour that is consistent with ElectraNet’s values, Code of Conduct and Acceptable Use of Technology Resources Policy while performing the role in a professional and ethical manner.
- Promote safe work practises that support the safety of all workers and the security of ElectraNet’s assets, proactively reporting safety incidents, near misses and security threats.

Significant Working Relationships

External

- Banks (domestic and offshore)
- Senior creditors / debt capital markets investors (domestic and offshore)
- Credit rating agencies
- Legal counsel / representatives for treasury transactions
- Ancillary services providers for debt facilities / transactions (Agencies, Registrar, etc.)
- External advisors / consultancy firms
- Auditors
- System vendors (Treasury Management System, Transactive Banking)

Internal

- Treasury and Corporate Finance Team
- Divisional Leadership Teams (DLT) across the broader business
- Group Executives (in particular, the CFO) and Senior Managers (e.g., Head of Finance)
- Finance Division
- Company Secretary
- Board sub-Committees (Treasury Committee)
- ElectraNet Leaders and Employees
- Sustainability team; Regulation team; Strategy team; Legal, Risk and Governance teams

Equipment & Technology Used

- Laptop and accompanying hardware and software
- Treasury Management System

- Bloomberg
- Enterprise Accounting System (SAP)
- Banking systems (transactive etc.)

Selection Criteria

Knowledge & Experience

Essential

- Demonstrated experience in a corporate, professional services or advisory organisation within a treasury, capital markets, debt advisory or related function (As a guide, at least 5+ years).
- Experience managing a team and treasury function of similar size and complexity with a strong knowledge of treasury operations and managing/maintaining a large debt and derivatives portfolio.
- Knowledge and experience working as a subject matter expert and/or providing technical leadership in a corporate environment, with a strong technical foundational in treasury and financial risk management principles and concepts.
- Demonstrated experience in adding value to the business through applying operational and strategic perspectives to the analysis of data and information to form appropriately aligned recommendations.
- Demonstrated high level analytical skills, along with ability to produce qualitative and quantitative output that shows commercial acumen along with a high level of financial aptitude, attention to detail and knowledge, with a commitment to quality and accuracy.
- High level ability to communicate and translate complex and/or technical issues to a broad range of audiences.
- Experience applying negotiation and conflict resolution skills.
- Excellent interpersonal skills with the ability to build collaborative and productive relationships with internal and external stakeholder groups at all levels within and outside an organisation.
- High level of initiative and the ability to develop and improve business processes and systems
- Demonstrated problem solving abilities and use of initiative to identify and recommend solutions.
- Sound financial acumen with the ability to see the financial effects and relationships of various aspects of the business, apply innovative or lateral thinking to financial or commercial problems.
- Demonstrated positive, flexible, and adaptable attitude, with a willingness to take on a wide range of diverse tasks and adjust to competing and shifting priorities in a changing environment.
- Demonstrated capability to lead teams through change to contribute to a high-performance culture utilising change management principle.
- A clear thinker, with sound knowledge and experience in people management and the ability to constructively challenge the status quo.
- Advanced skills in Microsoft Office packages (Word, Excel, PowerPoint, and Outlook);
- Experience operating a treasury management system
- Basic knowledge of accounting standards and practices

Desirable

- Experience in raising / refinancing debt capital across multiple markets (private and public)
- Regulated utility / infrastructure industry background an advantage
- Experience in applying artificial intelligence solutions to treasury management and operations
- Experience and knowledge of financial instruments and hedge accounting
- Basic SAP experience

Qualifications

- Tertiary qualification in Finance, Commerce, Accounting, Economics or relevant discipline (essential).
- Post graduate qualifications in treasury, financial risk and/or corporate finance such as Chartered Financial Analyst / Master of Applied Finance or equivalent (desirable)

Background Checks

- Pre-employment checks, including background and security checks (such as global criminal checks) are required for this position, completed prior to commencement and repeated on a regular basis after appointment.

NOTE: Copies of the above listed qualifications/licences/certificates are required as evidence on appointment.

Other factors relevant to the position

- Travel: Intra/Interstate/Overseas as required
- South Australian Car Driver's Licence
- Some out of hour's work may be required