







Head of Finance Business Partnering

The Head of Finance Business Partnering leads New Zealand Rugby's (NZR) business partnering function, ensuring high quality financial advice, insights, and analysis are embedded across the organisation. This role drives financial capability and accountability with leaders, while directly contributing to key projects, stakeholder negotiations, and financial planning.

The role balances strategic leadership with hands-on delivery, ensuring that Leaders, the CFO, Business Leaders, and Executive are equipped with the tools, insights, and support they need to make effective decisions and achieve NZR's growth objectives.

					
Location	Team	Leader	Employment Type	Direct Reports	Span of Control
Wellington	Finance	Chief Financial Officer	Permanent/Full Time	Four	Four
Key Stakeholder Groups Internal: Board, Executive Team, Budget Managers, Finance Team, Staff External: Super Rugby Clubs, Provincial Unions, World Rugby, Commercial Partners, Suppliers, NZR Auditors, Agencies & Suppliers					

What You Do

Financial Leadership

- Be the lead support to the CFO and Executive Team on financial analysis to support strategic decision making.
- Provide proactive and expert advice to the Executive Team and senior leaders on financial matters, ensuring Finance is a trusted partner across the organisation.
- Ensure Finance business partnering strategies and initiatives are integrated across the business, supporting financial maturity and long-term sustainability.
- Lead the annual budgeting and planning process, conjunction with the Financial Controller and Head of Strategy Planning and Performance.

Financia Business Partnering

- Lead and support the business partnering team to act as NZR's lead finance partners, to ensure that financial implications across all areas are recognised and addressed
- Support the team to provide expert guidance on financial advice to Budget Managers, including:
 - Budgeting and forecasting
 - Variance analysis and commentary
 - Commercial contracts and revenue streams
 - Financial risk assessment and mitigation
 - Investment and project evaluation

- Maintain a deep understanding of portfolio financials (revenue, costs, and drivers) to enable effective decision making.
- Influence and challenge Senior Leaders constructively, ensuring financial implications are understood and managed.

Management Accounting, Analysis & Reporting

- Oversee the preparation of variance analysis and insights for the Executive Leadership Team and Board in the monthly management finance reporting.
- Ensure accuracy and timeliness of forecasts across all business units.
- Provide high-quality financial insights, linking performance to strategic objectives.
- Lead continuous improvement of financial reporting systems, budgeting tools, and processes.

Project Support

- Act as lead Finance Partner on major projects and negotiations, such as:
 - Broadcast and sponsorship agreements
 - Player funding and collective agreements
 - Large-scale competitions and tournaments
 - Community rugby initiatives and government funding
- Contribute to enterprise-wide initiatives by ensuring financial considerations are embedded in decision-making.
- Provide strategic input into funding agreements, commercial opportunities, and investment cases.

Compliance & Risk

- Ensure awareness and adherence to all relevant financial, legal, and regulatory requirements.
- Oversee risk identification, monitoring, and reporting processes in relation to financial management.
- Promote and maintain best practice internal control frameworks across the business.

Efficiency & Continuous Improvement

- Drive adoption of innovative financial practices and tools, leveraging technology to improve reporting, forecasting, and analysis.
- Champion financial literacy across the organisation, building capability and confidence in budget managers.
- Identify and implement process improvements that enhance efficiency, accuracy, and impact.

Relationship Management

- Establish credibility and trusted advisor status with the Executive Leadership Team and senior leaders across the organisation.
- Build strong relationships with external stakeholders including Provincial Unions, Super Rugby Clubs, auditors, sponsors, and agencies.
- Collaborate across the Finance team to ensure alignment and shared success.

Leadership

- Lead and support a team of Finance Business Partners and Management Accountants, developing capability, setting clear direction, and fostering a culture of accountability, collaboration, and continuous improvement.
- Provide management and direction to the team in the development of business and operational plans to support the whole organisation.

- Establish and maintain effective working relationships with employees, external parties and other networks as required.
- Contribute to the development of a culture of operational excellence.

General

- Maintain awareness of any changes in legal or compliance requirements which impact NZR.
 - Undertake other tasks as required and work to meet the wider team and organisational objectives.
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What You Bring

Key experience and skills include:

- Chartered Accountant (CA ANZ or equivalent) required.
 - Relevant tertiary degree in accounting, finance, or related discipline.
 - 10+ years' post-qualification experience in finance, with at least 3–5 years in a senior leadership/business partnering role.
 - Proven success leading high-performing finance business partnering teams.
 - Significant experience providing financial advice at Executive/Board level.
 - Demonstrated ability to balance strategic thinking with hands-on delivery.
 - Strong track record in financial planning, analysis, and reporting within complex, diverse organisations.
 - Expertise in budget cycles, forecasting, scenario modelling, and risk management.
 - Advanced systems knowledge, including financial reporting tools and BI platforms.
 - Excellent communication and influencing skills, able to engage and challenge at senior levels.
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