



# Edmund Rice Special Education Services

St Gabriel's School & St Edmund's College

## Business Manager Appointment

Applicant Information Package 2021

# Overview

Edmund Rice Special Education Services (ERSES) is comprised of two schools; St Edmund's College in Wahroonga and St Gabriel's School in Castle Hill. Both schools are proudly Catholic schools in the Edmund Rice tradition. Founded by the Christian Brothers in 1922 (St Gabriel's) and 1951 (St Edmund's), the two schools today form ERSES and are under the leadership of a single Principal.

St Edmund's College and St Gabriel's School cater for children with a wide range of intellectual and sensory disabilities. Each school offers small classes, excellent facilities and provides individualised education programs. St Edmund's caters for students in Years 7-12 and St Gabriel's currently caters for students in K-Year 9, with the planned extension to continue to Year 12. These schools are characterised by a vibrant culture and strong supportive communities where staff, students and their families are committed to a truly liberating education.

The vision of ERSES is to enrich the hearts and minds of young people with special needs for active participation in their community. Through quality Catholic education in the Edmund Rice tradition, ERSES aims to transform the whole person through authentic relationships and innovative educational experiences.

Their mission is to enhance the lives of children and young people with disabilities by:

- Responding positively to the challenges of disability;
- Promoting and supporting inclusion;
- Working in partnership with families;
- Providing timely creative education solutions;
- Delivering best practice services in a range of settings.





# Position Description

**Date:** July 2021

**Position Title:** Business Manager

**Responsible to:** The Principal of Edmund Rice Special Education Services

## Duties & Responsibilities

The Business Manager works closely with the College Principal who is responsible for the day-to-day management of the Business Manager.

The general duties of the Business Manager are as described below. Specific duties are managed by the Principal and may be altered from time to time after discussion with the Principal.

The Business Manager is responsible for:

### Financial Management

- Developing and implementing appropriate financial policies and procedures in line with EREA guidelines;
- Preparing annual College budgets and supporting documentation in conjunction with the Principal, School Advisory Council and key stakeholders;
- Providing ongoing and long-term financial advice and planning to the Principal;
- Providing regular financial statements and reports (including interpretation and recommendations) on financial and operating data to the Principal, School Advisory Council and EREA;
- Contributing to the equitable distribution of financial resources within the College;
- Providing, as a matter of priority, sufficient financial resources to support child safeguarding initiatives to ensure the ongoing safety and protection of students;
- Overseeing curriculum budget planning and control with the relevant College Leadership Team staff;
- Establishing and maintaining up-to-date financial management, accounting and reporting systems;
- Managing the College's fixed asset register;
- Establishing and maintaining financial and budgetary controls over cash, capital expenditure and investments;
- Maintaining regular contact with College auditors, bankers, legal advisors, in relation to the College's financial position, and overseeing the implementation of appropriate recommendations;
- Monitoring government funding policies, and ensuring effective action in securing the College's entitlements;
- Overseeing the preparation of financial/statistical questionnaires and documents for government and relevant authorities;
- Adhering to all accountability requirements of government and relevant authorities;



## College Operations

- Managing support staff as identified by the Principal;
- Facilitating and supervising the appropriate training of Administrative support staff and other support staff as appropriate;
- Ensuring, with the Principal, that administrative staff and support staff, as appropriate, receive induction and ongoing training and refresher training in child safety and wellbeing;
- Overseeing College payroll operations;
- Overseeing systems of billing and collection of student tuition and other fees;
- Managing the collection of debts;
- Overseeing all aspects of the College's purchasing activity: ordering, delivery, quality control, storage;
- Overseeing systems for the payment of authorised creditors;
- Maintaining adequate insurance cover for all risks through accurate completion of Insurers reports;
- Managing Risk Management Programs in accordance with relevant legislation and EREA guidelines;
- Overseeing the operation of College Canteen and supervising either, directly or indirectly, the work of staff in this area;
- Managing and overseeing contracts for the provision of services to the College.

## Legal and Personnel Management

- Keeping the Principal apprised on relevant legal and/or industrial matters;
- Negotiate the letting and monitoring of the performance of contracts to outside contractors in accordance with EREA delegations and appropriate code of conduct understanding;
- Ensure that outside direct contact contractors and regular/casual contractors have the necessary WWC checks or if exempt, have completed a WWC Check Declaration;
- Developing a sound working relationship with relevant Catholic Education advisory bodies within the State/Diocese/Region;
- Overseeing the College compliance in relation to all copyright matters;
- Overseeing the College compliance in relation to industrial awards, taxation (including FBT and GST), superannuation, worker's compensation, rehabilitation, and OHS;
- Assisting in the employment of support staff as required.

## Strategic Management

- Assisting in the formulation of strategic initiatives of the College by conducting feasibility studies and preparing impact scenarios of proposed changes from the financial/resource perspective;
- Providing financial/resource information and advice as required by the School Advisory Council and Principal;
- Providing financial/resource advice to the Principal and College Leadership Team on child safety and protection initiatives that are identified in the College's Strategic Plan;
- Assisting in the development of the College's Strategic Plan and Capital Development Master Plan.



## Plant Management

- Ensuring the College has an effective, proactive building and plant preventative maintenance program for the College's building and grounds;
- Overseeing all new construction, structural alterations and repairs;
- Monitoring specifications, negotiations and supervision of all maintenance contracts;
- Overseeing the purchase of new furniture, equipment and plant as required and the disposal of surplus assets;
- Overseeing the upkeep of the grounds and supervising the work of the maintenance staff;
- Conducting, with the Deputy Principal, regular audits of school plant and online environments to ensure the safety and protection of all students;
- Overseeing all systems relating to the security and protection of College assets;
- Overseeing the decision-making process in relation to the acquisition, use and evaluation of information technology;
- Maintaining College property records and archives;
- Ensuring facilities are well maintained, providing a safe working environment in line with OHS requirements.

## Personal

- Showing examples of being self-reflective;
- Giving personal witness to Christian values and the values contained in the Edmund Rice Charter through word and action;
- Demonstrates a strong commitment to child safety by modelling and reinforcing attitudes and behaviours that values and respects children and young people;
- Promoting a child safe culture as a shared responsibility that is championed and modelled at all levels of the school community;
- Operating with a spirit of service and professionalism;
- Demonstrating an ability to remain calm under pressure or when things go wrong;
- Displaying loyalty to the Principal, School Advisory Council, College Leadership Team, members of staff and staff of EREA;
- Displaying a spirit of hospitality and welcome within the College;
- Contributing to effective communication links within the College community;
- Developing positive working relationships with peers in other Edmund Rice schools.

## Other Duties

- Attending College Finance Committee meetings and preparing all relevant reports as required;
- Attending other meetings such as School Advisory Council and College Leadership Team;
- Representing the College on appropriate external bodies relevant to the position of College Business Manager including EREA Reference Groups;
- Undertaking other duties as assigned by the Principal from time to time including EREA duties that may be requested through the Principal.



# Key Selection Criteria

## Essential Criteria

The successful applicant will have:

- Knowledge of, and experience in, day-to-day accounting procedures, financial management and strategic development in the not-for-profit setting;
- The ability to be able to demonstrate an understanding of the charism of Blessed Edmund Rice as articulated in the Charter for Catholic Schools in the Edmund Rice Tradition;
- Highly developed communication and interpersonal skills in order to relate to a variety of audiences;
- Tertiary qualifications in Accounting, Business or Commerce related field.

## Highly Desirable Criteria

The successful applicant will have:

- A proven ability to work in a collaborative environment as a member of a Leadership team and to manage a cohesive support team;
- Post-graduate professional qualification (CA or CPA) and a commitment to ongoing professional development and willingness to participate in personal and spiritual formation;
- The ability to think strategically in contributing to the future development of the College.



# Conditions of Employment

## Remuneration

The remuneration package (in line with the EREA National Framework for Remuneration) will include a base salary equivalent to the Assistant Principal (Level 201-300) as per the New South Wales Catholic Independent Schools (Teachers- Model B) Multi-Enterprise Agreement 2020, an EREA loading up to 15%, annual leave loading and Superannuation @ 10%.

For further information on the Total Employment Cost for this position, please contact Bryan Rodgers, National Manager Human Resources, at [bryan.rodgers@erea.edu.au](mailto:bryan.rodgers@erea.edu.au).

## Tenure

A five-year Contract is offered with the provision of a second five-year Contract subject to successful review.

## Technology/Communication Provisions

The school will provide the Business Manager with a mobile phone and laptop computer in order to fulfil their duties. Such items remain the property of the school and should be adequately maintained by the Business Manager.

## Salary Packaging

The Business Manager may elect to enter into a salary package arrangement, which will be in accordance with guidelines established by EREA. Southgate Salary Packaging Services, Paywise and Selectus are EREA's current providers.

## Leave Entitlements

The Business Manager will have annual leave, sick leave and long service leave entitlements equivalent to those offered as per National Employment standards.

Long Service Leave portability is covered under the Intrastate/Interstate Catholic schools portability agreement. Sick leave is only portable between Catholic schools in NSW or between EREA schools nationally.



# Application Process

Applications can be addressed to Dr Craig Wattam, EREA Executive Director, and emailed to [recruitment@erea.edu.au](mailto:recruitment@erea.edu.au). Please include a:

- Curriculum Vitae;
- Covering Letter, outlining reasons for your interest in the position and your vision for a Business Manager in a Catholic School in the Edmund Rice tradition (no more than 2 pages).

All applications will be acknowledged by reply email. Please contact us if you do not receive an acknowledgement of receipt within 7 days.

All applicants will be subject to EREA and legislative screening procedures. These checks are consistent with EREA's commitment to child protection policies and procedures.

Any further questions or for more information, please contact Madison McQuiggan on (03) 9426 3205 or [recruitment@erea.edu.au](mailto:recruitment@erea.edu.au).

**APPLICATIONS CLOSE WEDNESDAY, 28 JULY 2021.**

*Edmund Rice Education Australia is committed to ensuring the safety, wellbeing and dignity of all children and young people.*

*Aboriginal and Torres Strait Islander people are encouraged to apply.*

*Edmund Rice Education Australia is an Equal Opportunity Employer.*

