

A close-up photograph of a person's hand holding a yellow pen, poised to write on a document held in a clipboard. The person is wearing a red top with a black leopard print pattern. A blue lanyard with the word 'selectability' is visible around their neck. The image is partially obscured by a large yellow curved graphic element that separates it from the teal background on the right.

*candidate briefing pack*

# CHIEF FINANCIAL OFFICER

**selectability**

An aerial photograph of a city harbor at dusk. The water is dark, reflecting the city lights. Numerous boats are docked in the harbor. In the background, a city skyline is visible under a twilight sky. A semi-transparent grey rectangular box is overlaid on the center of the image, containing white text.

selectability acknowledges the  
Traditional Owners of the land  
on which we provide services  
and pays respect to Elders past,  
present and emerging.

# A message from the CEO ...

Thank you for your interest in the CFO role at selectability. This is a critical appointment at a pivotal time for our organisation.

We're entering a year of significant transformation—strengthening our foundations, sharpening our commercial focus and positioning ourselves for long-term sustainability.

The CFO is central to this work, bringing strategic insight, disciplined financial leadership and a partnership mindset across the business.

I'm pleased you're considering being part of our journey, and I hope this pack gives you a clear sense of the impact you can make across regional, rural and remote Queensland.

Debra Burden



*"The CFO will drive the discipline, insights and governance needed to support confident decision-making and position us for long-term success."*

# About selectability

We're a not-for-profit charity that exists to:

- ✓ improve mental wellbeing and prevent suicide
- ✓ care for people and communities in need

We operate in regional, rural and remote Queensland.

We deliver:

- ✓ NDIS & funded mental wellbeing programs
- ✓ child & family care services
- ✓ residential aged care services

[Visit our website](#)

This year marks our 30<sup>th</sup> anniversary.

## Our values

**Commitment** our recipients, their goals and their rights are everything.

**Accountability:** we take responsibility for our actions.

**Compassion:** we understand and care deeply about our recipients and our people.

**Innovation:** we believe every day is an opportunity to improve.

**Integrity:** we do the right thing even when nobody is looking.

**Positivity:** we engender courage and passion for a better future.

**Respect:** we acknowledge that everyone is different and promote equal human rights.



# Our reach

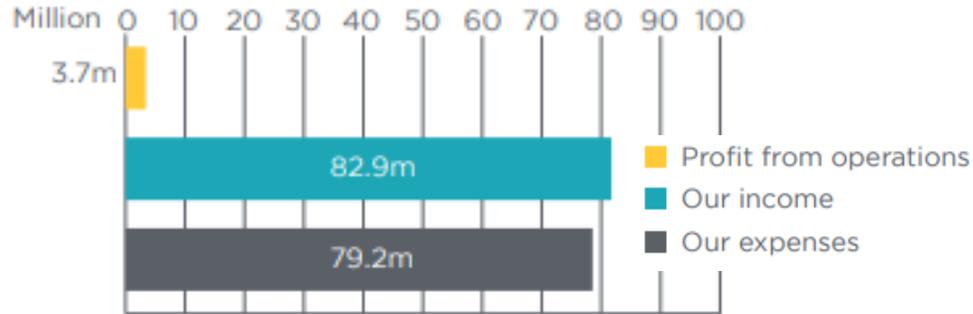


# Our impact in 2025

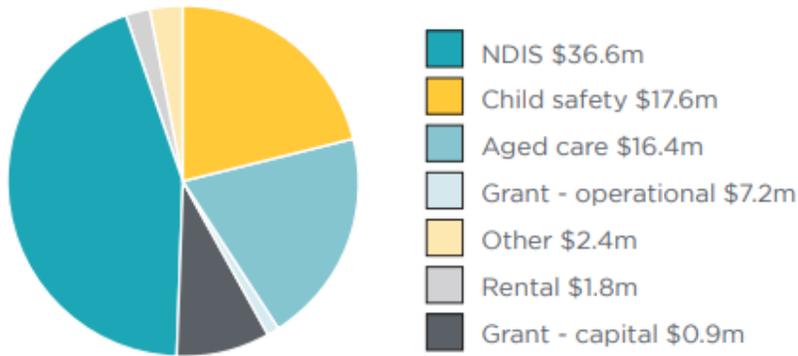


# Strategic context

## Financial summary



## Income



[View our 24-25 financial statements](#)

## This year's priorities

2026 is a year of major change across selectability, with a focus on:

- ✓ new strategic and operational plans
- ✓ organisational review & restructure
- ✓ transforming systems and processes

*Lead financial strategy, annual budgets and multi-year forecasting!*



# Our leadership & workforce



Danielle Hornsby  
Chair (board)

## Board directors:

- ✓ Dr Tulha Aga
- ✓ Shawn Anderson
- ✓ Tricia Brand
- ✓ Bob James
- ✓ Karen Lenihan
- ✓ Louise Prychidzuk
- ✓ Dr Clive Skarott



Debra Burden  
CEO

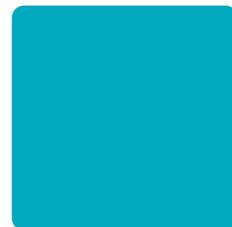
[Read board & executive bios](#)



Jodie Woolcock,  
CAO



Aaron Farrell  
COO



Vacant  
CFO



**950**  
Total employees



**9%**  
First nations employees



**100+**  
Unique roles



**26%**  
Have lived experience



**84%**  
Employees agree  
selectability is a  
great place to work

# About the opportunity



Townsville-based



4 direct reports



full-time

## Role summary:

The CFO provides strategic advice, direction and leadership for selectability's current and future financial position. The role ensures strong financial stewardship and alignment with the organisation's strategy by leading a high-performing finance function that delivers timely, accurate and actionable insights.

The CFO oversees budget development and contributes to ensuring the organisation achieves budget; forecasting and fiscal analysis; ensuring high-quality financial reporting; and performing a senior leadership role in major capital planning and investment decisions. The CFO embeds effective financial governance, strengthens internal controls, and fosters a culture of accountability across selectability.

The role reports to the CEO and works closely with the executive leadership team to shape strategies that enhance financial performance, long-term sustainability and organisational impact.

## Purpose:

To safeguard and strengthen selectability's long-term sustainability by overseeing the financial operations, ensuring robust governance and accountability, and optimising the use of resources so the organisation can deliver high-quality, person-centred care and achieve its strategic goals.

# About the opportunity

## Key focus areas:

- ✓ apply strong commercial acumen to evaluate opportunities, optimise financial performance and support evidence-based decision-making across the organisation
- ✓ lead the development and implementation of selectability's financial strategy to achieve sustainable, long-term growth
- ✓ lead the annual budget process, including multi-year strategic planning, budgeting and forecasting
- ✓ provide financial advice and communicate performance, outlook and risks to the Board, CEO and executive leadership team
- ✓ support capital planning and investment decisions through robust business cases and scenario modelling
- ✓ design, implement and monitor effective internal controls frameworks in response to financial risks
- ✓ promote a positive risk culture as part of the executive leadership team, including proactive identification of both strategic and operational financial risks, and ensuring their management within risk appetite
- ✓ ensure robust data governance and cyber resilience in financial operations
- ✓ lead, mentor and develop the finance team to build capability, accountability and performance
- ✓ model selectability's values, and promote cross-functional collaboration and quality improvement
- ✓ promote a strong safety and wellbeing culture by identifying and managing risks, embedding safe systems of work, and ensuring physical and psychological safety for employees

# About the opportunity

## Relevant experience:

- ✓ minimum 10 years' experience in a financial field and at least 5 years in a senior role as a CFO or similar
- ✓ demonstrated business acumen, including the ability to interpret market, sector and financial trends; assess commercial viability; and provide insights that improve organisational performance
- ✓ ability to analyse, evaluate and present business performance data to inform executive and Board decision-making
- ✓ experience supporting business growth, pricing and investment evaluation, with a track record of sustainable financial results
- ✓ demonstrated experience managing liquidity, cash flow and the financial stability of a complex or multi-site organisation
- ✓ experience in enterprise risk management and oversight of robust internal controls and compliance frameworks
- ✓ experience with enterprise finance systems, data analytics and reporting tools, and an understanding of cyber risks in financial operations
- ✓ ability to assess internal and external drivers of service and financial performance and to project annual outlooks
- ✓ proven ability to lead, develop and retain high-performing teams and to drive change in complex environments with competing priorities and short timelines
- ✓ highly developed communication, interpersonal and presentation skills, with the ability to construct and deliver well-argued business cases; consult, negotiate, influence and build strong relationships

# About the opportunity

## Qualifications & role requirements:

- ✓ a bachelor's degree in finance, accounting, business, economics or a related field
- ✓ accreditation with a recognised professional accounting body (CPA or CA)
- ✓ Child Safety & Personal History Screening check
- ✓ positive notice working with children (blue card)
- ✓ NDIS worker screening clearance
- ✓ completion of NDIS Worker Orientation Module "Quality, Safety and You"
- ✓ ability to work out of hours work and travel to selectability sites as required
- ✓ a commitment to selectability values

## What's on offer?

- ✓ attractive remuneration
- ✓ salary packaging options under our charitable incorporation status
- ✓ flexible working arrangements to support work-life balance
- ✓ a family-friendly and inclusive workplace culture
- ✓ a supportive, team-oriented environment
- ✓ ongoing professional development opportunities
- ✓ access to the employee assistance program (EAP) for confidential wellbeing support
- ✓ fitness passport providing access to a wide network of gyms and fitness facilities.

*Ready to make a meaningful difference while driving financial excellence? Apply today!*

Don't delay... applications will close as soon as we find the right candidate.

Questions? Contact Josh Cannon on 0499 605 169 or email [hrcorporate@selectability.com.au](mailto:hrcorporate@selectability.com.au)