



Tōpūtanga Tapuhi Kaitiaki o Aotearoa
NEW ZEALAND NURSES ORGANISATION

Financial Accountant

Tōpūtanga Tapuhi Kaitiaki o Aotearoa: The New Zealand Nurses Organisation (NZNO) is the lead professional union for nurses. Our job and responsibility is to represent more than 60,000 nurses, midwives, students, kaimahi hauora, and health workers in Aotearoa/ New Zealand. We represent the interests of nurses on professional and employment related matters. We are affiliated to the International Council of Nurses (ICN) and the New Zealand Council of Trade Unions (NZCTU). NZNO embraces Te Tiriti o Waitangi and works to improve the health status of all people of Aotearoa/New Zealand through participation in health and social policy development.

This is an exciting opportunity for a qualified and experienced Financial Accountant to join us as we build our organisation. We are looking for candidates who are well versed and can demonstrate a track record in finance and risk management, accounting systems, regulatory compliance and reporting. You'll use your analytical expertise and communication skills to strengthen NZNO's financial systems, ensure robust compliance, and provide clear insights that support strong organisational decisions.

Reporting to the Finance Manager, the Financial Accountant leads financial reporting, audit preparation, and finance system integrity across NZNO and closely related entities. This role sits at the heart of our finance transformation, helping shape systems and reporting that enable NZNO to deliver timely and transparent reporting for members nationwide.

In the role, you will have responsibility for providing efficient and effective accounting services, including the accurate and timely preparation of financial reports, tax returns, and budgets for NZNO and related entities. You will lead the modernisation of these areas and support the provision of quality data and analysis to the Chief Executive, Senior Leadership Team, National Executive, and Te Poari, and manages NZNO's asset and leases across Aotearoa. The role reports to our Finance Manager.

The successful candidate will have the following –

- CA/CPA qualification
- 5+ years' experience in financial accounting/reporting
- Demonstrable success in leading change and process improvement
- Solid experience in monthly and end-of-year accounting processes, budgeting, reporting, risk mitigation and internal control systems.
- Understanding and support of not-for-profits and unions
- Commitment to honouring Te Tiriti o Waitangi and ensuring the outcomes of Te Tino Rangatiratanga are met
- Strong planning skills and ability
- Strong data analysis skills
- In-depth experience in financial reporting – preferably within a not-for-profit environment
- Budget setting, management, and review skills
- Success in developing strategies that work to minimise financial risk
- Advanced computer literacy in the maintenance of finance systems (e.g. Xero, iPayroll)

This full-time position is based in the Wellington National Office of NZNO. If you want to be our Financial Accountant and believe you have the requisite leadership skills and knowledge then please email your application and curriculum vitae to Heather Sander at heather.sander@nzno.org.nz by 12.00pm, Friday 21 November 2025.