

Position Description

Position Title: Senior FP&A Analyst
Position Type: Full Time
Location: Brisbane
Reports to: Chief Financial Officer

Purpose

The Senior FP&A Analyst is responsible for providing financial analysis, modelling and commercial insights to support effective decision-making and improve business performance across Alliance Airlines.

The role partners with stakeholders across Finance, Procurement and operational business units to develop budgets and forecasts, analyse financial results, identify risks and opportunities, and support strategic initiatives focused on performance improvement, margin optimisation and cost management.

Key Tasks, Duties & Responsibilities

The Senior FP&A Analyst is responsible for, but not limited to:

Financial analysis, modelling and reporting

- Develop, maintain and enhance financial models, dashboards and management reports to support commercial analysis and informed decision-making across the business.
- Analyse financial performance, including revenue, costs, margins and key performance drivers, to identify trends, risks, variances and opportunities for improvement.
- Access, interpret and reconcile data from finance systems and other relevant sources to produce accurate, consistent and timely analysis.
- Translate complex financial information into clear insights, recommendations and presentations for stakeholders and leadership.
- Maintain a high standard of accuracy, consistency and attention to detail across all financial models, reports and costing outputs.

Budgeting and forecasting

- Partner with business units and cost centre owners to develop robust departmental budgets, forecasts and supporting assumptions.
- Undertake budget-versus-actual and forecast-versus-actual analysis, investigate material variances and work with stakeholders to understand drivers and agree appropriate actions.
- Support regular forecasting and business planning cycles, ensuring assumptions, inputs and outputs are documented and subject to appropriate review.
- Identify emerging financial pressures and opportunities and provide timely analysis to support planning and resource allocation.

Commercial support and performance improvement

- Support strategic and operational initiatives, including cost optimisation, investment appraisals, business cases and performance improvement projects.
- Assess the financial impacts, risks, assumptions and expected benefits of proposed initiatives and investments.
- Work closely with Procurement to support supplier negotiations, requests for proposal (RFPs), sourcing decisions and supplier cost analysis.
- Identify opportunities to improve margins, manage expenditure and strengthen financial performance, and develop practical recommendations for stakeholders.
- Contribute to continuous improvement of financial models, reporting processes and analytical tools.

Stakeholder engagement and collaboration

- Build effective working relationships with Finance, Procurement, operational teams and other stakeholders to understand business drivers and support commercial outcomes.
- Collaborate with the accounting team and operational units to promote the accuracy, completeness and timeliness of financial data.
- Clarify analytical requirements, communicate findings and assumptions, and tailor outputs to the needs of different stakeholders.
- Undertake other duties consistent with the purpose and level of the position.

People and Team

- Promote a positive, respectful and collaborative working environment.
- Develop and maintain effective working relationships with colleagues, managers and stakeholders across the organisation.
- Work as an individual contributor, taking ownership of assigned deliverables and collaborating with others to achieve agreed outcomes.

Personal Accountability

- Maintain a high standard of accuracy, quality, integrity and attention to detail in all work.
- Handle commercially sensitive, financial and business information confidentially and in accordance with Alliance requirements.
- Comply with company policies, procedures, safety and security requirements, privacy obligations and relevant laws and regulations.
- Document key assumptions, methodologies and sources used in analysis and escalate material risks, data limitations or control concerns through appropriate channels.

Relationship and Personnel Management

- Internal: Finance, Procurement, operational business units, senior management and other relevant stakeholders.
- External: Suppliers, service providers and other external parties as required for financial analysis, sourcing and commercial initiatives.
- Direct reports: Nil.

Position Requirements

Knowledge

- Strong understanding of financial planning and analysis, including budgeting, forecasting, management reporting and variance analysis.
- Knowledge of financial modelling, cost analysis, performance measurement and commercial decision support.
- Understanding financial systems, data sources and the importance of data integrity, consistent methodologies and appropriate controls.
- Awareness of business planning and investment appraisal principles, with the ability to identify assumptions, risks and financial implications.

Skills

- Advanced financial analysis and modelling capability, including budgeting, forecasting and variance analysis.
- Strong analytical, investigative and problem-solving skills, with a proactive and solutions-focused approach.
- Excellent stakeholder management skills and the ability to partner effectively with operational and leadership teams.
- Strong written communication, presentation and data interpretation skills, including the ability to explain complex financial information clearly.
- Strategic and commercial thinking, with the ability to connect financial results to operational drivers and business decisions.
- High attention to detail, strong organisation and the ability to manage competing priorities and deliver to agreed timeframes.

Experience

- Demonstrated experience in financial planning and analysis, commercial finance or similar analytical role.
- Experience developing and maintaining financial models, budgets, forecasts, dashboards and management reports.
- Experience analysing financial performance, investigating variances and presenting actionable insights to stakeholders.
- Experience supporting business cases, cost optimisation, investment appraisal or performance improvement initiatives.

Desirable

- Experience in the aviation or transport industries, or another complex operational environment.
- CA, CPA or CIMA qualification.
- Experience using Power BI or comparable data visualisation and reporting tools.

Key Performance Indicators (KPIs)

- Deliver accurate and timely financial models, dashboards, reports, budgets and forecasts in line with agreed reporting cycles.
- Provide clear and actionable analysis of financial performance, material variances, risks and opportunities.
- Support business units to develop robust budgets and forecasts, with assumptions documented and material variances explained.
- Identify and support delivery of cost optimisation, margin improvement and performance improvement opportunities.
- Provide effective financial analysis and support for investment appraisals, business cases, supplier negotiations and RFPs as required.
- Maintain effective stakeholder relationships and deliver responsive, commercially relevant analysis.
- Maintain appropriate standards of data integrity, confidentiality, documentation and compliance.
- Complete mandatory safety and security training within prescribed timeframes and comply with Alliance requirements.