



Position Description

Position Title: Chief Financial Officer (CFO)

Reports To: Rector

Employment Type: Full-time

Position Summary

The Chief Financial Officer (CFO) provides strategic and operational leadership for the financial management of the university's establishment, long-term commercial success and operations of the UNSW India campus. The CFO is responsible for ensuring all local jurisdictional regulatory and compliance frameworks are met and comply with IFRS reporting requirements to provide assurance to all owners that financial accounts reflect a true and fair view of the campus operations. In turn the CFO will be responsible for facilitating any third-party assurance and audit activities required by the Board to establish confidence for the purposes of consolidation of relevant reporting.

This role oversees financial planning, regulatory compliance, budget development, risk management, taxation, and capital planning, while building the financial infrastructure required for a large-scale international education enterprise. The CFO works closely with Australian and Indian government bodies, higher education regulators, and university leadership to support academic delivery, research activity, and long-term institutional success in India.

Accountabilities

- Develop the financial strategy for establishing and operating the India campus, aligned with the university's global vision.
- Lead long-term financial modelling covering enrolments, fee structures, cost profiles, and campus growth stages.
- Ensure alignment to India's regulatory financial and risk frameworks with alignment of preparation of accounts to International Financial Reporting Standards to satisfy consolidation requirements.
- Lead creation of finance systems, processes, policies, and controls for the India campus.
- Oversee incorporation, registration, and financial set-up under India's foreign university or education regulatory regime.
- Develop and manage cross-border cashflow strategies, foreign currency management, and cost-control policies.
- Structure tuition pricing, funding models, and investment plans legal within both jurisdictions.

- Ensure compliance with:
 - Australian higher education legislation and TEQSA reporting
 - Australian accounting standards and public accountability frameworks
 - Indian taxation regulations (GST, TDS, corporate tax)
 - Indian Ministry of Education/UGC/foreign university campus rules
 - Local state regulations affecting university operations
- Oversee annual audits and statutory reporting in both Australia and India.
- Lead financial planning for major capital works in India (facilities, accommodation, technology infrastructure).
- Manage capital budgets, procurement processes, contracting, and financial risk for construction phases.
- Evaluate financing models, including partnerships, leasing arrangements, and local banking relationships.
- Establish financial risk frameworks covering exchange-rate risk, regulatory changes, and cross-border transactions.
- Oversee internal controls, fraud prevention, and compliance monitoring in a multi-jurisdictional context.
- Ensure alignment with university governance, external auditors, and international risk committees.
- Develop financially sustainable models for:
 - international student enrolments
 - industry collaborations
 - research funding flows
 - commercial programs and continuing education
- Assess commercial ventures suited to the Indian market while adhering to local laws and university ethics.
- Build and lead the finance team in India, ensuring capability development and cross-cultural integration.
- Collaborate with academic and professional leaders for budget planning, performance analysis, and financial literacy.
- Maintain strong relationships with Indian regulators, legal advisors, banks, auditors, and government agencies.
- Communicate financial insights clearly to Council, Senate committees, and international stakeholders.

Skill & Experience

- Bachelor's degree in Finance, Accounting, Economics, or Business (required).

- CPA, CA, CFA, or MBA preferred.
- Training or certification in international taxation or cross-border finance (desirable).
- 10+ years of senior financial leadership experience in complex or international organisations.
- Experience in higher education, public sector finance, or regulated industries preferred.
- Proven experience in international expansion, cross-border operations, or multinational governance is highly desirable.
- Demonstrated capability in capital development projects and large operational budgets.
- Experience working in or with Indian regulatory and financial systems is a strong advantage.
- Deep knowledge of financial governance, international accounting, and regulatory compliance.
- Strong strategic and analytical thinking with ability to manage ambiguity in emerging markets.
- Exceptional stakeholder engagement across two jurisdictions.
- High cultural intelligence and experience working with diverse teams.
- Strong integrity, judgement, and alignment to public-sector and academic values.

Key relationships

- Rector
- Chair and members of the Board
- Chair and members of the Audit and Risk Committee
- CFO – Emeritus
- CFO – UNSW Sydney
- Internal and External Audit Partners
- Third Party Assurance Audit Partners