Financial Planning & Analysis Analyst

Working for the future of our state.

December 2025

HORIZON POWER

Position Title	Financial Planning & Analysis **(FP&A)** Analyst (S7035H02)		
Division	Finance & Corporate Services **(FCS)**	Business	Finance
Leader Title	Financial Planning Lead	Location	Bentley
Level	7	Direct reports	No direct reports
Horizon Power's purpose and link to this position	Delivering clean energy solutions for regional growth and vibrant communities with our shared purpose, values and empowering beliefs driving our culture. This role contributes to the Horizon Power Purpose by playing a critical role in supporting strategic decision-making through high-quality financial analysis, reporting, and modelling. The role is responsible for delivering insights that drive performance, improve forecasting accuracy, and support business planning across the organisation.		

Position requirements

- Travel to regional WA as required
- Reasonable additional hours
- Responsibilities outlined below are indicative only and do not limit Horizon Power in assigning additional responsibilities within the employee's competency, experience, knowledge, and qualifications

Responsibilities – Our Ways of Being

Financial modelling	• Build, maintain, and enhance robust financial models to support scenario planning, investment analysis, and strategic initiatives • Ensure all models are well-documented, scalable, and aligned with best practices • Develop and maintain economic and commercial models, forecasts, and budgets to support strategic decision-making • Provide modelling services for investment decisions, energy sales, contract charges, and capital works pricing
Performance analysis	• Prepare and deliver timely, accurate financial reports, including monthly performance packs, variance analysis, and executive dashboards • Analyse financial results and trends to identify risks, opportunities, and actionable insights • Manage the collection, analysis, and interpretation of financial and operational data to provide insights into business performance, trends, and opportunities • Support the development of management reporting frameworks and KPIs
Forecasting & budgeting	• Assist in the preparation of external (corporate) budgets and forecasts in collaboration with business units and business partners • Provide analysis and support for State Budget Forecasts, Mid-Year Reviews, and Asset Investment Plans • Maintain and improve forecasting models to reflect changing business dynamics • Assist with budget and forecasting papers and submissions to Government
Reporting & communication	• Prepare financial reports, dashboards, and presentations for senior management, board members, and stakeholders • Clearly communicate financial performance, trends, and insights to both financial and non-financial stakeholders • Translate complex financial insights into actionable recommendations
Process improvement & automation	• Identify opportunities to streamline financial planning and analytics processes. • Implement best practices and leverage technology solutions (e.g., Alteryx, PowerBI) to enhance efficiency and accuracy • Develop and implement processes and systems to support the state budget process and business improvement initiatives

Stakeholder Engagement	• Developing and maintaining strong, effective working relationships with key stakeholders: **Internal:** Finance leaders and Finance Business Partners, FCS teams and Technology & Digital Transformation **(TDT)** division **External:** Government agencies • Collaborate with TDT to ensure alignment with governance standards and adoption of best practice applications.

Qualifications	
Education	• Tertiary qualifications in Accounting, Finance, or related discipline is mandatory • Membership, or progress towards membership of a professional accounting body in Australia or recognised overseas body is mandatory
Experience	• Demonstrated experience in FP&A, financial analysis, or related roles • Relevant experience and knowledge covering preparation of budgets and forecasts; financial modelling, investment analysis and decision support; financial performance management; and utilisation of Business Intelligence Tools (IBM Cognos, Zoho, Qlik, Tableau etc) • Relevant demonstrated experience and knowledge of preparation of budget submissions to Government, Board and Executive; Strategic planning; data analysis and visualisation capabilities. • Demonstrated experience using Enterprise Resource Planning systems (e.g. Ellipse)
Key skills and abilities	• Financial acumen with advanced ability to understand financial principles, accounting practices, financial modelling, and analysis techniques including proficiency in interpreting financial statements, budgeting, forecasting, and variance analysis, using a variety of financial planning tools • Ability to convey complex financial information in a clear and concise manner to non-financial stakeholders, including the ability to translate financial insights into actionable recommendations and influence decision-making at various levels of the organisation. • Ability to think strategically and align financial initiatives with broader business objectives which involves identifying opportunities for value creation, assessing risks, and developing long-term financial strategies that support organisational growth and profitability • Knowledge and capability in Alteryx and PowerBI are desirable
Competencies	
Thought	• **Financial Acumen:** Interpreting and applying understanding of key financial indicators to make business decisions • **Makes Decisions:** Making good and timely decisions that keep the organisation moving forward • **Innovates:** Creating new and better ways for the organisation to be successful
Results	• **Action Oriented:** Taking on new opportunities and tough challenges with a sense of urgency, high energy and enthusiasm • **Ensures Accountability:** Holding oneself for meeting commitments • **Drives Results:** Consistently achieving results, even under tough circumstances
People	• **Collaborates:** Building partnerships and working collaboratively with others to meet shared objectives • **Communicates Effectively:** Developing and delivering multi-mode communications that convey a clear understanding of the unique needs of different audiences
Self	• **Self-Development:** Actively seeking new ways to grow and be challenged, using both formal and informal development channels • **Situational Adaptability:** Adapting approach and demeanour in real time to match the shifting demands of different situations