



**CENTRAL DESERT**  
— NATIVE TITLE SERVICES —

# Accounting Principal/Chief Financial Officer

## Application Pack

# About Central Desert Native Title Services

Central Desert Native Title Services Ltd (Central Desert) is a recognised native title service provider for the native title claimants and holders of the Central Desert Region of Western Australia. This geographic region covers approximately 830,935km squared, nearly one third of Western Australia. The organisation was incorporated on 16 April 2007 and commenced operations on 1 July 2007. Ngaanyatjarra Council's (Aboriginal Corporation) Native Title Unit formerly serviced this area.

Central Desert's primary function is assisting the native title claimants and holders of the Central Desert Region in protecting and advancing their native title rights and interests. This includes assisting native title claimants to have their native title rights and interests recognised by the Australian legal system and assisting native title holders in managing their traditional lands.

Central Desert also wholly owns three subsidiaries that provide additional services to our constituents and other Aboriginal Corporations; Desert Accounting and Business Support Pty Ltd which provides bookkeeping, accounting, finance advice, human resources and employment services. Desert Support Services Pty Ltd which provides land management services and Rockhole Funds Management Pty Ltd which provides financial and trustee services for monies related to Native Title and other related land matters.

## Our Vision

That the Indigenous Peoples of the Central Desert are using their traditional lands to fulfill their highest social, cultural and economic aspirations.



### Our Values

- KINDNESS** We know when we act with kindness we have a profound impact on others.
- ACCOUNTABILITY** We do what we say and take responsibility for our actions.
- RESPECT** We are patient, respect each other and the culture of the people we serve.
- ENERGY** We bring energy to everything we do and have fun doing it.
- SAFETY** We prioritise physical, cultural and mental safety above all else.



## Our Mission

Is to ensure that solid foundations are laid for the peoples of the Central Desert to determine and build their own social, cultural and economic futures.

Central Desert produces high quality outcomes in all facets of native title work including anthropological research, managing future acts, negotiating land access agreements, mediation and litigation, governance and capacity building and natural resource and land management. The organisation facilitates and maintains strong, co-operative relationships between native title claimants and holders, government agencies, neighbouring Native Title Representative Bodies, exploration and mining companies, and other stakeholders.

# Who we are

## The Central Desert Group



## Governance and Board

Central Desert is led by a skills-based Board of Directors. Skills directors bring to the Central Desert Board include legal, finance, environmental, social and communities, business, leadership and governance.

40% of our directors are Aboriginal people.

The company is an ASIC company Limited by Guarantee.

## Advertisement – Accounting Principal/Chief Financial Officer

**Senior accounting professional opportunity to make a positive impact on the lives of Indigenous Peoples**

- Great team culture
- Opportunity to present to the Board
- Generous remuneration package for permanent position

### THE ORGANISATION

Central Desert Native Title Services Ltd (Central Desert) is a recognised Native Title Service Provider supporting native title claimants and holders across the Central Desert Region of Western Australia. As a not-for-profit organisation, Central Desert is committed to protecting and advancing native title rights and interests through strong governance and accountable service delivery.

The Board is seeking to appoint an experienced Accounting Principal/Chief Financial Officer to provide strategic and operational leadership across the organisation's finance and accounting functions. The Accounting Principal/Chief Financial Officer will be employed by the Central Desert subsidiary, Desert Accounting and Business Support Pty Ltd.

### THE ROLE

This role is critical to maintaining the financial integrity, governance and long-term sustainability of the organisation and its clients. The Accounting Principal/Chief Financial Officer provides trusted financial leadership, strategic insight and operational excellence across all finance and accounting functions.

### REQUIREMENTS

If you are a CA or CPA qualified Accountant with experience in a public practice environment working with Aboriginal organisations, we would be interested to hear from you. The successful candidate will bring advanced knowledge of accounting standards, strong analytical and leadership capability, and the ability to operate effectively in a complex environment. High professional integrity, attention to detail, and strong stakeholder engagement skills are essential.

### THE PACKAGE

In return you will receive a competitive remuneration package of \$175,000 plus superannuation on a permanent employment contract and the opportunity to salary sacrifice.

To apply please click the Apply Now button or visit [www.beilbydt.com.au](http://www.beilbydt.com.au) quoting reference **101469**. Please provide a comprehensive resume together with a covering letter of no more than two pages, outlining your interest in the position and addressing your suitability to the role.

Download an Application Pack by clicking or copying and pasting this link in your browser: <https://beilbydt.com.au/application-packs>

For initial enquiries, or for any assistance you may need in making your application, please contact **Emily Bulloch** for a confidential discussion on 0427 582 402 or [ebulloch@beilbydt.com.au](mailto:ebulloch@beilbydt.com.au).

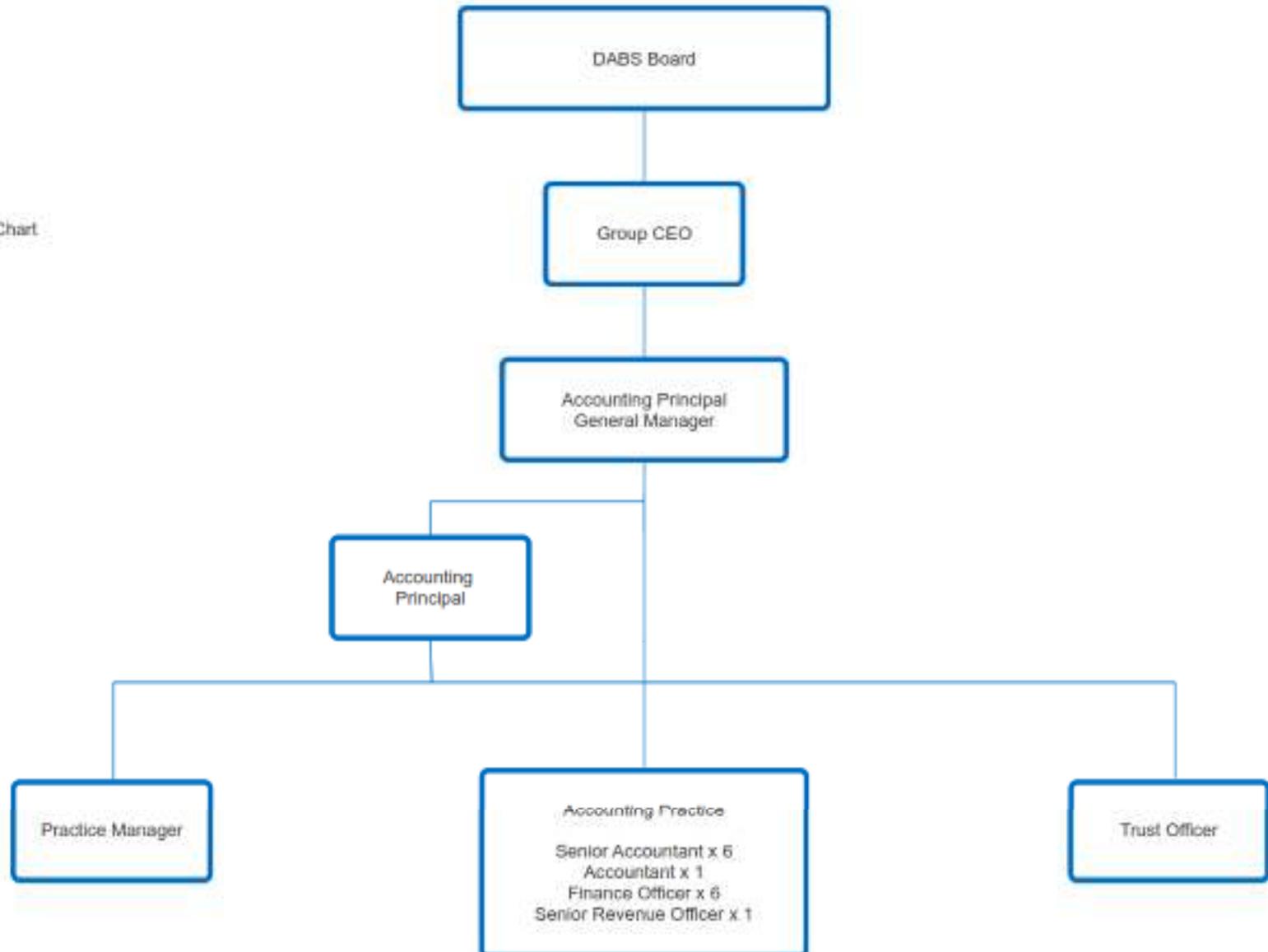
Applications will close at **4pm AWST on Wednesday 18 February 2026**.

We strongly encourage Aboriginal and Torres Strait Islander Peoples to apply.

## Organisational Chart



Proposed DABS Organisational Chart  
January 2026



## Position Description

### Job Description: – Accounting Principal/Chief Financial Officer

#### Role Overview

Desert Accounting and Business Support (DABS) is a Not-for-Profit organisation providing comprehensive outsourced services in human resources, finance and payroll, accounting, administration, and related training services to support organisations responsible for negotiating Native Title claims, Aboriginal people, Aboriginal Communities, Aboriginal Corporations and Enterprises, and projects on Aboriginal land.

The Accounting Principal/Chief Financial Officer will be one of two Accounting Principal positions leading the accounting practice operated by DABS. This position reports to the Accounting Principal – General Manager.

The Accounting Principal/Chief Financial Officer will be responsible for the accounting and finance function of a portfolio of clients both internal (Central Desert Group) and external. The Accounting Principal/Chief Financial Officer will also fulfill the role of CFO and Company Secretary for some of these clients,

This is a senior leadership position responsible not only for ensuring the requirements of the client portfolio are met but also as part of the Accounting Practice management team in conjunction with the General Manager and the Practice Manager.

The role provides high-level financial leadership, ensures statutory and regulatory compliance, oversees financial reporting and internal controls, and supports organisational and client decision-making through robust financial analysis and advice.

The position plays a critical role in governance, risk management, and strategic planning, including direct engagement with executive leadership, boards, audit committees, clients, and external auditors.

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### Key Responsibilities

#### Client and Stakeholder Management

- Build and maintain strong relationships with clients, auditors, regulators, and funding bodies.
- Oversee the delivery of financial services to clients, ensuring quality, timeliness, and compliance.
- Provide high-level financial analysis, reporting, and advisory support to clients.
- Monitor and report on the financial viability and performance of client operations.

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#### Compliance, Governance, and Risk

- Ensure compliance with all statutory, contractual, and regulatory obligations.
- Establish, maintain, and continuously improve internal controls, financial systems, and governance frameworks.

- Coordinate and manage external audits, tax filings, and regulatory engagements.
  - Assess financial and operational risks and implement effective mitigation strategies.
  - Take the lead in addressing technical accounting and operational issues.
  - Participate in Audit and Risk Committee activities, including reporting and governance oversight.
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### **Strategic Financial Leadership**

- Contribute to the development and implementation of financial strategies aligned with organisational objectives.
  - Oversee budgeting, forecasting, financial planning, and long-term financial sustainability.
  - Provide strategic financial advice and insights to executive leadership boards, and senior stakeholders.
  - Monitor financial performance against budgets and key performance indicators, identifying risks, trends, and opportunities.
  - Attend board, audit committee, Annual General Meeting, and directors' meetings as required. Some remote travel may be required.
  - Contribute to organisational strategic planning and major decision-making processes.
  - Act as CFO and Company Secretary for designated entities where required.
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### **Leadership and People Management**

- Provide leadership, direction, and mentorship to finance teams.
  - Manage resourcing, workforce planning, and performance management processes.
  - Facilitate training, professional development, and continuous improvement initiatives.
  - Foster a collaborative, ethical, and high-performance culture within the finance function.
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### **Systems and Process Improvement**

- Oversee accounting, payroll, banking, treasury, and financial management systems.
  - Identify and implement improvements to financial systems, policies, and procedures.
  - Ensure effective service costing, charge-out rates, and grant management processes.
  - Promote continuous improvement in financial practices, service delivery, and organisational efficiency.
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### **Qualifications and Experience**

- Bachelor's degree in accounting, Finance, Economics, or a related discipline.
  - CPA, CA, or equivalent professional accounting qualification (required).
  - Significant senior-level experience in accounting, finance leadership, or professional services.
  - Proven experience in financial reporting, compliance, governance, and risk management.
  - Demonstrated experience working with boards, Audit and Risk Committees, and executive leadership.
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### **Essential Skills and Competencies**

- Advanced knowledge of accounting standards, financial reporting, and statutory compliance.
- Strong strategic, analytical, and problem-solving skills.
- Proven leadership and people management capability.
- High-level communication and stakeholder engagement skills.
- Strong attention to detail, integrity, and professional judgment.
- Ability to manage competing priorities and operate effectively in complex environments.
- Ability to travel remotely from time to time.
- Must hold a valid manual drivers licence (or have ability to obtain one).

### **Desirable Skills and Competencies**

- Experience working with Aboriginal people or an understanding of contemporary indigenous issues.
  - Previous experience of working in the not-for-profit sector.
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### **Professional Standards**

- Demonstrated commitment to ethical conduct, confidentiality, and professional integrity.
  - Compliance with organisational policies, procedures, and professional standards.
  - Commitment to continuous professional development.
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### **Position Summary**

This role is critical to maintaining the financial integrity, governance, and long-term sustainability of the organisation and its clients. The Accounting Principal/Chief Financial Officer provides trusted financial leadership, strategic insight, and operational excellence across all aspects of finance and accounting functions.

## Applicant Notes

These notes are provided to assist you in the preparation of your application and to help the selection panel evaluate your application.

### APPLICATION:

Your application should include:

- A comprehensive resume; and
- A covering letter of no more than two pages, outlining your interest in the position and addressing your suitability to the role.

It is essential that the information you provide is clear, concise and relevant, so that the selection panel can readily assess your claim for the position.

Initially based on written applications, candidates who demonstrate that they meet the requirements of the role and, relative to other candidates, appear to be competitive, will be considered for interview.

### LODGEMENT OF APPLICATION:

Applications should be made online at [www.beilbydt.com.au](http://www.beilbydt.com.au) quoting job reference **101469**.

It is anticipated applications will close at **4pm AWST on Wednesday 18 February 2026**.

### REFEREES:

Applicants should provide the names and contact details of at least two current referees in their application. This will include two managers or suitably senior colleagues that can comment on work outcomes, competencies and behaviours that are relevant to this position.

### INTERVIEWS:

Interviews will be conducted either in person or via video conference.

Shortlisted applicants may be required to complete psychometric testing and/or Digital Interview in addition to reference checking and may be required to attend a second interview.

### BACKGROUND CHECKS:

Third party background checks will be undertaken for the preferred applicant – this includes qualification, police clearance, identity and employment history verifications.

### **PRE-EMPLOYMENT MEDICAL:**

The preferred applicant will be required to undertake a pre-employment medical to ascertain if they are fit and can safely perform the inherent requirements of the role.

### **EQUAL OPPORTUNITY:**

Central Desert Native Title Services Ltd maintains an equal opportunity policy in assessing all applications for any advertised position and provides a smoke free work environment.

### **WEBSITE:**

The organisation maintains websites <https://www.centraldesert.org.au/> [Finance & Human Resource Services Central Desert | DABS](#) which contain substantial information.

### **FURTHER ENQUIRIES:**

For further information about the role please contact Emily Bulloch, Principal Consultant – Beilby Downing Teal on 0427 582 402 or [ebulloch@beilbydt.com.au](mailto:ebulloch@beilbydt.com.au).

