Position Description

Vacancy Title: Financial Controller (Suva or Lautoka, Fiji)
Location: Suva, Fiji

Objective

The Financial Controller delivers end-to-end leadership of the organisation's finance function while providing commercial and strategic support to improve profitability, grow market share, and drive sustainable performance. The role strengthens financial governance, develops a high-performing finance team, and translates financial insights into practical business actions, with capability to assume broader CEO-level oversight when required.

Outcomes

Organisational Stakeholders

1. Finance Function Ownership & Financial Stewardship

- End-to-end finance function leadership delivered, covering financial reporting, budgeting, forecasting, cash flow management, taxation, audit, statutory compliance and financial controls.
- Annual budgets and rolling forecasts driven, with performance against agreed financial and operational targets monitored and reported.
- Timely financial analysis and decision support insights provided to management to improve business decision-making.
- Financial management disciplines strengthened across reporting, budgeting, forecasting, controls, audit and compliance.

2. Governance, Controls & Risk Management

- Financial governance strengthened and internal controls uplifted to improve assurance and compliance.
- Risk management practices enhanced across the organisation through improved control frameworks and oversight.
- Statutory compliance requirements met through robust processes, audit readiness and governance disciplines.

3. Commercial Performance & Strategic Decision Support

- Opportunities to improve revenue, margins, profitability, working capital and operational efficiency identified and actioned through commercial initiatives.
- Financial information translated into practical business actions through close partnering with operational and commercial teams.
- Investments, expansion opportunities, pricing decisions and strategic initiatives evaluated to support value creation and growth.
- Business performance challenged and opportunities to grow market share and strengthen competitive position identified and advanced.

4. Leadership, Team Development & Culture

- Finance team led, developed and strengthened to improve accuracy, accountability and commercial responsiveness.
- Performance-driven culture supported and reinforced in alignment with commercial objectives and incentive frameworks.
- CEO-level leadership and wider operational oversight provided when business needs required, beyond the traditional finance remit.

Responsibilities - Key Competencies

Competence	Description
Business	
Business Performance	Manage the performance of the organisation.
Risk Management	Analyse and manage risk.
Planning	Deliver results by developing, reviewing or following a work plan, action plan or operational plan.
Systems and Procedures	Develop and/or apply procedures to assist the organisation achieve its goals.
Information Analysis	Make informed decisions by collecting and interpreting data and information
Documentation	Communicate using formal business writing.
Customer	
Commercial Focus	Optimize the commercial viability of the organisation.
Quality Focus	Deliver quality.
People	
Leadership	Utilise a leadership position to influence people and events and to increase performance.
Problem Solving	Develop practical solutions to a situation.
Professional	
Technical Strength	Demonstrate knowledge of a specialist discipline.
Compliance	Comply with relevant laws and the policies and procedures of the organisation.
Financial Application	Apply financial principles and practices.

Qualifications

Qualification	Discipline	Notes
Preferred		

Degree	Accounting and Finance, Business, Commerce

Work Knowledge and Experience

Proven experience in Financial Controller, Head of Finance, Finance Manager, CFO or similar senior finance leadership roles.

Substantial experience leading an end-to-end finance function across reporting, budgeting, forecasting, cash flow, taxation, audit, statutory compliance and financial controls.

Demonstrated experience leading and developing finance teams.

Experience partnering with senior executives, business owners or Boards to influence decisions and performance outcomes.

Experience applying commercial acumen to sales, margins, customer dynamics, competitive positioning and operational performance improvement.

Experience in retail, distribution, automotive, consumer products, services, or other commercially driven multi-site environments (advantageous).

Requirements

Professional Associations

Certified Practising Accountant (CPA) qualification or equivalent.

Chartered Accountant (CA) qualification or equivalent.

Other Required Statements

No other required statements found.

Interactions

Type	Interaction	Comments
Internal		
	Chief Executive Officer	
	Finance Team	
	Management Team	
External		
	Banks	
	Suppliers	
	Taxation Authority	

Attributes

Behavioural Styles

Accountable	Assumes full responsibility for own actions and identifies with the success or failure of own part of the overall work/goal.
Detail oriented	Attends to the small elements of a task/activity, ensuring completeness and accuracy.
Integrity	Adherence to moral and ethical principles; soundness of moral character; honesty.

Interpersonal Styles

Objective	Impartial and honest in dealings with others, eliminating own feelings and view to reach a balanced judgement.
Perceptive	Shows keen insight and understanding of issues or situations.
Realistic	Shows concern for facts and reality, rejecting the impractical.

Thinking Styles

Analytic	Able to separate things into their constituent elements in order to study or examine them, draw conclusions, or solve problems.
Disciplined/Systematic	Is controlled in conduct, shows an orderly pattern of behaviour, following a methodical and thorough approach.
Numerate	Shows abilities in quantitative thought and expression.

How To Apply

--

Contact for Enquiries

Contact Name: Maxumise Recruitment

Contact Email: jobs@maxumise.com

Further Contact Information: --

Closing Date: 15 Nov 2026