
Position Description

Vacancy Title: **Chief Executive Officer (Yaqara, Rakiraki)**

Location:

Reports To: **None**

Objective

The CEO is responsible for coordinating the formulation and implementation of YPCL's strategic and corporate plans to ensure greater efficiency, productivity, and profitability. S/he will also work with the Board to ensure sustainability and commercial viability of the business, and ensure full compliance of all laws and regulations governing YPCL.

Outcomes

Capital Stakeholders (Owners)

1. Effective Board Administration and Reporting

- Sound advice provided to Board on company policy issues
 - Operations and administration of the Board supported
 - Stakeholder management between Board, Company Operators and other Stakeholders is effective
 - Board reporting on company performance provided in a timely manner
 - regular financial reports
 - performance updates
 - Statutory reporting is accurate and on time
 - Corporate risk monitoring reports are accurate and timely
 - Robust and timely advisory services to the Board on YPCL programs, including:
 - Business growth
 - Competitive positioning
 - Adjustments to laws, policies and procedures recommended
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Organisational Stakeholders

1. Strategic Leadership

- The development and communication of a clear vision and mission for the commercial beef farm, aligned with industry trends and market demands
 - A 3-year rolling strategic plan facilitated and implemented
 - analysis, formulation and implementation of strategic change opportunities ensured including recommendations for future direction provided
 - Continuous monitoring and assessment of the business environment, industry trends, and market demand ensured, and subsequent realignment of strategies for success
 - Policy and planning recommendations formulated for Board
 - Financial growth and sustainability ensured
 - WTO standard on the supply of product (meat) fully enforced
 - YPCL corporate risk management plan is monitored and acted upon as required
 - Effective long-term management of company resources
 - Timeliness in the presentation of MPEs statutory compliance requirements adhered to
 - Crisis Management and Risk Mitigation managed effectively
 - Development of contingency plans to address potential risks, such as disease outbreaks or market fluctuations ensured
 - Crisis management efforts efficiently managed in unforeseen circumstances to minimize business disruption
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2. Efficient and sustainable farm operations, livestock management, and production

- YPCL corporate plan developed from the Strategic Plan implemented and monitored
- Sustainable and innovative practices ensured to optimize cattle health, yield, and meat quality.
- Quality programs, projects, and services efficiently designed and delivered.
 - Plans and strategies for business diversification programs and projects developed, implemented and monitored
 - Effective and efficient service delivery from management ensured
- The risk mitigation strategy for drought ensured
- Percentage target met for calving and mortality rate
- Efficacy in stock mustering and management targets met, verifying calving percentage and weaner mortality.
- Supply chain management ensured
 - Oversee supply chain logistics, including feed procurement, veterinary services, and equipment maintenance.
 - Optimize supply chain processes to ensure timely and efficient operations.
- Sustainable farming practices implemented
 - Waste reduction, energy efficiency, and responsible land management opportunities explored, and aligned with processes for continuous improvement and sustainability
- Research and innovation into farming best practices ensured
 - Staying informed on advancements in beef production, genetics, industry trends, and best practises
 - Advancements in technology explored and utilised to enhance farm efficiency and product quality.

3. High standards of organisational leadership ensured

- Exemplary leadership demonstrated to inspire the workforce and support staff
- YPCL image and value standards demonstrated at all times
- Effectively and cooperatively worked with:
 - Board
 - Management team
 - Government Ministries
 - Relevant Stakeholders
- Instilled a sense of:
 - Efficiency in a workforce with strong values and work culture
 - An efficient, safe, healthy, motivated and environmentally aware workforce
 - Human capital managed as an integrated strategic initiative
- A culture of continuous improvement strengthened and promoted
- Strong corporate governance principles and ethical standards upheld

4. Financial and Risk Management

- Oversight of financial performance, budgeting, and cost-effective strategies to maximize profitability
- Recommended yearly budget developed and submitted on time to Board for approval
- Finance and resources managed within budget targets
- Relevant sectional expenditure and staff performance always comply with regulation/legislation
- Commercially viable investment financing arrangement for the organisation sourced and secured
- Financial risk management guidelines developed and implemented
- Prepared monthly financial and progressive reports for Board clear, accurate and on time
- Corrective measures implemented to overcome identified weakness/non-compliance

5. Human Capital Management

- Human resources and organisational development strategically and effectively managed
- Compliance with current laws and regulations ensured at all times
- The efficiency and productivity of the company's employees is maintained and sustained
- An effective performance management system in place that supports continuous improvement, good leadership, and excellent organisational communication.
- Staff developed through the identification of training needs and opportunities
- Employees are supported and motivated through organisational systems and programs
- The organisation maintains high standards of corporate citizenship and social responsibility wherever it does business

6. Sales & Marketing Management

- Leadership and direction provided on the overall sales and marketing direction of YPCL
- Development and implementation of effective Sales and Marketing Strategies
 - Drive strategies to grow revenue
 - Identify target markets, analyze consumer preferences, and develop branding and promotion initiatives.
- Production and distribution channels setup effectively to support sales initiatives
 - Prime steers sales target met as per carcass and dressed weight

7. Corporate Communications, and stakeholder engagement ensured

- Effective image-building or corporate awareness programs implemented at village and Tikina levels
- Communications Strategy developed and implemented to aggressively promote YPCL, increase awareness and visibility for increased stakeholder confidence and equity contributions from existing and new joint-ventures
- Effective stakeholder management with government, stakeholders (Yaqara Group & NWVL) in the region, the Vanua and surrounding villages
 - Positive relationships cultivated
 - Transparency promoted
 - Participation in community and educational programs
- Strong and effective advocacy:
 - Economic and associated benefits of YPCL positively promoted to stakeholders
 - Relevant processes well understood and facilitated with the Fiji government and authorities/departments

8. Operational and statutory compliance

- Full compliance with the relevant laws and regulations governing the cattle industry
 - Animal welfare compliance
 - Food safety standards
 - Ethical farming practices
 - Health and safety compliance
 - Environmental compliance
- Operationally compliant with the organisation's policies and procedures
- Regulatory certifications and permits maintained

Responsibilities - Key Competencies

Competence Description

Business

Strategic Development	Establish the strategic direction and steer the organisation towards its goals
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.
Resource Management	Deliver results through the efficient and effective allocation and use of supplies , equipment and people.
Communication	Exchange information through verbal communication
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Communication	Exchange information through verbal communication

Customer

Customer Commitment	Demonstrate a commitment to customer service - both internal and external customers.
Promotion	Promote the value of the products/services offered by the organisation.
Commercial Focus	Optimize the commercial viability of the organisation.
Relationship Building	Build beneficial relationships with suppliers and stakeholders.
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People

Leadership	Utilise a leadership position to influence people and events and to increase performance.
Negotiation	Reach agreement through discussion and compromise.
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Professional

Technical Strength	Demonstrate knowledge of a specialist discipline.
Compliance	Comply with relevant laws and the policies and procedures of the organisation.
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Competence	Description
Operational	
Health and Safety	Establish and maintain a safe and healthy work environment.
Stock Control	Acquire and monitor stock to meet business needs
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Qualifications

Qualification	Discipline	Notes
Preferred		
Degree	Agriculture, Business Administration, Animal Science	or related field
Desirable		
Masters Degree	Business Administration	or related field

Work Knowledge and Experience

Proven experience as a CEO or Senior Executive in agriculture or related industries
At least 10 years experience in livestock production, preferably in the ruminant livestock commodity.
In-depth knowledge of commercial beef farming practices, animal husbandry, and industry regulations.
Stong business acumen with the ability to manage budgets, financial performance, and sales strategies.
Proven leadership, and experience managing medium to large teams.
Good knowledge of different cultures in Fiji would be an advantage.
Excellent interpersonal, communication, and people skills

Requirements

Language Proficiency
Excellent command of English
Professional Associations
Membership of appropriate Professional Institution

Other Required Requirements

No other required items found.

Interactions

Type	Interaction	Comments
Internal		
	Board of Directors	
	Management Team	
	Staff	
External		
	Statutory Authorities	
	Customers	
	landowners	
	Taxation Authority	
	Suppliers	
	Government Officials	
	Farmers	
	Financing Institutions	
	Regulators	

Type	Interaction	Comments
	Investors	

Attributes

Behavioural Styles

Achiever	Puts in effort to achieve a desired result or goal and is motivated by this end and the overall accomplishment.
Innovative	Devises new and creative ways to do things comes up with original ideas.
Integrity	Adherence to moral and ethical principles; soundness of moral character; honesty.
Accountable	Assumes full responsibility for own actions and identifies with the success or failure of own part of the overall work/goal.

Interpersonal Styles

Perceptive	Shows keen insight and understanding of issues or situations.
Self-sufficient and assured	Readily copes with situations without recourse/need of others, showing confidence and belief in oneself and one's own abilities.
Forthright	Speaks out frankly without hesitation, showing a direct manner.
Realistic	Shows concern for facts and reality, rejecting the impractical.

Thinking Styles

Challenger	Queries, tests information/beliefs and provokes thought.
Decisive	Reaches conclusions, promptly and firmly.
Numerate	Shows abilities in quantitative thought and expression.
Well organised	Controls tasks in a well thought out and critical manner.

How To Apply

Applications must be submitted online at the following URL: <https://jobs.hrmonise.com/details/2692/yaqara-pastoral-company-limited/CEO> with a cover letter addressing the critical outcomes of the role and CV which must include details of at least 3 recent professional referees.

Contact for Enquiries

Contact Name: Leonarda Patterson

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Further Contact Information: +679 3303137 / 7770927

Closing Date: 17 Sep 2023