



Position Description

Vacancy Title: **Chief Executive Officer**

Location:

Objective

This role is based in Suva, Fiji. Fiji Ports Corporation Limited (FPCL) seeks a transformative, strategic, and commercially astute Chief Executive Officer (CEO) to lead the company through its next phase of growth and infrastructure modernisation. As CEO, you will provide visionary yet grounded leadership to FPCL and its subsidiary, overseeing port operations, infrastructure development, digital transformation, and regional engagement. Reporting directly to the Board, you will be responsible for executing FPCL's 2026–2030 strategy, ensuring commercial sustainability, governance integrity, and FPCL's role as a national economic enabler.

Outcomes

Organisational Stakeholders

1. Strategic Leadership

- Lead the development and execution of FPCL's Strategic Plan, aligned with national trade and maritime development goals.
- Convert Board-level priorities into measurable operational targets across all business units.
- Guide FPCL's long-term market positioning, including its evolution into a regional transshipment and digital logistics hub.

2. Financial Stewardship and Delivery

- Ensure FPCL remains financially sustainable, efficient, and growth-oriented through strong financial oversight and discipline.
- Oversee budgeting, forecasting, and reporting in line with international standards and SOE governance.
- Lead cost-optimisation while maintaining operational resilience.
- Deliver a sustainable business plan for FSHIL and align strategies with Government ventures.
- Drive capital structuring, financial modelling, and funding negotiations for infrastructure projects.
- Present accurate, timely financial reports to the Board, Government, and regulators.

3. Commercial and Revenue Growth

- Develop and commercialise new income streams, including inland ports, marine services, digital platforms, and logistics ventures.
- Maximise revenue under regulatory pricing frameworks, including FCCC oversight, while exploring alternate monetisation pathways.
- Negotiate major commercial agreements (concessions, JVs, leases, MOUs) in line with FPCL's long-term strategy.

4. Infrastructure and Digital Transformation

- Oversee delivery of major infrastructure programs.
- Lead digital transformation of port operations including PCS and ERP integration.
- Ensure capital expenditure programs are prioritised by ROI, risk exposure, and lifecycle management.

5. Governance and Risk Management

- Maintain high standards of corporate governance and enterprise risk oversight.
- Embed ESG principles in investment, procurement, and reporting.
- Manage operational and reputational risk while ensuring agility in decision-making.

6. Stakeholder and Diplomatic Engagement

- Build strong relationships with Government, regulators, industry, unions, and development partners.
- Represent FPCL and Fiji in regional and international maritime forums.
- Contribute to trade and infrastructure policy dialogue at the national and Pacific regional levels.

7. Leadership, Culture and Talent Development

- Lead organisational transformation to drive performance, safety, and innovation.
- Build strong leadership capability through succession planning and coaching.
- Champion diversity, inclusion, and service excellence across FPCL and subsidiaries.

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.

Competence	Description
Risk Management	Analyse and manage risk.
Change Management	Implement and manage changing situations resulting from a change in strategic/business.
Resource Management	Deliver results through the efficient and effective allocation and use of supplies , equipment and people.
Systems and Procedures	Develop and/or apply procedures to assist the organisation achieve its goals.

Customer

Customer Commitment	Demonstrate a commitment to customer service - both internal and external customers.
Commercial Focus	Optimize the commercial viability of the organisation.

People

Leadership	Utilise a leadership position to influence people and events and to increase performance.
Team Orientation	Work in a team towards a common aim.
Negotiation	Reach agreement through discussion and compromise.

Professional

Compliance	Comply with relevant laws and the policies and procedures of the organisation.
Financial Application	Apply financial principles and practices.
Global Environment	Respond to globally driven changes in the organisation's environment.

Operational

Health and Safety	Establish and maintain a safe and healthy work environment.
Environment	Establish and maintain an environmentally friendly organisation

Qualifications

Qualification	Discipline	Notes
Desirable		
Masters Degree	Public Administration or similar, Business and/or economics etc, Infrastructure	
Preferred		
Higher Degree incl. Post Grad Cert or Dip	Business, economics, management or other relevant discipline	

Work Knowledge and Experience

Leadership: Minimum 10 years' experience in senior executive roles, including organisational strategy, stakeholder leadership, and capital management

Sector Background: Experience in port, infrastructure, logistics, maritime, regulated SOEs, or large commercial enterprises

Board Governance: Proven capacity to engage with Boards, regulatory agencies, Ministers, and industry stakeholders at the highest level

Requirements

Language Proficiency

Excellent command of English

Other Required Requirements

Strategic Priorities for 2026–2028

Area: CEO Priority Outcome

Rokobili Mega Port: Complete SPV structuring, land and risk frameworks, and concession planning

Post-Concession Transition: Submit and execute strategy and operational integration plan post-2028

Revenue Innovation: Launch two new commercial revenue streams (marine services, inland logistics)

Digital Modernisation: Implement Port Community System (PCS) pilot; digitise three core port processes

Workforce Uplift: Launch “High Potential Talent” pipeline and new performance culture initiatives

ESG & Compliance: Meet updated ESG and audit standards with full Board visibility on risk and compliance

Financial Performance: Improve net operating margin by 10% by Q4 2027; maintain annual unqualified audit reports

Interactions

Type	Interaction	Comments
Internal		

Type	Interaction	Comments
	FPCL Board of Directors, Executive Management Team, Subsidiary GMs, and all employees.	
External		
	Ministry of Public Enterprises, Ministry of Finance, Maritime Safety Authority of Fiji, Customs, Terminal Operators, Shipping Lines, Trade Partners, Regional Port Associations, and other key stakeholders.	

Attributes

Behavioural Styles

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.
Experimenter	Tries out new procedures, ideas or activities.
Reliable	Is able to be trusted to do what is expected or has been promised, puts in a great amount of effort believing in the value of work.
Detail oriented	Attends to the small elements of a task/activity, ensuring completeness and accuracy.

Interpersonal Styles

Objective	Impartial and honest in dealings with others, eliminating own feelings and view to reach a balanced judgement.
Team Oriented	Enjoys being with others as part of a group or team.

Thinking Styles

Holistic thinker	Considers issues/situations as a whole rather than analysing or dissecting the parts.
Challenger	Queries, tests information/beliefs and provokes thought.
Decisive	Reaches conclusions, promptly and firmly.
Initiative	Takes action and makes decisions without the help or advice of other people.
Numerate	Shows abilities in quantitative thought and expression.
Reflective	Takes a thoughtful and deliberative approach.
Flexible/Adaptable	Readily accommodates changing circumstances, modifying own behaviour and/or views. Able to adjust easily to new conditions.

How To Apply

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Contact for Enquiries

Contact Name: Elizabeth Cama

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Further Contact Information: --

Closing Date: 05 Dec 2025