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## Position Description

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Vacancy Title: **Chief Financial Officer**

Location:

Reports To: **None**

### Objective

Lead the Financial Future of a Proudly 100% Fiji-Owned Poultry Industry Leader. Rooster Poultry is seeking an exceptional and strategic Chief Financial Officer (CFO) with strong experience in FMCG or high-volume manufacturing environments to drive financial governance, commercial discipline, and long-term sustainable growth across our integrated end-to-end poultry value chain, from feed and livestock to processing, distribution, and customers. As a key member of the Executive Committee and the principal financial advisor to the CEO, this role is based in Ba and is central to shaping corporate strategy, strengthening organisational resilience, and ensuring disciplined decision-making that supports operational excellence and Future Farms' long-term ambitions.

### Outcomes

#### Organisational Stakeholders

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##### 1. Strategic Financial Leadership

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- Lead financial strategy aligned with corporate goals and long term growth plans.
  - Provide financial insight to support executive decision making.
  - Advise the CEO and Executive Committee on financial performance and risk.
  - Support the development of corporate strategy and investment planning.
  - Board Governance and Secretariat Support
  - Integrate sustainability considerations into financial planning and investment evaluation
  - Provide financial reporting and strategic insights to shareholders
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##### 2. Financial Governance and Compliance

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- Strengthen financial governance and internal controls.
  - Ensure compliance with statutory, regulatory, and corporate reporting requirements.
  - Oversee audit processes and maintain strong relationships with external auditors.
  - Maintain integrity of financial reporting and accounting standards.
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##### 3. Financial Planning and Performance Management

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- Lead annual budgeting and forecasting processes.
  - Monitor financial performance against approved budgets and plans.
  - Establish performance management frameworks and financial reporting systems.
  - Provide analysis of financial trends and performance drivers.
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##### 4. Treasury and Funding Management

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- Manage treasury operations including cash flow management, liquidity planning, and banking relationships
  - Develop and oversee funding strategies to support operational and capital requirements
  - Monitor financing arrangements, debt structures, and covenant compliance
  - Provide financial advice on funding options and capital structure optimisation
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##### 5. Commercial and Operational Finance

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- Provide commercial finance support across production, processing, distribution, and sales operations.
  - Monitor margins, cost structures, and profitability across business units.
  - Provide financial analysis to support operational improvements.
  - Ensure strong cost management across the organisation.
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##### 6. Corporate Services Oversight

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- Provide executive oversight for IT, Administration, and corporate services functions
  - Ensure systems, digital platforms, and financial technologies support operational efficiency
  - Align corporate support functions with enterprise performance and governance standards
  - Strengthen operational systems, reporting platforms, and information integrity
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##### 7. Capital Planning and Investment Management

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- Lead capital planning and investment evaluation processes.
- Conduct financial appraisal of major projects and investments.
- Support funding strategy and banking relationships.
- Monitor return on investment and capital utilisation.

#### 8. Risk Management

- Identify financial risks and implement appropriate mitigation strategies.
- Maintain enterprise risk management processes relating to financial exposure.
- Ensure adequate insurance and financial risk controls.

#### 9. Stakeholder and External Relationships

- Serve as the primary financial liaison with banks, auditors, regulators, and shareholders.
- Prepare financial reports and presentations for Board review.
- Maintain strong relationships with key financial stakeholders.

#### 10. Leadership and People Management

- Lead and develop the finance function.
- Establish strong financial business partnering across departments.
- Build capability within the finance team through mentoring and development.
- Promote accountability, transparency, and financial discipline.

## Responsibilities - Key Competencies

Competence	Description
<b>Business</b>	
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.
Information Analysis	Make informed decisions by collecting and interpreting data and information
Documentation	Communicate using formal business writing.
<b>Customer</b>	
Commercial Focus	Optimize the commercial viability of the organisation.
<b>People</b>	
Leadership	Utilise a leadership position to influence people and events and to increase performance.
Facilitation	Assist the progress of work ensuring its timely and effective completion.
Self-Management	Manage your priorities and objectives efficiently and effectively
<b>Professional</b>	
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
<b>Preferred</b>		
Degree	Accounting and Finance, Business Management or Business Administration or related fields	

## Work Knowledge and Experience

- Professional accounting qualification such as CPA, CA, or ACCA preferred
- Minimum eight to ten years senior financial leadership experience
- Experience in FMCG, manufacturing, or distribution environments preferred
- Experience managing finance functions within multi-site operations
- Demonstrated experience in financial governance, budgeting, and performance management
- Demonstrated experience leading enterprise financial strategy and advising executive leadership on commercial and investment decisions.
- Proven experience in capital planning, investment appraisal, and evaluation of large capital projects.
- Strong stakeholder management experience with banks, auditors, regulators, shareholders, and external advisors.

## Requirements

## Other Required Requirements

### Key Performance Indicators

- Accuracy and timeliness of financial reporting
- Delivery of approved budgets and forecasts
- Financial compliance and audit outcomes
- Cost management and margin performance
- Capital project financial performance
- Strength of financial governance and controls
- Finance team capability and performance

## Interactions

Type	Interaction	Comments
<b>Internal</b>		
	Chief Executive Officer	
	Management Team	
	Executive Committee	
	Sales and Marketing	
	Human Resources	
<b>External</b>		
	Board	
	External Auditors	
	Banks and Financial Institutions	
	Regulators and Government Agencies	
	Professional Advisors	

## 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.
Achiever	Puts in effort to achieve a desired result or goal and is motivated by this end and the overall accomplishment.
Detail oriented	Attends to the small elements of a task/activity, ensuring completeness and accuracy.
Punctuality	Completes a required task or fulfills an obligation before or at a previously designated time
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.

### Interpersonal Styles

Empathic	Has the ability to understand somebody else's feelings or difficulties.
Forthright	Speaks out frankly without hesitation, showing a direct manner.
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

Abstract/conceptual thinker	Creates abstract or generic ideas generalised from particular instances.
Analytic	Able to separate things into their constituent elements in order to study or examine them, draw conclusions, or solve problems.
Challenger	Queries, tests information/beliefs and provokes thought.
Decisive	Reaches conclusions, promptly and firmly.
Intuitive	Makes mental leaps without going through a rational thought process. Apparent ability to acquire knowledge without a clear inference or the use of reason.

Well organised Controls tasks in a well thought out and critical manner.

## How To Apply

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### Contact for Enquiries

Contact Name: Elizabeth Cama

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Further Contact Information: --

**Closing Date: 29 Mar 2026**