
Position Description

Vacancy Title: **Financial Controller**

Location: **Lautoka**

Objective

The Financial Controller is responsible for overseeing the financial operations of Fiji Pine Limited and its subsidiaries, TWIL and TWPL, ensuring the accuracy of financial reporting, compliance with regulatory requirements, and the effective management of financial resources. This role involves providing strategic financial guidance to support the company's growth objectives, optimising financial performance, and leading the finance team to deliver key financial outcomes. This role reports directly to the CEO; direct reports include the Manager Finance TWIL, and Manager Finance TWPL.

Outcomes

Organisational Stakeholders

1. Financial Strategy and Planning

- Development and implementation of Financial strategies, aligned with the company's overall business objectives.
 - Financial insights and recommendations provided to the CEO and Board of Directors as required, to support better informed decision-making.
 - Timely preparation of the annual budget, forecasts, and financial plans, ensuring alignment with strategic goals.
 - Ongoing financial performance analysis is conducted, identifying areas for improvement and recommending actions to optimise profitability.
 - Effective leadership and participation provided on strategic projects, including mergers and acquisitions, capital investments, and business process improvements.
 - The financial implications of new business opportunities are evaluated, with recommendations provided to support growth.
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2. Financial Reporting and Compliance

- Financial statements, management reports, and other financial documentation are accurately prepared and submitted on time.
 - Financial results for the group and subsidiaries are effectively consolidated.
 - Compliance with local and international accounting standards, tax laws, and other regulatory requirements is ensured.
 - Audits are managed through liaison with external auditors, tax advisors, and regulatory bodies.
 - Cash flow management is ensured, with sufficient cash available to meet short-term and long-term payments.
 - Annual budgets are prepared in collaboration with department heads and aligned with the company's strategic goals.
 - Regular monitoring of budget performance is ensured, with variances analysed and findings reported.
 - Strategies for timely debt collection are developed and implemented.
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3. Risk Management and Internal Controls

- Financial risks are identified, and effective risk management strategies are implemented to mitigate them.
 - A robust internal control environment is developed and maintained to safeguard the company's assets and ensure the accuracy of financial records.
 - The effectiveness of internal controls is monitored and evaluated, with improvements made as necessary.
 - Compliance with transfer pricing regulations is ensured, and transfer pricing strategies are optimised to align with the company's financial and strategic goals.
 - Transfer pricing policies are regularly reviewed and adjusted to reflect changes in regulations and business dynamics.
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4. Treasury & Cash Flow Management

- The company's treasury functions, including cash flow management, investment strategies, and financing activities, are effectively managed.
 - Adequate liquidity is ensured to meet operational and capital requirements while optimising returns on surplus funds.
 - Strategic cash flow forecasts are prepared to anticipate future financial needs and opportunities.
 - Foreign exchange exposure and hedging strategies are overseen as necessary to mitigate currency risks.
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5. Financial Leadership & Team Management

- The finance team is led, mentored, and developed, fostering a culture of continuous improvement and high performance.
 - Clear performance objectives are set, and regular performance reviews are conducted to ensure team members achieve their goals.
 - Team development and capacity building initiatives are implemented to enhance skills and performance.
 - Succession planning is established to ensure continuity and readiness for future leadership roles.
 - Collaboration with other departments is supported to drive cross-functional initiatives and financial accountability across the organisation.
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6. Informed executive management and board

- Comprehensive financial reports are prepared and presented to Executive Management and the Board of Directors, ensuring they receive accurate and timely financial insights to support informed decision-making.
- A cooperative working relationship with the executive management team is established, fostering collaboration and alignment with strategic goals.
- Expert financial advice is provided in all financial reporting and interactions, ensuring alignment with best practices, good governance, and ethical business standards.

7. Stakeholder Engagement & Communications

- The role of key financial liaison between the company and external stakeholders, including investors, banks, and government authorities, is effectively fulfilled.
- Good governance practices and ethical business standards are adhered to in all interactions with external stakeholders.
- Financial reports are prepared and presented to the Board of Directors, shareholders, and other stakeholders.
- Financial performance, risks, and opportunities are communicated to internal and external stakeholders in a clear and concise manner.

8. Financial Systems Optimisation

- Financial systems are effectively managed, implemented, and maintained to enhance processes, reporting, and optimise workflow efficiency.
- Financial systems and practices are aligned with current industry standards.
- The finance team is equipped with the necessary tools and training for effective system utilisation.
- A culture of continuous improvement is fostered by ensuring the team remains updated on the latest technological advancements and best practices.

Product's Stakeholders

1. Statutory and operationally compliant operation finance functions

- Tax Compliance ensured
 - Tax returns are prepared and filed accurately and on time, in compliance with local tax laws and regulations.
 - Tax planning strategies are developed and implemented to optimise the company's tax position.
- Review of relevant policies against accounting standards and business dynamics
- Development of policies
- Full compliance with all relevant statutory, legislative and regulatory compliance requirements audited and maintained
- Full compliance with all relevant internal policies, SOPs ensured

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.
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.
Communication	Exchange information through verbal communication

Customer

Customer Commitment	Demonstrate a commitment to customer service - both internal and external customers.
Commercial Focus	Optimize the commercial viability of the organisation.
Relationship Building	Build beneficial relationships with suppliers and stakeholders.

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.
Facilitation	Assist the progress of work ensuring its timely and effective completion.
Problem Solving	Develop practical solutions to a situation.
Negotiation	Reach agreement through discussion and compromise.
Innovation	Use original and creative thinking to make improvements and/or develop and initiate new approaches.
Learning	Develop the competencies of self and others to enhance performance.
Self-Management	Manage your priorities and objectives efficiently and effectively

Professional

Competence	Description
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.
Global Environment	Respond to globally driven changes in the organisation's environment.
Technology Application	Apply technology.

Qualifications

Qualification	Discipline	Notes
Preferred		
Degree	Accounting	

Work Knowledge and Experience

Knowledge of international accounting polices and procedures including accrual accounting
Commercial experience as Finance professional wth expertise in leading a large team
At least 5 years experience in a Senior Finance Position

Requirements

Professional Associations

Chartered Professional Accountant (CPA)

Regulatory Compliance Requirements

Police Clearance

Other Required Requirements

No other required items found.

Interactions

Type	Interaction	Comments
Internal		
	Management Team	
	Chief Executive Officer	
External		
	Suppliers	
	Customers	
	Statutory Authorities	FRCS, RBF, FNPF
	Contractors	

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.
Integrity Adherence to moral and ethical principles; soundness of moral character; honesty.
Detail oriented Attends to the small elements of a task/activity, ensuring completeness and accuracy.

Interpersonal Styles

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

Thinking Styles

Decisive Reaches conclusions, promptly and firmly.
Challenger Queries, tests information/beliefs and provokes thought.
Numerate Shows abilities in quantitative thought and expression.

Analytic Able to separate things into their constituent elements in order to study or examine them, draw conclusions, or solve problems.

How To Apply

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Contact for Enquiries

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Further Contact Information: --

Closing Date: 24 Apr 2026