
Position Description

Vacancy Title: **Group Chief Executive Officer**

Location: **Lautoka**

Objective

The Chief Executive Officer (CEO) will guide Fiji Pine Group in achieving its strategic objectives, enhancing operational efficiency, and maximizing stakeholder value. The CEO ensures alignment with national development strategies and sustainable resource management while fostering a culture of innovation and continuous improvement across the group's subsidiaries, including Fiji Pine Limited (FPL), Tropik Wood Industries Limited (TWIL), and Tropik Wood Products Limited (TWPL). This role reports to the Fiji Pine Limited Board of Directors.

Outcomes

Capital Stakeholders (Owners)

1. Strategic Leadership

- Visionary leadership provided, ensuring long-term sustainability and growth of Fiji Pine Group in line with government initiatives and global best practices.
 - Clear communication of the group's mission, fostering strong alignment across all subsidiaries.
 - Effective collaboration established with the board, ensuring strategic goals are met.
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2. Organisational Excellence ensured.

- Operational efficiency enhanced across all subsidiaries, resulting in optimized production processes and reduced costs.
 - Implementation of policies and practices that drive continuous improvement, safety, and compliance with regulatory standards.
 - Modern technologies and practices embedded, improving the group's competitive advantage in both local and international markets.
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3. Well informed Board through accurate and timely reporting

- Provide regular and ad hoc financial reports
 - Prepare business plans
 - Undertake and present financial analysis
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Organisational Stakeholders

1. Sustainable Operational Management

- Oversee the operations of FPL, TWIL, and TWPL, ensuring efficiency, compliance with industry standards, and alignment with corporate objectives.
 - Monitor and evaluate the performance of all subsidiaries, ensuring that financial and operational targets are met.
 - Ensure the effective management of resources, including human, financial, and physical assets.
 - Long-term sustainability of pine plantations ensured through responsible resource management and adherence to environmental standards.
 - Partnerships cultivated with government and industry bodies to support sustainable forestry practices and environmental conservation efforts.
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2. Financial Growth & Profitability

- Lead the Group's financial strategy, including budgeting, financial planning, and capital allocation.
 - Ensure the financial sustainability of the Group by optimizing revenue streams, controlling costs, and managing risks.
 - Report to the Board on financial performance, including recommendations for investment, divestment, and capital projects.
 - Financial performance strengthened, with profitability targets consistently achieved or exceeded.
 - Strategic financial planning and risk management policies implemented, ensuring the financial stability and growth of Fiji Pine Group.
 - New revenue streams identified, contributing to the diversification and expansion of the group's operations.
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3. Stakeholder Engagement

- Act as the primary representative of Fiji Pine Group in engagements with government bodies, industry associations, investors, and other key stakeholders.
 - Strengthen relationships with local communities, particularly those directly affected by the Group's operations.
 - Promote the Group's image and reputation as a leader in sustainable forestry and manufacturing.
 - Strong relationships fostered with key stakeholders, including government agencies, investors, and industry partners.
 - Corporate social responsibility initiatives expanded, strengthening the group's reputation and social impact within the community.
 - Effective communication maintained, ensuring stakeholder concerns are addressed, and alignment with national development goals is reinforced.
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4. Corporate Governance.

- Ensure the Group's adherence to the highest standards of corporate governance, including compliance with all relevant laws, regulations, and internal policies.
- Work closely with the Board of Directors to facilitate informed decision-making and transparent governance processes.
- Foster an organizational culture that emphasizes integrity, accountability, and ethical conduct.

5. Sustainability and Innovation

- Champion sustainable practices in all aspects of the Group's operations, from forest management to product development.
- Drive the Group's innovation agenda, exploring new technologies, processes, and products that enhance value and sustainability.
- Lead initiatives aimed at carbon footprint reduction, renewable energy use, and circular economy practices within the Group.

6. Leadership and Human Capital Management

- Build and maintain a high-performing executive team, ensuring effective leadership across all subsidiaries.
- Foster a positive organizational culture that supports employee engagement, talent development, and diversity.
- Oversee HR strategies and policies to ensure the recruitment, retention, and development of top talent.
- Leadership capabilities enhanced across the organization, resulting in a high-performance culture and effective succession planning.
- Employee engagement and retention improved through targeted initiatives, ensuring a motivated and skilled workforce.
- Organizational culture nurtured, promoting innovation, accountability, and commitment to excellence across all levels of the group.

7. Risk Management

- Identify, assess, and manage risks across the Group's operations, ensuring business continuity and resilience.
- Implement robust risk management frameworks and controls to safeguard the Group's assets and reputation.
- Develop and maintain crisis management and contingency plans.

Product's Stakeholders

1. FPL's image and value standards demonstrated and upheld

- Core organizational values upheld consistently, fostering an ethical, transparent, and accountable workplace culture.
- Accountability demonstrated by leading through example, setting high standards of integrity, and ensuring decisions reflect the company's commitment to sustainability, honesty, and fairness.
- A culture of trust and respect promoted, ensuring that all employees feel empowered and aligned with the group's values and long-term goals.

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.
Change Management	Implement and manage changing situations resulting from a change in strategic/business.
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
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.
Quality Focus	Deliver quality.
Organisational Values	Display the organisation's image and value standards.
Social and Cultural Awareness	Respond respectfully and effectively to people of different cultural and social backgrounds.

People

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.
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.

Competence	Description
Professional	
Technical Strength	Demonstrate knowledge of a specialist discipline.

Qualifications

Qualification	Discipline	Notes
Preferred		
Degree	Business and Management, Environmental Science, Forestry	or related field.
Preferred		
Masters Degree	Business Administration	

Work Knowledge and Experience

- Proven ability to mentor and lead staff to meet performance standards and commercial objectives
- Proven executive leadership experience, preferably in the forestry, manufacturing, or related industries.
- Strong understanding of sustainable forestry management, industrial operations, and environmental stewardship.
- Extensive experience in strategic planning, financial management, and corporate governance.
- Exceptional communication, negotiation, and stakeholder management skills.
- A track record of driving organizational growth and innovation.

Requirements

Professional Associations

- Membership of appropriate Professional Institution

Other Required Statements

Key Competencies:

- Strategic Thinking and Visionary Leadership
- Financial Acumen and Risk Management
- Stakeholder Relationship Management
- Ethical Leadership and Integrity
- Sustainability and Environmental Awareness
- Innovation and Change Management
- People Development and Organizational Culture

Interactions

Type	Interaction	Comments
Internal		
	Management Team	
	Board of Directors	
External		
	Regulators	
	Statutory Authorities	

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.
- 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.
- Achiever: Puts in effort to achieve a desired result or goal and is motivated by this end and the overall accomplishment.

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.
- Forthright: Speaks out frankly without hesitation, showing a direct manner.

Thinking Styles

Decisive	Reaches conclusions, promptly and firmly.
Holistic thinker	Considers issues/situations as a whole rather than analysing or dissecting the parts.
Numerate	Shows abilities in quantitative thought and expression.
Concrete thinker	Focuses on the tangible experiences of actual things or events.

How To Apply

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Contact for Enquiries

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Further Contact Information: --

Closing Date: 17 Jul 2026