Finance Director – International Seafood Company (ISFC)
Job Description

Position Summary

The Finance Director is the executive responsible for the financial leadership of ISFC during its transformation from a start-up seafood cannery into a globally competitive seafood company. The role provides strategic financial direction, safeguards company assets, ensures robust governance and compliance, and delivers sustainable profitability, liquidity and shareholder value. The position leads Finance, Treasury, Management Accounting, Financial Planning & Analysis (FP&A), Costing, Tax, Internal Controls, Risk Management and ERP finance systems while supporting export growth, manufacturing excellence and capital investment. The position will report to the Chief Executive Officer (CEO)

Key Responsibilities

Strategic Financial Leadership

- Develop and execute the corporate financial strategy aligned with ISFC's transformation roadmap.
- Advise the CEO and Board on capital structure, profitability and investment decisions.
- Support long-term value creation and sustainable growth.

Financial Planning & Performance

- Lead annual budgeting, rolling forecasts and long-range plans.
- Deliver timely management reporting with actionable insights.
- Monitor EBITDA, cash flow, ROCE and working capital.

Treasury & Funding

- Manage liquidity, banking relationships and financing facilities.
- Lead debt restructuring, capital raising and shareholder funding initiatives.
- Optimize cash management and foreign exchange exposure.

Cost & Manufacturing Finance

- Develop standard costing for tuna and sardine operations.
- Drive cost reduction and margin improvement.
- Monitor production yields, inventory valuation and plant performance.

Governance, Risk & Compliance

- Ensure compliance with IFRS, tax laws and corporate governance.
- Strengthen internal controls and enterprise risk management.
- Coordinate external and internal audits.

Business Partnering

- Partner with Commercial, Operations, Supply Chain and Procurement on pricing, investments and profitability.
- Evaluate new projects, export markets and capital expenditure.

People Leadership

- Build a high-performing finance team and succession pipeline.

Promote continuous improvement, automation and digital finance.

Key Performance Indicators (KPIs):

Financial • Revenue growth support • EBITDA • Net Profit • Operating Cash Flow • Working Capital • ROCE	**Treasury** • Cash conversion cycle • Bank covenant compliance • Liquidity ratio • Funding availability	**Cost** • Manufacturing cost per case • Material yield • Inventory accuracy • Cost savings	**Governance** • Audit findings • IFRS compliance • Internal control effectiveness • Timely statutory reporting
Business • Budget accuracy • Forecast accuracy • Capex ROI • Project financial reviews	**Leadership** • Talent retention • Succession readiness • Employee engagement • Digital finance initiatives		

Required Qualifications

- Bachelor's degree in Finance, Accounting or Commerce.
- Professional qualification such as CPA, ACCA, ACA or CMA required.
- MBA or Master's degree preferred.
- 15+ years of finance experience with at least 7 years in senior leadership.
- Experience in seafood, FMCG, manufacturing or food processing preferred.
- Strong experience with international exports, ERP systems and board reporting.

Required Competencies

- Strategic financial leadership
- Corporate finance
- Treasury management
- Cost accounting
- Financial modelling
- Business partnering
- Risk management
- IFRS
- Leadership and coaching
- Negotiation
- Analytical decision making
- Digital transformation

Preferred Industry Experience

- Seafood canning
- Food manufacturing
- Export-oriented business
- Government-linked companies
- Capital-intensive manufacturing
- Private label and branded FMCG

Success Profile

- Deliver strong financial governance while enabling commercial growth.
- Improve profitability through disciplined cost management.
- Maintain healthy liquidity and funding capacity.
- Support expansion into global markets through sound financial planning.
- Provide trusted advice to the CEO, Board and shareholders.
- Build a world-class finance function supporting operational excellence and sustainable value creation.