

Position Title:	Chief Financial Officer	Team	Finance
Reports to:	CEO	Direct Reports:	Financial Controller & Book Keeper

In preparation for its next phase of growth, AuctionsPlus is seeking to appoint a world-class CFO. Reporting to the CEO, this newly-created role provides the opportunity to join the leadership team at an exciting time in Australia's original Agtech success story. The CFO will work closely with the CEO and Board, to play a central role in shaping the business plan and growth strategy and be instrumental executing it.

The CFO will be responsible for building a best-in-class finance function and will bring industry-leading strategic thinking and financial expertise to the business. The CFO will act as a catalyst for change, be an educator and empower employees to operate commercially, identifying business improvement opportunities and driving them through successfully.

A key focus will be on building a strong, sustainable organisation (including standard and scalable processes), which includes deep bench strength. In addition, this position will have solid business judgment, strong controllership focus, analytical strength and the capability to drive a fast-paced organisation to the right results with a focused and pragmatic approach to the business.

They will also be expected to support the CEO and the Board on laying out the companies long term business plan, recommending appropriate investment into growth drivers and ensuring governance best practice as the company grows rapidly from 25 people to the global leader.

Key attributes:

- Strategic Thinker - Play a pivotal role in the development of a pioneering software powered online marketplace, in one of the Australia's fastest-growing and transformational industries
- Effective Operator - Build a best-in-class finance function and team, with strong operational process and discipline extending across all departments and business functions globally
- Entrepreneurial and Agile - Ensure that the company maintains a dynamic, hands-on style in the leadership team following the "lean startup" model, with tight iterations and practising fast-failing
- Natural Educator - Play a strong leadership and education role empowering the employees across the company as a mentor and influencer with shared responsibility for the overall success of the company
- Purpose Driven - Reinforce the company's passion to accelerate adoption while still ensuring responsible deployment of such a powerful technology
- Finance Custodian – Responsible for reviewing the operational and capital expense, defining and planning budgets and maintain accounting. Along with continued refinement of company policies to match the company and market needs. Manage all compliance, tax, audit related activities.
- Detailed Oriented - Establish and maintain financial processes, anticipate the financial information requirements and have in place the tools and the reporting systems to facilitate appropriate operational decisions and for external reporting purposes.

Duties & Responsibilities	
1	<p>Financial Leadership</p> <ul style="list-style-type: none"> • Accountable for the administrative, financial and risk management operations of the company, to include the development of a financial and operational strategy, metrics tied to that strategy, and the ongoing development and monitoring of control systems designed to preserve company assets and report accurate financial results. • Whilst reporting to the CEO, this role has a strong dotted function line to the Board and will be required to attend and present at Board meetings. • Forward financial strategy developed and detailed capital structure, borrowing, depreciation and tax planning. Cost analysis of elements of the Company operation completed and recommendations for change accepted
2	<p>Financial Operations</p> <ul style="list-style-type: none"> • Build, train and support a financial team as needed to execute the requirements of the company • Implement and coordinate all fiscal accounting, budgetary and reporting activities for the company • Assist the CEO in the development and negotiation of contracts as required • Manage and insure the execution of company secretary requirements of the company • Investigate cost-effective benefit plans and other fringe benefits which the organization may offer employees and potential employees with the goal of attracting and retaining qualified individuals • Oversee employee benefit plans, with particular emphasis on maximizing a cost-effective benefits package

	<ul style="list-style-type: none"> Oversee the financial operations of subsidiary companies and foreign operations Supervise acquisition due diligence and negotiate acquisitions
3	Planning & Reporting <ul style="list-style-type: none"> Assist in formulating the company's future direction and supporting tactical initiatives. Monitor and direct the implementation of strategic business planning including financial projections and the matching of these with accounting Develop financial and tax strategies Manage the capital request and budgeting processes across all departments in the company Develop performance measures that support the company's strategic direction.
4	Business Development and Insights <ul style="list-style-type: none"> Manage insights on customers and markets Review performance against key business metrics through Sales and Marketing reporting and analysis and identify appropriate actions required Analysis of the fundamentals of the business operations and of emerging opportunities and advice on development offered. Input to Company strategy made as part of the Executive team. Pricing strategies developed that fit with positive customer relationships while meeting the Company financial objectives. Feasibility studies and business expansion plan analysis undertaken, and due diligence processes undertaken and advice on mergers and acquisition given. Cost/benefit studies undertaken and capital projects evaluated in conjunction with other staff. Identify high value AuctionsPlus customers and understand their drivers and needs Share business intelligence internally to build customer and market awareness
5	Relationship Management <ul style="list-style-type: none"> Shareholders satisfied with the information given and on-going relationships with the Company. Specification of Company objectives and statement of corporate intent worked through with shareholders. Shifts in Company direction communicated appropriately. Dividend policy developed and communicated. Analysis of shareholder value created and communicated. Gaps in meeting shareholder expectations identified and response mechanism developed. Annual report conveyed to shareholders. Forward Company projections conveyed, and implications understood and supported. Maintain strong working relationships with industry participants and customers and actively promote the AuctionsPlus platform benefits and drive throughput Educate and support customers in actively utilising the AP auctions platform features Proactively seek ways in which to further support customers, including presenting new product ideas and services to further benefit existing relationships Use market data and trends to enable customers to make informed decisions

Critical Requirements	
1	Strategic. Understand the strategic priorities and effectively plan and implement appropriate sales & marketing strategies with clear measurables
2	Relationship Management. Excellent interpersonal skills with the ability and confidence to initiate new relationships. Excellent communication, presentation and organisational skills are crucial for success in this role, as are high levels of initiative, self-motivation and a positive, 'can-do', customer-focused approach.
3	Collaborative. Able to build strong collaborative relationships internally and externally.
4	Communication. Able to convey information with clarity and impact both verbally and in writing.
5	Knowledge. Strong knowledge of the AuctionsPlus business, auctions platform features and benefits is desired.
6	Industry expertise. Strong knowledge and understanding of the agriculture industry.
7	Technical understanding. Ability to analyse, design and understand User Interface design
8	Understand others. Active listening and probing skills to understand the drivers and needs of customers
9	Influencing. Use strong interpersonal skills to influence change and drive customer sales
10	Problem solving. Able to analyse information, think logically and solve problems.
11	Analytical capability. Able to gather diverse information and provide meaningful analysis.
12	Results orientated. Continually driving high levels of performance to try and meet and exceed goals.
13	Adaptable. Able to easily adapt to changing priorities to meet customer and business needs.
14	Business acumen. Use robust data and analysis to identify opportunities for business development.