Dairy Chief Financial Officer (CFO)

Dairy leadership and board

Job title	Dairy Chief Financial Officer (CFO)
Department	Dairy leadership and board
Reports to	Chief Executive Officer, with direct access to the Board and the Chair of the Audit Committee
Direct reports	Financial Controller, Head of Financial Planning and Analysis, Treasury Manager, Milk Payments Manager, and heads of tax, risk or IT where relevant
Location	*[To be confirmed by the employer]*
Contract type	*[Permanent / fixed-term / other]*
Salary and benefits	*[To be confirmed by the employer]*

Job purpose

Leads the finance function of the dairy business and safeguards its financial health. Oversees milk price setting and payments to suppliers or members, manages exposure to volatile commodity markets and makes sure capital is invested wisely. Advises the Chief Executive and the Board on financial strategy, risk and performance.

Key responsibilities

Financial strategy and reporting

- Develop the financial strategy, funding plan and capital structure for Board approval
- Lead the annual budget, forecasts and long-term financial plan
- Produce timely, accurate management and statutory accounts in line with accounting standards
- Present financial performance and risks clearly to the executive team, the Board and the Audit Committee
- Manage relationships with lenders, investors, auditors and tax authorities

Milk price and supplier payments

- Lead the calculation of the milk price using market returns, product mix and the agreed pricing policy
- Make sure suppliers or members are paid accurately and on time, with clear statements
- Explain how the milk price is set to farmers, members and the Board in plain terms
- Oversee payments for milk quality, composition and seasonality, including bonuses and deductions
- Manage retentions, dividends and member share capital in line with the co-operative's rules where they apply

Commodity risk and treasury

- Set the policy for managing exposure to butter, powder, cheese and other commodity prices
- Oversee hedging through futures, forward contracts and fixed-price agreements within Board-approved limits
- Manage currency risk on export sales and imported inputs
- Manage cash, working capital and banking facilities through seasonal milk peaks

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Capital investment

- Lead the capital allocation process and test investment cases for plant capacity and new products
- Review major projects after completion to confirm they delivered the expected return
- Assess acquisitions, joint ventures and disposals and lead financial due diligence
- Secure funding for investment through debt, member capital or other sources

Governance, risk and control

- Maintain strong internal controls and clear delegated authorities across the business
- Lead the risk management framework and keep the risk register up to date
- Support the Audit Committee and the internal and external audit processes
- Ensure the business meets tax, company and co-operative law and reporting requirements
- Oversee the reporting of sustainability data to the standard lenders, customers and regulators require

Finance leadership

- Lead and develop a capable finance team
- Improve finance systems, data and automation to support better decisions
- Act as a trusted financial adviser to executives and plant leaders

Qualifications and experience

Essential

- Professionally qualified accountant with a recognised accounting body
- Senior finance leadership experience in food, dairy, agribusiness or manufacturing
- Experience of managing commodity price risk and hedging
- Track record of evaluating and funding major capital investments
- Experience of reporting to a Board and working with an audit committee
- Strong knowledge of financial controls, treasury and tax

Desirable

- Experience of milk price setting or supplier payment systems
- Experience in a farmer-owned co-operative
- Experience of export trade and currency management
- Experience of mergers, acquisitions or refinancing

Skills and attributes

- Financial analysis and modelling
- Commercial judgement
- Explaining complex numbers in plain terms
- Risk management
- Integrity and independent thinking
- Leading and developing teams
- Confidence with finance systems and data

Measures of success

- Accuracy and timeliness of milk payments and month-end reporting
- Financial results, cash flow and debt against plan
- Commodity and currency exposure kept within approved limits

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- Return on capital from major investments
- Clean audit opinions and timely closure of control findings

Working conditions and safety

Based at head office with travel to sites, lenders and member meetings. Attends Board and Audit Committee meetings and works to fixed monthly milk payment and reporting deadlines.

- Lead by example on health, safety, food safety and animal welfare
- Uphold the code of conduct and all legal and compliance requirements
- Raise concerns and report incidents promptly

This job description outlines the main duties of the role. It is not a complete list, and the employer may update it as the business changes, in consultation with the jobholder.

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