



Job Description Chief Financial Officer (CFO)

Document Control

Position Title: Chief Financial Officer (CFO)

Department: Executive Leadership

Reports To: Chief Executive Officer (CEO)

Version: 1.0

Job Overview

The Chief Financial Officer (CFO) is responsible for the financial leadership of Grand Royale Group, ensuring the organisation remains sustainable, profitable, and compliant. The CFO provides strategic financial guidance to the CEO and Board, manages all financial planning and reporting, and safeguards the Group's assets. This role ensures strong financial governance, supports decision-making, and drives growth through effective financial strategy and resource management.

Key Responsibilities

Financial Strategy & Planning

- Develop and deliver long-term financial strategies aligned with the Group's strategic objectives.
- Oversee financial forecasting, budgeting, and scenario planning.
- Provide financial insights to guide executive decision-making.

Financial Reporting & Governance

- Ensure accurate and timely preparation of financial statements and reports.
- Maintain compliance with Australian accounting standards, taxation, and regulatory obligations.
- Present financial updates, risks, and opportunities to the CEO and Board of Directors.

Risk Management & Compliance

- Implement and monitor internal controls to safeguard assets and mitigate risks.
- Oversee audit processes and ensure compliance with external auditors.
- Lead financial risk management, including cash flow, credit, and investment risks.





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Business Performance & Analysis

- Monitor financial performance against KPIs and operational goals.
- Provide data-driven analysis to improve profitability and efficiency.
- Partner with the COO and other executives to evaluate business cases for new projects, venues, and services.

Treasury & Capital Management

- Manage cash flow, liquidity, and capital requirements across the Group.
- Oversee financing arrangements, banking relationships, and investment strategies.
- Ensure effective allocation of resources to maximise returns.

Leadership & Collaboration

- Lead the finance team, fostering a culture of accuracy, integrity, and service.
- Mentor and develop finance staff, building organisational capability.
- Collaborate with operational leaders to embed financial accountability across the business.

Qualifications and Experience

- Bachelor's degree in Accounting, Finance, or Commerce (mandatory).
- Chartered Accountant (CA) or Certified Practising Accountant (CPA) qualification required.
- Minimum 10 years' senior financial leadership experience, ideally within hospitality, tourism, or service industries.
- Strong track record in financial governance, risk management, and strategic planning.
- Proven success in leading finance teams within complex, multi-site organisations.

Skills and Competencies

- Advanced financial management and analysis skills.
- Strong leadership and communication skills, with the ability to influence at Board level.
- Strategic thinker with sound commercial judgement.
- Excellent knowledge of accounting standards, taxation, and compliance frameworks.
- High integrity and commitment to ethical leadership.
- Ability to balance strategic oversight with hands-on financial management.





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Working Conditions

This is a full-time executive role based at Grand Royale Group's head office, with occasional interstate or industry travel required. The CFO will attend Board meetings, external audits, and high-level stakeholder engagements, requiring flexibility and a professional presence.

Key Performance Indicators (KPIs)

- Achievement of financial targets and sustainability goals.
- Timely, accurate financial reporting and compliance with statutory requirements.
- Effective risk management and governance processes.
- Cost optimisation while supporting operational excellence.
- Staff capability development within the finance team.

Company Values and Culture

Grand Royale Group is committed to financial integrity, transparency, and accountability as the foundation for sustainable success. The CFO ensures these values are embedded in all financial decisions and practices, reinforcing trust with stakeholders, staff, and industry partners. Through collaborative leadership, the CFO contributes to a culture of excellence, responsibility, and innovation across the organisation.

Career Path

The CFO role provides progression to Chief Executive Officer and Board-level positions, both within Grand Royale Group and across the wider hospitality and corporate sectors. It offers exposure to strategic governance, capital management, and high-level stakeholder engagement, equipping the incumbent for the most senior leadership opportunities.

