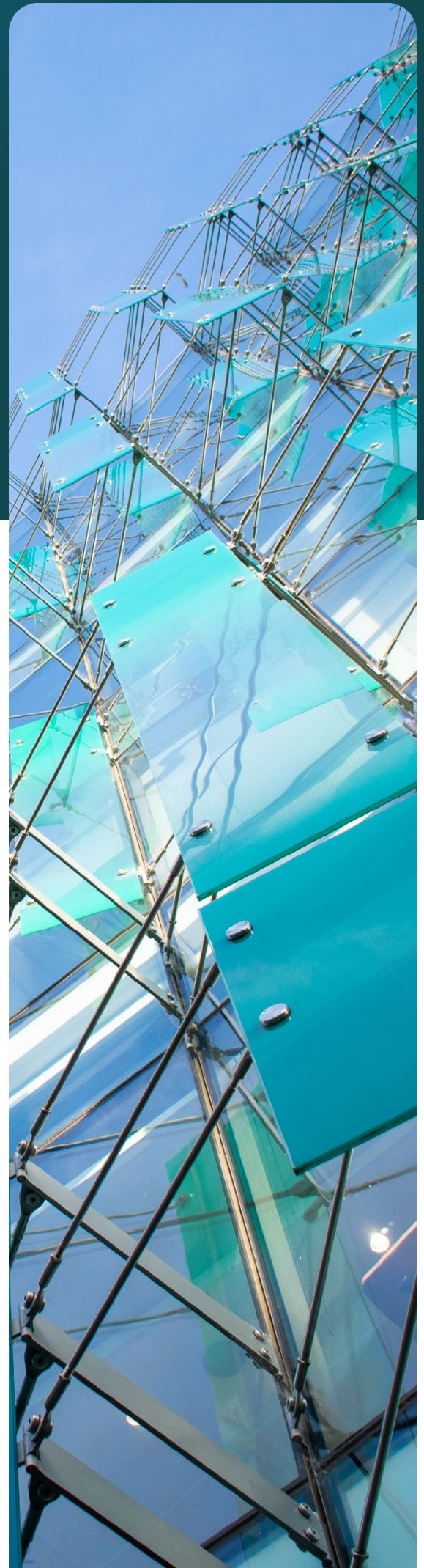


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Comrad Medical Systems
Limited | Chief Commercial
and Financial Officer

Position Description and
Additional Information

July 2026



Our Process



OUTREACH AND ADVERTISING | Applications close 3 August 2026

Potential candidates identified through targeted search; applications reviewed and responded to.



APPLICANT SCREENING | Early-August

Initial screening of applications as they are received. This may include a discussion with candidates about their motivations for applying. We aim to run a timely and efficient process.



SELECTING AND SHORTLISTING | Mid-August

Once the role has closed our team will present the most qualified candidates to the client. Within this period, all applicants will receive notification of the status of their application.



CANDIDATE INTERVIEWS | Mid-August

Decipher Group prioritises a robust and consistent interview framework, based on a behavioural and competency-based assessment. Candidates will be advised of the interview structure and who will be present on the panel. All interviewed candidates will receive prompt feedback and will be advised of next steps once we have debriefed with the interview panel.



VETTING AND DUE DILIGENCE | Late-August – Early-September

We conduct thorough background checks and referencing to further assess competencies of preferred candidate/s. Decipher Group utilises a third-party provider for pre-employment and probity checks such as criminal history, qualification, employment history and bankruptcy. Our team will notify you in advance prior to us contacting your referees. Throughout the entire process, candidate confidentiality and privacy remain an absolute priority.



DECISION AND ONBOARDING | Early September

Following a rigorous evaluation, a conditional offer of employment will be made, subject to the completion of the above stage. Our team will communicate regularly with both the client and the successful candidate during this period. At the conclusion of the recruitment process, all remaining candidates will be notified, with the opportunity for feedback.

Chief Commercial & Financial Officer

- Play a defining role in shaping Comrad's next phase of growth
- Partner with leaders to drive commercial performance and enterprise value
- Lead commercial strategy, financial performance and business growth.

About Comrad

Comrad Medical Systems is an innovative New Zealand healthcare technology company with more than 35 years' experience delivering radiology information systems and workflow solutions that improve clinical efficiency, enhance patient care and support better healthcare outcomes.

Partnering with healthcare providers across New Zealand and Australia, Comrad has built a strong reputation for innovation, collaboration and customer success. As the business continues to evolve, it is investing in new products, strengthening its commercial capability and building the foundations for its next phase of growth.

The new role of Chief Commercial & Financial Officer is an exciting opportunity to join a collaborative and ambitious team committed to innovation, customer success and improving healthcare outcomes across New Zealand and Australia.

Lead commercial growth. Shape strategy. Create lasting impact.

Why this role matters

Reporting to the Chief Executive, you'll play a defining role in shaping Comrad's next phase of growth. As a key member of the Leadership Team, you'll combine commercial leadership with financial excellence to help build a stronger, more valuable and more scalable business.

As the Chief Commercial & Financial Officer, you will:

- Partner with the Leadership Team to shape strategic direction and accelerate growth.
- Drive commercial performance, recurring revenue and EBITDA growth.
- Lead pricing strategy, commercial negotiations and key customer contracts.
- Build robust business cases to support investment and product decisions.
- Provide insightful financial leadership, governance and Board reporting.
- Champion commercial thinking across Product, Technology, Sales and Customer Success.
- Develop the commercial and financial disciplines that support sustainable growth.

Above all, you'll be someone who gets things done. A trusted executive partner who brings clarity, momentum and a strong bias for action.

About you | The Chief Commercial & Financial Officer

You're an accomplished executive and authentic leader who combines commercial insight with financial expertise and a genuine ability to bring people with you. You build trusted relationships, exercise sound judgement and consistently turn strategy into results.

You'll bring:

- Executive leadership experience in commercial or financial leadership roles.
- Strong commercial judgement and financial expertise.
- A proven ability to drive commercial growth, improve profitability and create long-term enterprise value.
- Experience developing pricing strategies, commercial models and investment cases.
- Confidence leading complex commercial negotiations and building strategic relationships.
- Exceptional communication and influencing skills, with credibility at Executive and Board level.
- A pragmatic, hands-on leadership style with initiative, resilience and accountability.
- Experience within software, SaaS, healthcare technology or another technology-enabled environment will be highly regarded.

The Opportunity | How to apply

This is a rare opportunity to join a successful New Zealand technology business at an exciting point in its growth journey. You'll work alongside an ambitious Executive Leadership Team, influence strategic direction, and play a defining role in shaping the future of an organisation that continues to innovate, grow and make a meaningful difference to healthcare across Australasia.

If you are looking for an executive opportunity where you can influence strategy, shape commercial direction, lead financial performance and help build a business with genuine purpose and international growth potential, we'd welcome the opportunity to speak with you.

For a copy of the position description and to apply, visit the Decipher Group website on <https://deciphergroup.co.nz/job-opportunities/chief-commercial-and-financial-officer/>

To discover more about Comrad Medical Systems, visit www.comrad.co.nz

For a confidential discussion about the role; contact Leanne Crozier, Director to schedule a time on E: leanne@deciphergroup.co.nz or M: 021 245 2224

Applications close: Monday 3rd August 2026

Please do not email us your CV and Cover Letter.
Please use the *Apply Now* link on our website.



Leanne Crozier

Director & Co-Founder

Decipher Group

Natural leader

Wordsmith

On point - on task

Connected

decipher

Our Diversity, Equity and Inclusion Statement

Decipher Group cares deeply about helping individuals achieve their full potential and supporting organisations to thrive by working toward a more progressive future.

Fostering a culture of inclusion and belonging that truly values individual differences, backgrounds, and perspectives ignites creativity and new ideas – and this is part of what makes our team exceptional. For us, progress is the only goal worth benchmarking.

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