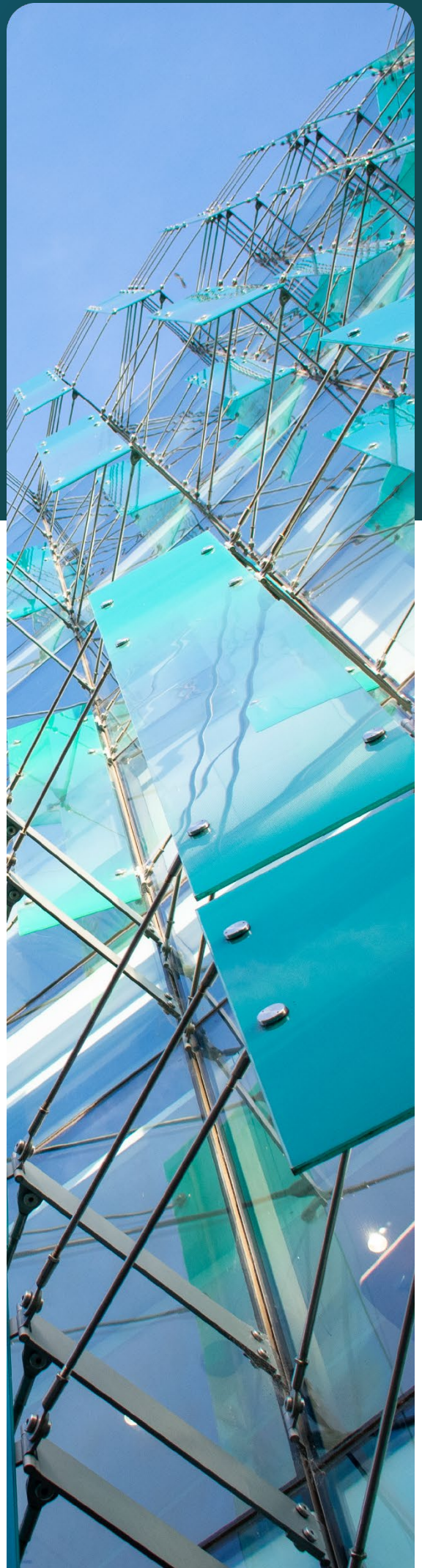




Comrad Medical Systems Limited | Chief Commercial and Financial Officer

Position Description and
Additional Information

July 2026



Position Overview

Position Title	Chief Commercial and Financial Officer		
Function	Corporate Services		
Reports to	Chief Executive Officer		
Position overview			
The CCFO Officer at Comrad partners closely with the CEO, Senior Leadership Team, and Board. This is a broad leadership role spanning financial, commercial, and operational domains, providing direction over day-to-day finance operations delivered by the Corporate Services team while driving commercial performance, financial discipline, commercial frameworks, insights, compliance and governance across Comrad.			
The CCFO holds overall accountability for the integrity, collation, and reporting of all Comrad financial information. This includes ensuring that financial systems, controls, and models enable accurate, timely, and decision-ready reporting for Management and the Board. The role also serves as Company Secretary, with responsibility for Board governance processes, including attendance, minute-taking, and the coordination of Board resolutions and statutory obligations.			
The CCFO is required to lead the commercial oversight of client, reseller, and supplier contracts, including pricing strategy for new products and solutions, financial analysis, and negotiation, ensuring all agreements align with Comrad’s strategic, financial, and risk objectives. The role is responsible for the development of robust business case models to support investment and strategic decisions, incorporating cross-functional inputs as required.			
Key Objectives and Results (OKR)			
Strategic Growth and Scaling		Key Measures	
- Partner with SLT and CEO to define and execute the company’s growth strategy. - Translate strategic objectives into financial and commercial plans. - Lead forecasting, scenario modelling and expansion planning. - Support investment, funding and growth initiatives.		- Achieving strategic growth targets e.g. revenue growth, profitability. - Accuracy and quality of expansion modelling support informed investment and growth decisions. - Investment decisions supported by robust business cases. - Funding readiness and due diligence preparedness	
Financial Leadership and Capital Management		Key Measures	
- Lead budgeting, forecasting, variance and cash flow management with a strong focus on capital efficiency. - Establish and maintain scalable financial systems, controls, and reporting frameworks. - Provide and deliver accurate, timely reporting to the CEO, SLT and Board. - Oversee audit, tax, and regulatory compliance obligations. - Accountability for commercial and legal contract review, analysis and negotiation to ensure all contracts and related commercial transactions align with Comrad objectives		- EBITDA, Revenue and profitability targets achieved. - Cashflow and working capital targets achieved. - Budget variance management within agreed thresholds. - Timely monthly and annual reporting. Successful audit outcomes with minimal adjustments. - Compliance obligations completed on time.	

• Annual Insurance review and liaising with insurance brokers. • Provide commercial leadership for new and renewal business opportunities through pricing strategy, financial modelling, and contract governance to maximise revenue, profitability, and risk management. • Lead audit processes ensuring annual consolidated financial statements and statutory reports are prepared and completed. • Manage and assist with cover for the Financial Accountant and Corporate Services Administrator • Other duties as and when required	
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Compliance, Commercial and Revenue Performance	Key Measures
• Develop and implement commercial strategies and model to drive revenue growth and margin expansion. • Optimise pricing models aligned to healthcare funding and payer environments. • Support sales through marketing, partnerships, and customer engagement strategies. • Identify, expose and develop new revenue streams, service offerings, or funding channels. • Establish clear revenue KPIs, pipeline management processes, and performance reporting. • Strengthen contract negotiation and commercial risk management capability. • Ensure commercial and financial operations align with healthcare regulations and industry standards. • Identify operational and commercial risks in a regulated healthcare environment. • Maintain appropriate governance, reporting, and documentation frameworks.	• Revenue and margin growth. • Contract conversion performance. • Commercial risk exposure reduced. • Pricing governance maintained. • Contract reviews completed within agreed timeframes. • Commercial opportunities successfully progressed.

Operational and Systems Development	Key Measures
• Implement scalable systems (FinOps, CFM, reporting, dashboards) to support growth. • Improve margin performance through cost analysis and operational efficiency. • Align financial planning with workforce growth and service delivery capacity. • Establish data-driven decision-making processes across the business.	• Reporting cycle time reduced. • Improved reporting automation. • Improved data quality and governance. • Finance system enhancement projects completed. • Process efficiency improvements delivered.

Leadership and Culture	Key Measures
• Build and mentor a high-performing finance and commercial team.	• Team engagement and retention.

• Foster accountability, commercial awareness, and financial literacy across the organisation. • Encourage cross-functional collaboration between clinical, operational, and commercial teams. • Contribute to a values-driven, patient-focused organisational culture.	• Achievement of team development objectives. • Timely Board reporting and governance actions. • Positive stakeholder feedback from CEO, SLT and Board.
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Qualifications and Experience

- Bachelor's degree in finance, Accounting, Business, or related field.
- CA, CPA, or equivalent professional qualification strongly preferred.
- 10+ years' experience in senior finance and/or commercial leadership roles.
- Experience within healthcare, healthtech or regulated industries highly desirable. (Radiology or Software firm is ideal)
- Strong all-round understanding of accounting principles, standards and regulatory requirements
- Experience in commercial management, Cloud Financial Management and SaaS financial Reporting
- Hands-on approach, with a willingness to support across a broad range of tasks in a small team environment
- Demonstrated ability to communicate, present and influence credibly and effectively at all levels of the organisation, including executive and C-level
- Exceptional organisational skills with the ability to prioritise tasks and meet deadlines.
- Detail-oriented mindset with a focus on accuracy and efficiency
- Ability to work collaboratively with cross-functional teams in a fast-paced, customer-focused environment.
- Strong analytical and problem-solving abilities, with the capacity to translate technical features into business value.

Core capabilities

Adaptability	Leadership	Collaboration
Problem solving, forward thinking, prioritise, change adaptable, flexible.	Develops and executes long-term strategies that align financial performance, commercial growth, and organisational objectives.	Builds high-performing teams through coaching, mentoring, accountability, and professional development. Creates a culture of ownership and continuous improvement.
Creative agility	Resilience	Communication
Operates effectively in a dynamic environment, responds to change positively, and maintains focus under pressure.	Fail quickly and safely, bounce back, learn from failures	Engaging with customers, Internal stakeholders, presenting skills, knowledge sharing.
Growth mindset		
Identifies growth opportunities, evaluates commercial risks, develops pricing strategies that maximises value and profitability.		

Health and safety

Assist in creating a culture where we take responsibility for not only our own safety and wellbeing but the safety and wellbeing of others.

Our values

We are Challengers

We challenge ourselves, we challenge each other, and we challenge the status quo. We're here to transform healthcare.

We are Brave

We are bold and fearless and not afraid to fail. This is our moment.

We Own it

We do what we say we are going to do. We take responsibility for our words, our actions and our outcomes.

comrad.co.nz

We are **Comrad.**

Position holder

Signature

Date

Reporting Leader

Signature

Date

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

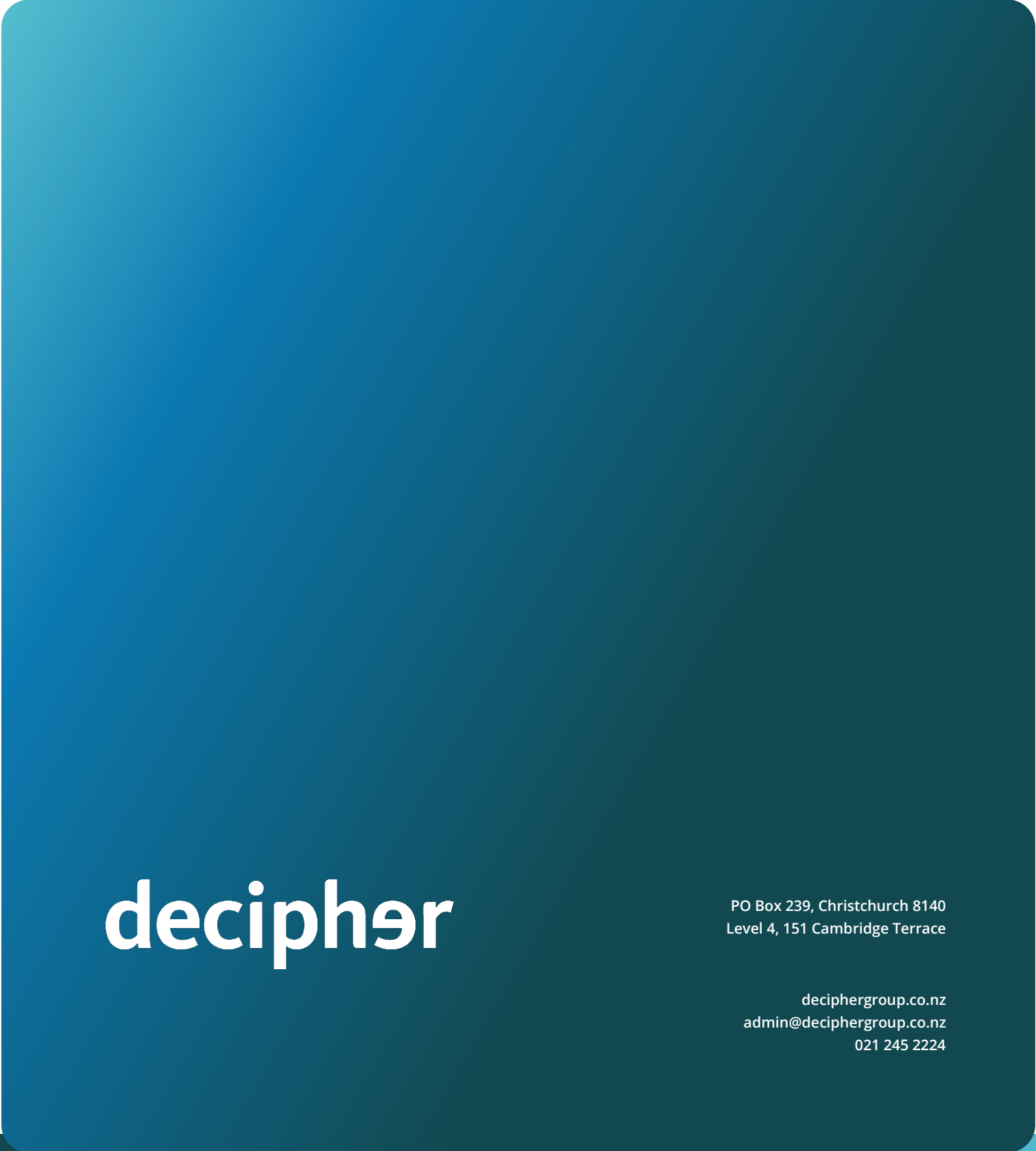
Connected

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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