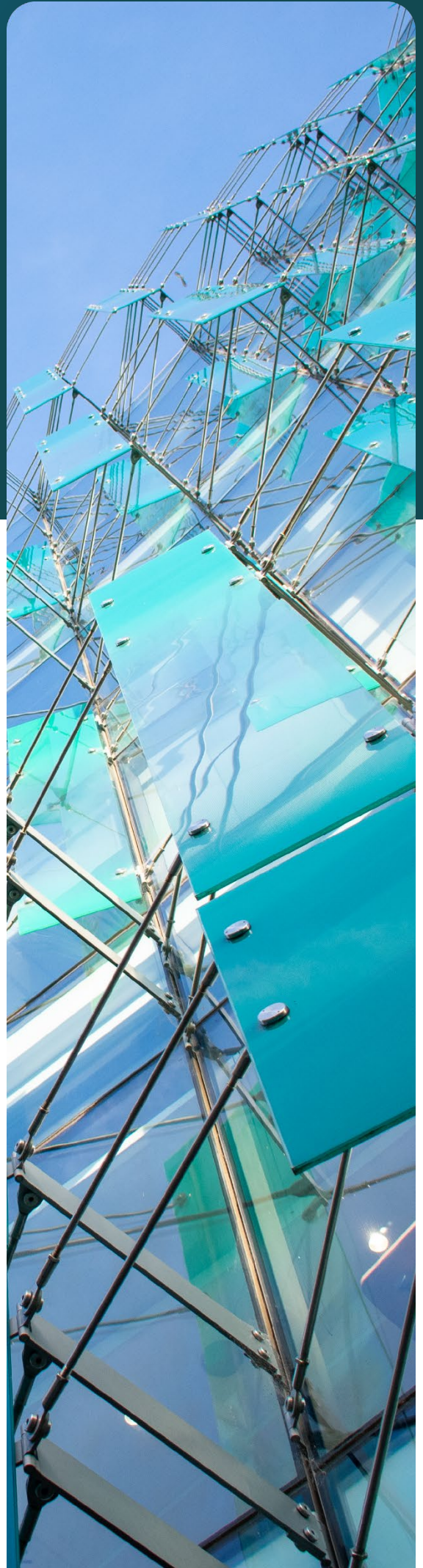




Space Operations New Zealand | Chief Financial Officer

Position Description and Additional Information

18 August 2026



Space Operations New Zealand Limited | Position Description

Chief Financial Officer

Reports to	Chief Executive Officer
Location	Awarua Satellite Ground Station, Southland
Direct reports / functional oversight	Provide strategic financial leadership to drive business performance, growth and long-term value creation, overseeing financial planning, reporting, risk management, governance, and commercial decision-making across the organisation. Oversight of corporate administration and support functions; payroll, IT and professional service providers as determined by the business.
Key internal relationships	Chief Executive Officer; Chair and Board; Operations Manager; Chief Technology Officer; wider SpaceOps team
Key external relationships	Shareholder and council stakeholders; customers and commercial partners; auditors, legal, tax and financial advisers; banks, insurers, regulators and government agencies

Purpose

The Chief Financial Officer is a new position responsible for corporate services including financial management, commercial performance and corporate support functions of SpaceOps NZ. While the CFO will have the experience to provide authoritative financial, investment, taxation and reporting advice, the role extends well beyond traditional finance: as a key member of the executive leadership team, the CFO contributes to strategic planning, business growth, government and shareholder reporting, and leading corporate performance improvement.

Success Measures

The CFO will be successful when:

- The CEO can delegate matters to the CFO without hesitation.
- The Board has confidence in the accuracy of, and explanations in, reports presented by the CFO.
- Financial performance meets or exceeds agreed targets.
- Accurate and timely reporting is delivered to the CEO, Board and shareholder.
- Strong governance and audit outcomes are achieved.
- The company maintains sustainable growth and profitability.

- Positive relationships are maintained with professional advisors including contract accounting services, board members and wider stakeholders.
- HR systems support attraction and retention of high-quality staff.
- Risk management and compliance frameworks are effective.
- Strategic initiatives and infrastructure investments are successfully delivered.

Accountabilities:

Financial Leadership & Commercial Management

- Supervise all financial matters of the company, including robust reporting to the CEO, Board, shareholder and wider stakeholders.
- Lead the development and execution of the company's financial strategy, and articulate it clearly to staff, shareholders and stakeholders.
- Prepare and present statements of intent, annual budgets, long-term financial plans and rolling forecasts.
- Provide financial analysis and commercial advice to support decision-making, including taxation, investment, borrowings, and foreign exchange advice.
- Lead banking and lender relationships.
- Assist with product and services pricing; monitor project profitability and customer contract performance.
- Support commercial negotiations with domestic and international customers.
- Coordinate annual audits and maintain effective relationships with auditors.

Strategic Planning & Business Growth

- Assist the CEO and Board in strategic decision-making, including developing and implementing the company's strategic plan.
- Develop business cases and investment proposals.
- Evaluate opportunities for cash-raising, acquisitions and mergers, partnerships, joint ventures and new service offerings — always with a view to future company growth and shareholder development.

Governance, Risk & Compliance

- Maintain a clear view of the company's compliance obligations while enabling growth, spanning New Zealand financial reporting, taxation, employment legislation, health and safety, local and central government legislation, and contractual obligations.
- Act as Company Secretary and Board liaison where required; prepare Board agendas, papers, shareholder reports and governance documentation.
- Lead insurance and business continuity planning activities.

- Provide cybersecurity and information governance oversight.

Human Resources & People Leadership

- Support managers in employee relations, disciplinary matters and performance management.
- Review remuneration and benefits frameworks.
- Coordinate company-wide professional development and training programmes.

Corporate Services & Administration

- Oversee administration and corporate support functions, including office IT systems, information management and company policies.
- Manage office facilities, systems and operational support services.
- Lead evaluation and introduction of procurement and contract management processes.
- Review outgoing contracts, reports and documents for grammatical and financial accuracy.

Leadership & Other

- Serve as a trusted advisor to the CEO and Board, contributing to executive-level decision-making.
- Take on and execute a range of business tasks delegated by the CEO, act and substitute for the CEO in their absence.
- Promote a culture of accountability, innovation, professionalism and customer focus, recognising and accommodating different operating styles.
- Help represent the company at international conferences and trade fairs.

Person Specification

Essential

- Chartered Accountant (CA ANZ), CPA, or equivalent professional qualification.
- Bachelor's degree in Accounting, Finance, Commerce, Business, or a related discipline.
- Minimum 10 years' senior financial management experience.
- Experience in strategic planning, corporate governance and risk management, including board and stakeholder reporting.
- Demonstrated experience leading finance and corporate support functions.
- Strong understanding of HR management and employment practices.
- Excellent communication and shareholder relationship skills
- Very good written English skills
- Competent extracting reports in Xero
- Committed to living and working in Invercargill.

Desirable

- Lived experience in small businesses and technology start-ups.
- Experience in engineering, aerospace, telecommunications, technology, infrastructure, or scientific services industries.
- Experience with international customers and export-oriented business.
- MBA or postgraduate business qualification.
- Board reporting and governance experience within a council-controlled or public-sector environment.
- Experience with contract law and project management.
- Conversational or better in a second language (French, German, Italian, Japanese, or Spanish).

Key Competencies

- A 'can-do' attitude with a curious disposition.
- Strong respect for cash.
- Strong written communication skills, with an ability to write concisely and accurately.
- Able to think on their feet and translate complex matters to the essentials.
- Comfortable in an environment that is sometimes stressful, and comfortable working with engineers.
- Excited to work in the growing space sector.

Eligibility — Export Control

This position is covered by export control consideration and citizenship demands of customers. Ideally you will be a New Zealand citizen.

Our Process



OUTREACH AND ADVERTISING | Applications close 9 September 2026

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



APPLICANT SCREENING | Late August - Early September

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 September

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 September

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 September – Early October

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 October

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 Financial Officer – NZ, the World, the Moon

- Executive leadership in a growing NZ space business
- Shape strategy, growth and commercial success
- Live in Southland. Operate globally.

Space Operations New Zealand | Invercargill

Space Operations New Zealand Ltd, trading as SpaceOps NZ, is internationally recognised as a leading ground segment provider for satellite operators, space agencies and commercial space companies, supporting missions around the Earth, to the Moon and beyond.

Operating from the Awarua Satellite Ground Station near Invercargill and the Warkworth Space Centre north of Auckland, SpaceOps NZ delivers critical services to customers across the global space sector. Its success is built on technical excellence, trusted customer relationships and reliable delivery in mission-critical environments.

Established, profitable and growing, SpaceOps NZ has ambitious plans to expand its revenue, services and international presence. The platform is strong; the next phase is about growth, commercial discipline and strategic investment. This is where you come in.

The opportunity | Much more than a CFO

This is a rare opportunity to become a key leader in one of New Zealand's most distinctive technology businesses.

Reporting directly to the CEO, you will be a trusted adviser and strategic partner to the CEO and Board, helping shape priorities, evaluate investment and growth opportunities, and ensure the business has the capability and commercial discipline to deliver on its ambitions. You will lead finance, reporting, governance, risk and compliance – but this is far more than a traditional finance role.

As SpaceOps NZ's corporate second-in-charge, you will also lead the broader corporate services portfolio and contribute across strategy, commercial development, organisational performance and business growth. You will work alongside the CEO on key initiatives, major customer engagements and the development of new services and opportunities.

Based in Invercargill but connected to the world, you will engage with international customers and partners in a global industry. If you enjoy helping build businesses rather than simply reporting on them, this is a role with genuine scope and influence.

Who are we looking for?

You are an accomplished finance leader and commercially astute executive who understands that great CFOs do much more than manage the numbers. You may already be a CFO seeking broader influence, or a senior finance executive ready for greater strategic responsibility. Either way, you will bring sound judgement, commercial curiosity and the ability to operate confidently across an organisation.

You will bring:

- Relevant tertiary and professional accounting qualifications
- Experience partnering with CEOs, Boards and senior stakeholders

- Strong financial, commercial and strategic capability
- The ability to influence through insight and sound judgement
- Excellent communication and Board-level documentation skills
- A pragmatic, adaptable leadership style

You will be equally comfortable navigating strategic and investment decisions as you are managing contracts, people, risk, and operational improvement.

Space sector experience is not required. More important is your ability to work alongside highly capable technical professionals, understand complexity and help turn innovation into sustainable commercial success.

Live in Southland. Operate globally.

Southland offers a rare combination: the ability to build an ambitious international career without compromising the way you want to live.

Invercargill offers a welcoming community, affordable housing, excellent schools and exceptionally short commutes. Beyond the city, Fiordland National Park, Stewart Island/Rakiura and Queenstown are within easy reach, along with outstanding skiing, outdoor recreation, cycling and sporting opportunities.

Southland is also a region with real economic momentum, with growing investment and development across established and emerging industries.

Here is an unusual combination: executive leadership in a globally connected technology business, based in a region where you can build an exceptional life. If you are excited by the prospect of helping shape a New Zealand success story reaching beyond our shores- and beyond our planet – we'd love to hear from you.

Shape the business. Influence the future. Help take SpaceOps NZ to its next horizon.

How to apply

Apply online via Decipher Group's Opportunities page at <https://deciphergroup.co.nz/job-opportunities/>
To discover more about SpaceOps NZ visit www.spaceops.nz Learn more about Southland at <https://southlandnz.com/live-work/our-story/>

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

Applications close: Wednesday 9th September 2026



Leanne Crozier
Director & Co-Founder
Decipher Group

Natural leader
Wordsmith
On point – on task
Connected

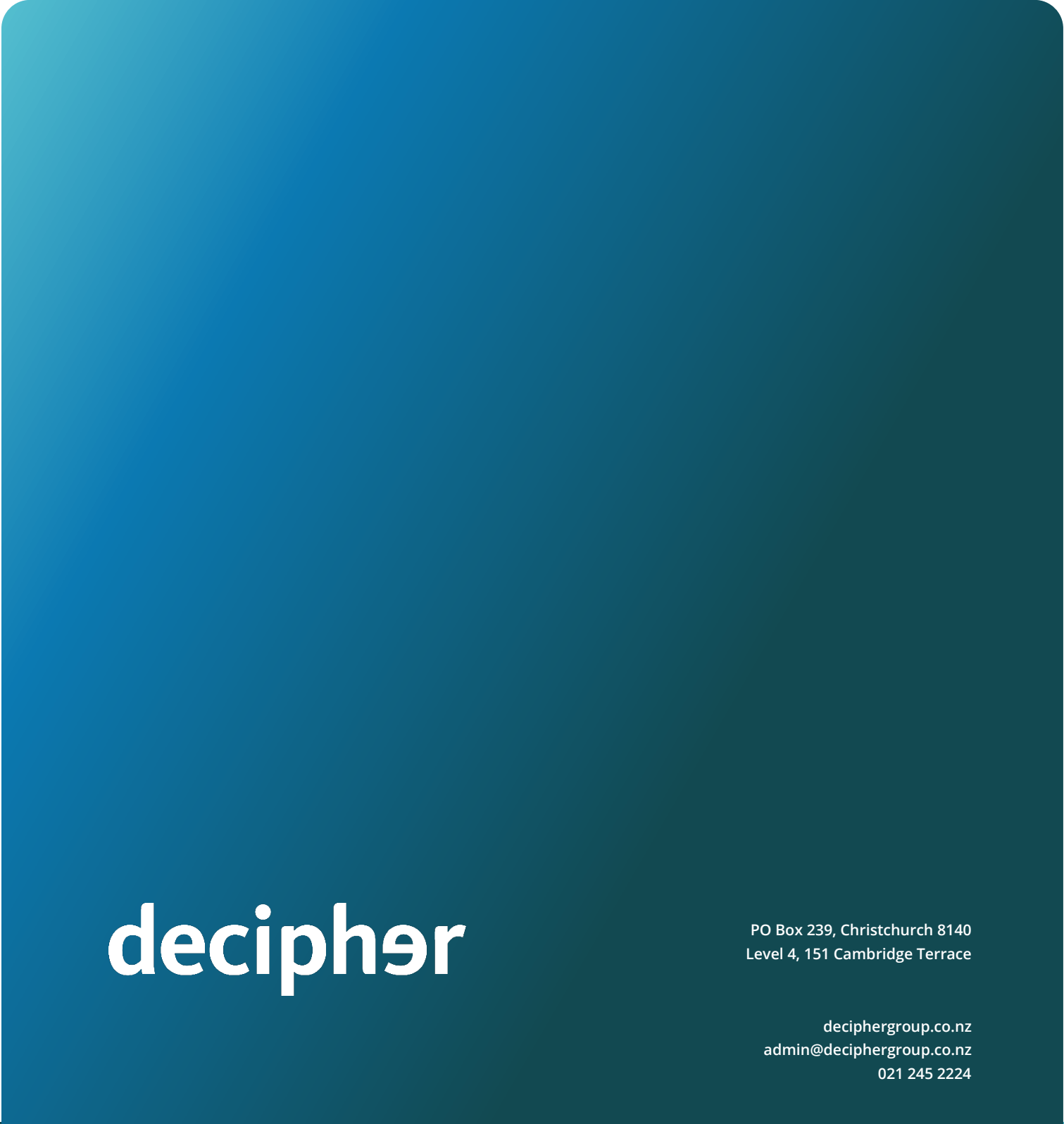
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Please do not email us your CV and Cover Letter. Please use the *Apply* Now link on our website.

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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