

A low-angle, upward-looking photograph of several modern skyscrapers against a twilight sky. The buildings are dark, with many windows glowing with warm interior lights. The perspective creates a sense of height and scale. The image is divided into a grid of four quadrants by thin white lines.

Career Opportunity

hidrive

***LOOKING FOR
CERTAINTY &
ROOM TO GROW?***



**BUILD YOUR CAREER
AS WE TRANSITION TO
A GLOBALLY SCALABLE
AUSTRALIAN BRAND**



CHIEF FINANCIAL OFFICER

- ✓ Exciting vertically integrated manufacturing environment with global scalability.
- ✓ Take an established, successful organisation with a national footprint into the future.
- ✓ Enjoy a long runway of exciting new product development projects ahead.
- ✓ Join a nimble, motivated team of 265 with a proven track record of success.
- ✓ Lead with clear purpose, strategic direction, and execution.
- ✓ Be part of a structured, energetic and values-aligned Executive and Management team.
- ✓ Achieve great results in a well-resourced environment where stuff gets done.
- ✓ All applications and correspondence will be treated in strict confidence.

OUR CLIENTS

We have built over 20,000 service bodies since 1993. Here are some of our clients who made certain their service bodies were fit-for-purpose and on time.





AUSTRALIA'S **LEADING** SERVICE BODY MANUFACTURER AND INSTALLER

We're Australia's leading service body manufacturer and installer.

We're the only Australian manufacturer of service bodies for utes, trailers and trucks with a company-owned national installation network. Our products are fun and what we do is varied. We are ISO 9001 (Quality), ISO 14001 (Environmental) and ISO 45001 (Safety) compliant. We are the first Australian manufacturer of service bodies to achieve this triple ISO certification.

Enjoy an environment that's sheltered from consumer confidence-related economic downturns - as 98% of our business comes from corporate and government clients, not the recreational market. We're positioned to benefit from Australia's long runway of infrastructure projects. We are diversified across corporate trades and industries that support our built environment, mining, utilities, transport, communications and agriculture.





WE MAKE MORE OURSELVES

With 190+ accessory groups, we're the closest you'll find to a one-stop shop. We're vertically integrated, manufacturing dozens of our own accessory groups ourselves in Goulburn, such as shelves, benches, drawers and towbars.

So when customers need spare parts, a custom solution or just want fleet consistency over the years, we can deliver.

Unrivalled Reliability.

Our light and durable aluminium service bodies maximise payload and have been continually improved since the 1990s. Engineered more like an aircraft fuselage than a traditional heavy steel box, our service bodies are Australia's most popular and have proven bulletproof in the field for decades.

We've made over 21,000 - and we'll make over 2500 this year. We're aiming to have be globally scalable by 2028 - and we're busy improving our processes now - as we work together towards that goal.

This is your opportunity to help take an Australian manufacturing success story to the next level.

Among our many advantages, is that we build ute and truck service bodies in advance of a vehicle's arrival, so we typically only need a vehicle for 1 to 3 weeks, saving clients time, money and hassles. We also make service body trailers, registered and delivered anywhere in Australia.



***WE'VE GOT AN ENVIABLE TRACK
RECORD OF BEING A PROFITABLE
ORGANISATION THAT HAS
CONSISTENTLY REINVESTED
WORKING CAPITAL TO DELIVER
SUSTAINABLE ORGANIC GROWTH***

As you can see, we've got a bit going on. No two days are the same.

YOU ARE AN **EXPERIENCED** CHIEF FINANCIAL OFFICER

With experience in profitable growing organisations with a turnover of at least A\$200M. A CPA or CA looking for FT position based in Sydney or Goulburn.

This role requires a genuine team player who understands that their success depends upon how well they can build the capabilities of their direct reports and enable personnel throughout the organisation.

This involves being a talent magnet that attracts and builds skillsets that are aligned with Hidrive's core values, and empathy for the needs of customers and the success of all people throughout the business.

You'll have proven experience with:

- ✓ Formulating and executing strategy
- ✓ Mergers and/or acquisitions
- ✓ Capital expenditure programs in a growing organisation
- ✓ Supporting the development of new revenue streams
- ✓ Leading and mentoring a team in multiple locations whilst bullet-proofing processes
- ✓ Balancing your time working on the business and rolling your sleeves up as required
- ✓ Financial and compliance reporting



EXECUTIVE LEADERSHIP

The Chief Financial Officer (CFO) will be charged with providing executive financial leadership for Hidrive’s strategic value driving program, overall business financial strategy and governance.

This executive leadership role will identify, develop, communicate, and enable financial strategies to position Hidrive for global scalability and sustained growth aligned with the strategic direction of the organisation. Proactivity is a crucial part of this role which will suit someone looking to drive growth through financial levers.

The successful person will possess sound knowledge and experience of corporate governance. They will also be expected to develop strong working relationships

with their peers and other stakeholders and make a meaningful contribution to the development and execution of strategy across the organisation. As a key member of the Executive Leadership Team, Advisory Board and Management team, the demonstrated ability to collaborate with colleagues at every level of accountability and at all locations throughout the organisation will be a key indicator of success in this role.

This position reports directly to the CEO.

MORE SPECIFICALLY, YOU WILL

- Have demonstrated success in leading finance operations with organisational revenue exceeding ~\$200M.
- Identify and enable strategies to continue Hidrive's position of sustained scalability aligned with the strategic direction of the organisation.
- Ensure that all internal and external compliance relating to the organisation's finances and statutory obligations are met accurately and in a timely manner.
- Ensure data integrity and manage risks associated with cash, capital, resource deployment, accounting compliance, and strategy.
- Ensure delivery of all aspects of transactional finance activities including Accounts Receivable, Accounts Payable and Payroll.
- Head up activities related to Acquisitions, Mergers or Divestments including due diligence, post merge/acquisition forecasting and modelling to ensure that the Value Creation Plan is executed.
- Develop and execute financial advice and strategy to enable strategic objectives and provide commercial insights to the board.
- Contribute to the Value Creation Plan through shaping new services, products, and geographical revenue streams, leveraging ROCE, undertaking major investments, and financing decisions and communicating with key stakeholders.
- Evaluate and manage investments, capital structure and funding initiatives, and maintain organizational resilience for the long term.
- Deliver timely, accurate and complete historical reporting.
- Engage with Executive and Management teams to provide financial forecasting and budgets.
- Identify and implement operational and administrative cost reduction synergies, and process enhancement.
- Build and lead high performing teams to achieve operational goals and empower direct reports to maintain accountability and entrepreneurial culture.

ABOUT YOU

The successful candidate needs to have demonstrated experience, competencies, and skills in:

- Qualifications and Certifications commensurate with role requirements: Accounting, Finance, Business, Economics. Professional certification ACA/CPA or similar.
- Five or more years of experience in a Senior Leadership role involving finance in an organisation exceeding ~\$200M annual revenue.
- Change management in a rapidly growing organisation and exceptional communication skills.
- Collaborative team player with positive agile mindset who enjoys building success in others.
- Integrity and transparency in all activities, and a demonstration of Hidrive's Core Values.
- Positive up-taker and supporter of strategic and creative ideas as presented by the CEO and ELT.
- Appetite for continued learning, personal and career development.
- Open minded with appetite for risk and focus on attention to detail.

THE REWARDS

- Competitive salary and benefits package and professional development opportunities.
- Enjoy a culture of confidence, trust and potential for flexible work arrangements.
- Employee Assistance Program.
- Potential for career development in a financially strong organisation demonstrating sustained growth.



SOUND GOOD?

Applications and questions:

→ **Melissa Humphries**
 HR Manager, Hidrive
melissa.humphries@hidrive.com.au

Please supply a resume and cover letter including the selection criteria below:

Strategic Planning: Can you describe your experience developing and executing successful strategic plans for an organisation? What metrics did you use to measure success?

Growth and scaling up: Outline your experience on an organisation that was required to scale up. What measures did you take to ensure that this was executed and financially sustainable?

Mergers & Acquisitions: Explain your role in past mergers or acquisitions, including what types of projects you have been integral to, outlining relevant processes and outcomes?

Driving change to deliver continuous improvement: What analysis tools have you implemented as a catalyst for change processes in productivity and efficiency? What KPI's did you utilise for rollout, monitoring, and maintenance of system changes.

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MANUFACTURING,
INSTALLATION &
SHOWROOM

INSTALLATION
& SHOWROOM

Hidrive is the only manufacturer of service bodies for utes, trailers and trucks with a company-owned national installation network.



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Eastern Manufacturing, Installation & Showroom
17 O'Sullivan Pl, Goulburn NSW 2580



Brisbane Showroom & Installation
146 Crockford St, Northgate QLD 4013



Melbourne Showroom & Installation
57 Hunter Rd, Derrimut VIC 3026



Western Manufacturing, Installation & Showroom
18 Catalano Rd, Canning Vale WA 6155



Sydney Showroom & Installation
10 Garner Pl, Ingleburn NSW 2565



Adelaide Showroom & Installation
6 Wirriga St, Regency Park SA 5010