

FORTUNA GROUP LTD

JOB DESCRIPTION

Chief Executive Officer (CEO)

COMPANY OVERVIEW

Fortuna Group Limited (FGL) is a leading dairy farming business with operations throughout Southland. Founded by David and Kay Dodunski in 2012, our business is built on strong family values, innovation and an unwavering commitment to best in-class operational performance and farming sustainably for the future.

Executing growth opportunities has been a strength of FGL since its founding. FGL currently operates 24 dairy farms and fully self-contained. In total, FGL currently milks over 16 500 cows, and produces over 7.7 million kilograms of milk solids. Recent acquisitions have positioned FGL well for further growth whilst achieving our goal of benchmarking in the top quartile of Southland dairy farms.

FGL's growth has coincided with the evolution of its shareholders. The Dodunski family remain majority shareholders and strong contributors to the business, their cornerstone shareholding is now augmented by both overseas investors and NZ farming families all of whom share FGL's passion for the dairy industry.

POSITION SUMMARY

Reporting to the FGL Board of Directors, and leading a talented executive team, the CEO will ensure the next phase of FGL's growth by driving operational excellence in all areas of the farming and business systems and creating a high performance culture throughout the business.

Fundamental to these aims will be the implementation of a consistent FGL "business rhythm" supported by appropriate management planning and reporting tools to underpin execution, reporting and communication to staff, board and stakeholders. The recruitment, development and mentoring of FGL staff is integral to this.

KEY RESPONSIBILITIES

Strategic Leadership	<ul style="list-style-type: none"> • Execute and evolve the company's strategic plan, emphasizing capital optimization and sustainable growth. • Build efficient, effective and predictable management and board reporting that build confidence and links to operational plans that delivery strategic outcomes. • Lead the 5–7 year strategy refresh in collaboration with the board and management team.
Operational Excellence	<ul style="list-style-type: none"> • Ensure best in-class execution on and off farm to achieve operational excellence. • Implement systems-focused approaches to streamline operations and enhance efficiency which is critical to achieving consistent high performance in a portfolio with many farming operations.
People Development	<ul style="list-style-type: none"> • Foster a high-performance culture by attracting talent, developing and mentoring our people . • Enhance the HR frameworks and practices to ensure staff are clear in their roles and responsibilities and performance expectations to achieve operational excellence. • Inspire the next generation to be part of the Fortuna story.
Financial Performance	<ul style="list-style-type: none"> • Provide financial foresight and agility by translating operational realities into strong financial strategies. • Collaborate with the Board and CFO to ensure Fortuna remains both profitable and resilient under volatile conditions.
Health and Safety	<ul style="list-style-type: none"> • Ensure FGL complies with all relevant Health and safety legislation and has effective assessment, management and reporting practices. • Lead a proactive and integrated health and safety culture across all operations.
Stakeholder Engagement	<ul style="list-style-type: none"> • Navigate the dynamics of a mixed stakeholder business maintaining proactive relationships with board and key stakeholders. • Build enduring and loyal partnerships within the business, the dairy sector, and the wider community.
Sustainability and Innovation	<ul style="list-style-type: none"> • Ensure our core assets (land, improvements, farm buildings, houses) are maintained to Fortuna Group minimum standards. • Continue to enhance the company's sustainability program, focusing on environmental stewardship and social responsibility. • Create a continuous improvement mindset to drive innovation on and off farm. • Implement practices based on long term relevance for sustainability and having an intergenerational impact
Compliance and Risk	<ul style="list-style-type: none"> • Ensure FGL complies with all relevant legislation and has effective risk assessment, management, and reporting practices.

QUALITIES

Experience

- Proven track record as a seasoned farming operator with substantial experience in agriculture and dairy farming.
- Demonstrated success in a CEO or senior executive role within a similar industry.

Qualification

- Bachelors degree in Agriculture, Agribusiness, Business Management or similar

Skills

- Proven strong, effective leadership and people management skills with the ability to coach and mentor.
- High emotional intelligence and strong intuition, capable of building trust and navigating complex relationships.
- Systems-focused mindset with a hunger for continuous improvement.
- Excellent stakeholder management abilities, particularly within family-owned business structures.
- Highly effective Board and management reporting
- Strong ability to deliver on business strategy through sound planning and execution on and off farm.
- Deeply connected to Rural communities and committed to social responsibilities

APPLICATION PROCESS

Any confidential enquiries please contact Kate Winter 0274260911, kate.winter@fortunagroup.net.nz

Interested candidates are invited to confidentially submit a CV and cover letter.

Applications should be sent to CEOportunity@fortunagroup.net.nz.