

Position Description

Chief Financial Officer

Job Title	Chief Financial Officer
Location	Melbourne CBD, other Good Cycles sites as required
Reports to:	CEO
No. of direct reports	3-6
Position Type	Ongoing, Full Time

About Good Cycles

We are on a mission to create safe and meaningful jobs through innovation and demonstrate how social enterprise can play a pivotal role in a sustainable future.

Since 2013, Good Cycles have been leaders in social enterprise, positively impacting the lives of young people by reducing barriers to employment and improving the communities we work in. Good Cycles is an independent not-for-profit that empowers young people by creating a safe and inclusive workplace, offering employment across our four operational divisions:

Good Spaces: Gardening and large scale land maintenance services.

Good Deliveries: Specialist inner-city delivery, logistics and sustainability services delivered via e-bikes.

Good Bikes: Bike retail and tailored micro-mobility services.

Good People: Specialist managed workforce partnerships (labour-hire) with values-aligned partners.

We are a growing organisation with 140 staff and \$10mil annual turnover. Our profits go towards supporting young people who face barriers to employment through our Youth Employment Program and by creating jobs of the future that deliver sustainable social outcomes.

The Youth Employment Program

Our Youth Employment Program is designed to support young people through coaching and skills development alongside real-world work experience. Through on-the-job learning, we improve job readiness, support networks, financial wellbeing, and resilience. In 2024 we provided over 34,500 hours of work to 49 young people.

Our Values



COURAGE

We are courageous and ambitious; challenging ourselves and others to think beyond conventions and achieve excellence in all we do.



RESPECT

We treat everyone with mutual respect, recognising the importance of inclusion and diversity. We respect all individuals and take pride in the work we do.



CREATIVITY

We encourage creativity, fun and believe in the value of innovation. Not only do we see new ways to create opportunities, but we act on them.



EQUITY

We strive for equity both in the way we work and in our communities. We work inclusively and provide solutions that increase access to opportunities.



SAFETY & WELLBEING

We are committed to a safe, supported, and empowered work environment that fosters the physical, social and emotional wellbeing of all.

Purpose of the role

The CFO role builds the financial architecture that fuels both growth and social impact. You'll lead finance operations, shape commercial strategy, and partner with the CEO and Senior Leadership Team to drive organisational growth. This role reports to the CEO, with accountability to the Finance Audit and Risk Management (FARM) subcommittee and Board. You'll work alongside the Senior Leadership Team to deliver on Good Cycles' strategy and business plan, providing timely financial reporting whilst leading best-practice finance and risk operations. This is a hands-on leadership role where financial rigour enables social purpose.

Key stakeholders

- CEO
- Finance, Audit and Risk Management (FARM) subcommittee
- Senior Leadership team
- Board of Directors
- Finance, Risk & Compliance (Safety) and IT teams
- External auditors and partners across corporate, government and social sectors

Responsibilities

Strategic leadership of finance and commercial operations:

- **Organisational Strategy & Growth:** Partner with the CEO and Senior Leadership Team to shape strategy, business planning, and commercial direction.
- **Financial Forecasting, Analysis and Reporting:** Lead budgeting, forecasting, and financial modelling; provide reporting that enables data led decision-making to drive strategic objectives.
- **Finance Operations & Compliance:** Oversee financial reporting, accounts management, payroll, treasury, cashflow, financial controls and regulatory compliance (ATO, ACNC, insurance).
- **Finance Team Leadership:** Build and lead a high-performing finance team to deliver excellence across all finance functions.
- **Governance, Risk & Infrastructure:** Establish operating models, risk frameworks, and IT oversight that enable organisational performance and continuous improvement.
- **Commercial Partnerships & Growth Opportunities:** Work collaboratively with General Managers on contract strategy, commercial relationships, and evaluation of growth opportunities (including potential partnerships and acquisitions) that align with our values.

Experience, skills and attributes

- **Financial Leadership Excellence:** 5+ years in executive/senior finance and commercial roles with CA/CPA qualifications (or equivalent). Proven expertise in financial planning, analysis, reporting, treasury, and compliance, backed by fluency with financial systems and software.
- **Strategic & Commercial Acumen:** Track record in commercial strategy, contract negotiation, and the ability to translate financial insight into smart business decisions that align with organisational purpose.
- **Progressive & Innovative Operator:** A forward-thinking leader who challenges the status quo, thinks outside the box, and drives continuous improvement and systems transformation. You balance prudent financial stewardship with the courage to pursue meaningful growth.
- **Engaging People Leader:** You bring out the best in your team through hands-on engagement, clear communication, and genuine investment in their development. You thrive in collaborative, multidisciplinary environments.
- **Data-Driven Problem Solver:** Strong analytical mindset with the ability to diagnose problems, foresee opportunities, and translate insights into performance metrics that guide organisational leadership.

- **Values Alignment:** Genuine commitment to Good Cycles' social purpose, with familiarity in social enterprise and/or experience across not-for-profit and for-profit sectors.

Key Focus Areas and Results

Focus Areas	Deliverables
Financial operations and systems	Clear, efficient financial systems and processes enable confident decision-making. Cash flow is actively managed. Financial controls are robust. Timely, accurate reports provide meaningful insights that inform strategy and flag risks early.
Planning & performance	Budgets and forecasts drive operational planning, financial performance and accountability. Financial modelling supports smart commercial and funding decisions.
Commercial strategy	Contracts are negotiated and implemented to deliver strong commercial and social outcomes. Growth opportunities are evaluated with both financial rigour and mission alignment.
Risk and governance	Risk and compliance frameworks are clear, current, and embedded. Legislative and regulatory obligations are consistently met. Identified risks are managed according to strategic appetite.
Leadership and Culture	The finance and risk teams are well-led, resourced, and engaged. Operational divisions feel genuinely supported in their commercial and financial decision-making. Finance becomes a strategic partner, not just a gatekeeper.
Good Cycles mission	Strong financial and commercial management actively supports and amplifies Good Cycles' social purpose and impact.