

Briefing pack for Snap Rentals

Opportunity: Chief Financial Officer

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The opportunity

As CFO at Snap Rentals, you'll lead financial strategy and operational excellence across budgeting, reporting, and risk management. This role offers the chance to deliver impactful insights that support strategic decision-making and drive sustainable performance. You'll champion digital tools and financial discipline while collaborating closely with the CEO to align finance with the company's customer-focused and innovative culture. *If you're a commercially astute leader eager to influence long-term success in a progressive environment, this opportunity provides a meaningful platform to make a difference.*

About Snap Rentals

Snap Rentals is the change maker in New Zealand's car rental industry. They believe car rental should be simple and better. No fluff, no faff, no nonsense. Snap focuses on fair pricing without compromising on safety or service, backed by a diverse fleet that fits real travel needs. Everything they do is grounded in being straight-up, honest, and genuinely on the customer's side.

Their mission and values

Snap redefines what people expect from car rental. With practical solutions, modern convenience, and a fresh attitude, Snap reshapes travel experiences into something smarter, smoother, and truly suited to today's travellers.

Simplicity

They believe car rental should be simple. No hidden fees, no complex contracts. Just clear terms and service that get people on the road faster.

Authenticity

Snap keeps it "straight-up" and honest in their out-of-the-box approach to car rental.

Customer-Centricity

Snap puts people first. They focus on flexible bookings, real support, and a car rental experience that works around customers' needs.

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Timeline

Please note that this timeline is a rough guideline and could change

Applications close	Deadline for applications	Friday, 4th July
Longlist Interviews	Behavioural based interviews conducted by Neil Munro to be completed	W/C 7th July
Candidate Video Profiles	SparkHire videos to be completed by selected candidates	Completed by Wednesday 16 th July
Shortlist Panel Interviews	Appointment Committee conduct panel interviews with top 3 to 5 candidates	W/C 21 st July or W/C 28th July
Psychometric Assessments	Candidates progressing from the panel interview stage to complete psychometric testing	To be completed after shortlist interviews
Final Interview and Presentation (TBC)	TBC	TBC
Due Diligence and final probity checks conducted	Compliance checks completed by Robert Walters on final candidates	TBC
New Chief Financial Officer Appointment		TBC

Contact us



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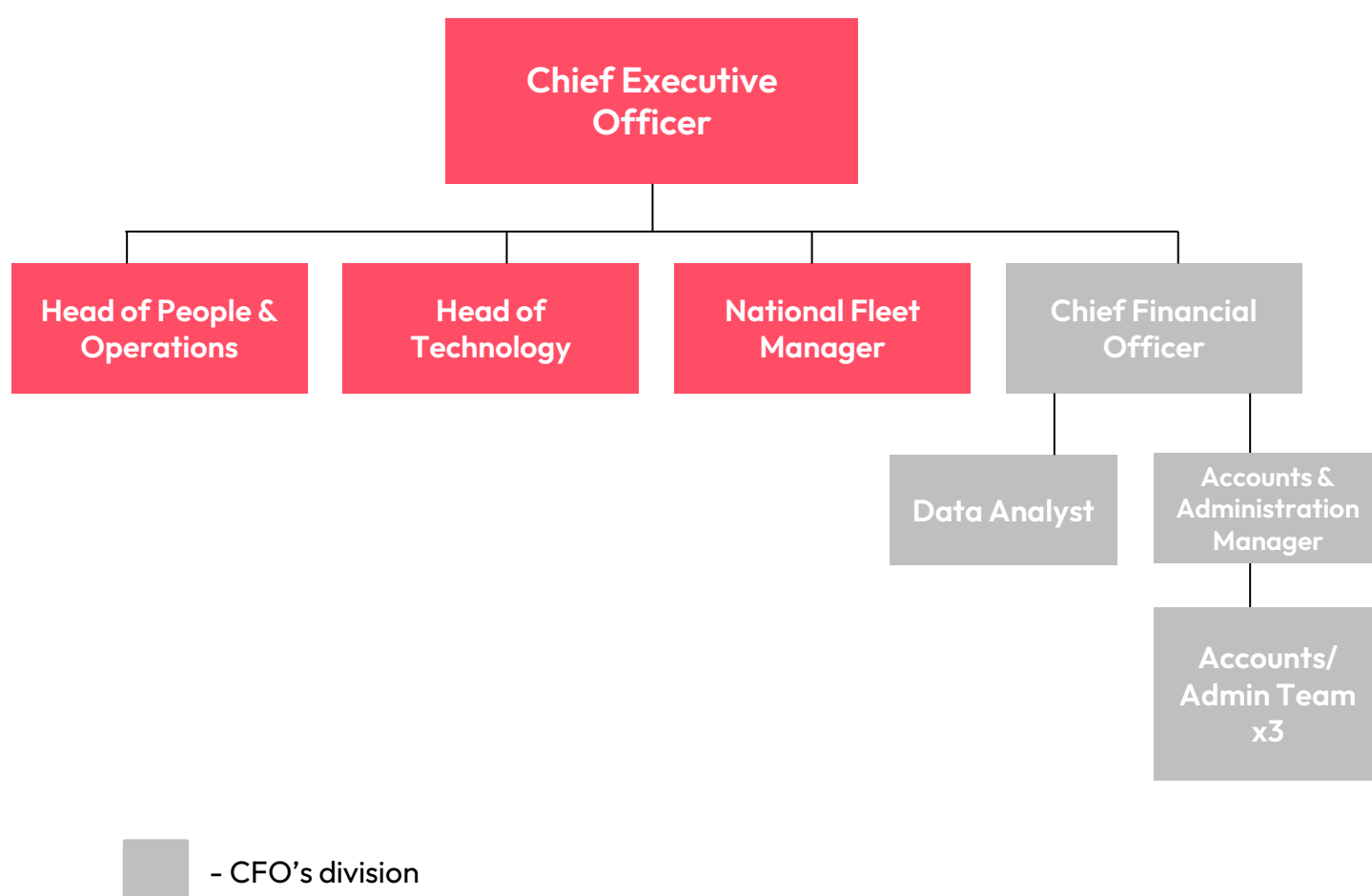


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Organisation Chart

Organisational chart



JOB DESCRIPTION

Position Title: Chief Financial Officer (CFO)

Reports To: Chief Executive Officer (CEO)

Direct Reports: Accounts & Administration Manager, Data Analyst, Accountant

JOB PURPOSE

The Chief Financial Officer (CFO) is a key member of the leadership team, responsible for overseeing all financial aspects of the company's operations. This includes financial strategy, budgeting, forecasting, reporting, compliance, and risk management. The CFO provides commercial and strategic insight to support decision-making, drive sustainable profitability, and ensure the financial health of the organisation. As a leader in a dynamic, asset-intensive, and customer-facing business, the CFO must balance financial discipline with agility and innovation.

KEY RESPONSIBILITIES

Financial Strategy & Leadership

- Develop and implement the company's financial strategy in alignment with business goals.
- Provide strategic financial input and leadership on decision-making issues affecting the organisation (e.g., growth initiatives, fleet investment).
- Lead the budgeting, forecasting, and long-term planning processes.

Financial Reporting & Analysis

- Ensure accurate and timely financial reporting in accordance with NZ accounting standards and regulatory requirements.
- Deliver actionable financial insights and performance analysis to the CEO and Board.

- Oversee monthly management reporting, board packs, variance analysis, and KPIs.

Capital & Cash Flow Management

- Manage capital expenditure plans including fleet acquisition, maintenance cycles, and asset disposals.
- Optimise working capital and ensure effective cash flow management across the organisation.
- Manage banking relationships and funding arrangements, including debt facilities, leases, and insurance.

Risk, Compliance & Governance

- Ensure full compliance with all financial, tax, and statutory obligations under NZ law.
- Lead enterprise risk management, including fleet asset risk, foreign exchange exposure, interest rate exposure and insurance.
- Maintain a strong internal control environment and lead compliance processes.

Team Leadership

- Lead and develop a high-performing finance team, including accounting, data analytics, and administration.
- Foster a culture of financial accountability and continuous improvement across the business.
- Partner with other departments to improve commercial awareness and financial literacy.

Technology & Systems

- Oversee the finance systems and contribute to broader digital transformation efforts.
- Support data-driven decision-making and automation of reporting processes.
- Ensure finance systems are scalable and aligned with the company's growth.

This job description is intended to outline the principal duties and responsibilities of this role. However, this in no way limits the requirement to act at all times to

support the company. As such the incumbent may be required to take on reasonable other tasks as directed by the CEO and the Board.

Competencies required

Quality & Accuracy:	Ensures quality of work adheres to company standards at all times.
Client Focus	Recognises and ensures that high quality service is delivered to the customers at all times.
Attitude Work ethic and teamwork	Works as an effective member of the team, working towards achieving the team goals, and demonstrates an appropriate work ethic at all times.
Initiative & Problem Solving:	Demonstrates appropriate levels of initiative by thinking outside the box and providing appropriate suggestions or implementing changes as appropriate to job level.
Time Management/ Flexibility & multitasking:	Manages workloads within appropriate timescales, making use of available tools and resources.
Professionalism:	Behaves in a professional and ethical manner at all times. Reflecting the appropriate company image.
Communication:	Demonstrates effective written and oral communication both with internal and external customers.
Sensible spending:	Ensures appropriate use of company resources at all times.
Fiscal responsibility:	Achieves agreed financial targets.
Estimating:	Provides accurate estimations of costs and timelines.



SIMPLY BETTER CAR RENTAL

Results:	Ensures that the company results are achieved through appropriate management of and delegation to the team.
Technical/professional Knowledge:	Ensures that technical knowledge and any appropriate accreditation are kept up to date at all times.
Ownership	Takes appropriate levels of ownership for tasks and delivery at all time.