



TONGA DEVELOPMENT BANK LIMITED

VACANCY: GROUP CHIEF FINANCE OFFICER

Applications are invited from suitably qualified candidates for the position of **Group Chief Finance Officer (GCFO)** at the Head Office of Tonga Development Bank Limited, Nuku'alofa.

Tonga Development Bank Limited, including its subsidiary **Ave Pa'anga Pau TDB Limited (APP)**, is seeking an experienced, ethical, and technically competent finance professional to lead the Group's Finance and Accounting functions. The successful applicant will support the Bank's development and commercial banking mandate by ensuring strong financial management, reliable financial reporting, sound internal controls, and effective financial governance across the TDB Group.

The position is an executive management role and reports directly to the **Group Chief Executive Officer**. The GCFO will also work closely with the **Board of Directors**, Board Committees, external auditors, regulators, shareholders, the Ministry of Finance, and other key stakeholders.

1. Job Purpose

The Group Chief Finance Officer is responsible for planning, organising, directing, and monitoring the financial operations of the TDB Group. This includes oversight of financial accounting, management accounting, budgeting, forecasting, treasury support, investment accounting, back-office finance operations, financial systems, internal controls, and financial reporting.

The GCFO will also be responsible for strengthening the capability of the Finance and Accounting Team through leadership, training, mentoring, and performance management to ensure the Group maintains high standards of financial discipline, compliance, accountability, and reporting quality.

2. Key Responsibilities

The successful applicant will be responsible for:

2.1 Financial Management and Reporting

1. Leading the preparation of accurate, timely, and reliable financial statements and management reports for the TDB Group.
2. Ensuring compliance with applicable accounting standards, prudential requirements, statutory obligations, and internal policies.
3. Managing budgeting, forecasting, financial planning, and performance monitoring across the Group.
4. Strengthening financial controls, accounting systems, reconciliations, and reporting processes.

2.2 Governance, Audit, and Compliance Support

1. Supporting the Group CEO, Board, and Board Committees with high-quality financial analysis, reports, and recommendations.
2. Coordinating with external auditors and ensuring audit readiness across the Group.
3. Supporting regulatory and shareholder reporting requirements, including reporting to the National Reserve Bank of Tonga, Ministry of Finance, and other relevant authorities.
4. Ensuring that finance-related risks, issues, and control weaknesses are identified, escalated, and addressed in a timely manner.

2.3 Leadership and Team Development

1. Leading and developing the Finance and Accounting Team.
2. Building staff capability in financial accounting, management accounting, banking finance, reporting, and internal controls.
3. Promoting a culture of professionalism, accountability, integrity, teamwork, and continuous improvement.

3. Key Skills and Competencies

The successful applicant must demonstrate:

1. Strong professional and ethical standards.
2. High-level technical competence in accounting, financial reporting, budgeting, and financial management.
3. Strong knowledge of banking, financial institutions, or regulated financial services.

4. Sound understanding of internal controls, audit processes, financial governance, and risk management.
 5. Strong leadership, staff development, and team management skills.
 6. Excellent communication and stakeholder management skills.
 7. Ability to work effectively with the Board of Directors, Board Committees, Group CEO, Ministry of Finance, shareholders, regulators, external auditors, customers, and other stakeholders.
 8. Strong analytical, problem-solving, planning, and decision-making skills.
 9. Ability to maintain confidentiality and exercise sound professional judgement.
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4. Qualifications and Experience

Applicants must have:

1. A recognised tertiary qualification in Accounting, Finance, Business Financial Management, Banking, Commerce, or a related field.
 2. Current membership as a **Chartered Accountant, Certified Practising Accountant, or equivalent membership in a recognised professional accounting body.**
 3. At least **5 years of relevant senior experience** in finance, accounting, audit, banking, financial institutions, or a regulated financial services environment.
 4. Demonstrated experience in financial reporting, management reporting, budgeting, audit coordination, and financial controls.
 5. Experience in banking, development finance, public financial institutions, or group financial reporting would be an advantage.
 6. Strong knowledge of IFRS or equivalent financial reporting standards would be an advantage.
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5. Remuneration and Benefits

An attractive remuneration package will be offered, commensurate with the qualifications, skills, and experience of the successful candidate.

The successful candidate will also be eligible for attractive staff benefits, including staff loan benefits, retirement scheme benefits, and opportunities for professional growth and advancement within the TDB Group.

6. How to Apply

Applications will be treated in strict confidence and must include:

1. A formal application letter.
2. A full curriculum vitae.
3. Certified copies of relevant qualifications.
4. Evidence of professional accounting membership.
5. Names and contact details of three referees whom the Bank may contact for reference checks.

Written applications must be addressed to:

**Chief Executive Officer
Tonga Development Bank Limited
P.O. Box 126
Nuku'alofa
Kingdom of Tonga**

Applications may also be submitted by email to: **tdevbank@tdb.to**

Applications must be received no later than **4:30pm on Friday, 29 May 2026**.

Applicants currently employed in Government Ministries, Departments, Public Enterprises, or other organisations are encouraged to follow their employer's internal application procedures where applicable.