



Pricing Analyst - Freight

Position Description

Team:	Finance	Location:	Auckland
Reports to:	Pricing Manager - Freight		
Role Type:	Permanent		

About Us

KiwiRail’s Role in Aotearoa, New Zealand

KiwiRail, a proud State-Owned Enterprise, delivers sustainable and inclusive growth for our customers, communities, and people.

For more than 150 years, rail in New Zealand has connected communities, delivered freight and passengers around the country, and showcased our spectacular scenery to the world. Our purpose—Hononga Whaikaha, Oranga mo Aotearoa (Stronger Connections, Better New Zealand)—speaks to connection with our customers and the future needs of their businesses, connection with the communities we serve and operate in, and connection with each other. KiwiRail is carrying this legacy into the future, delivering connected rail and shipping transport services that create economic, social, and environmental value for New Zealand and New Zealanders.

Our Workplace

At KiwiRail, our values define the behaviour we expect from everyone. We have a team of over 4500 people, and every connection we make with each other, our union partners, our customers and all our stakeholders must be of the highest standard.



Safety, health, and well-being are our number one priority, ensuring our people return home safe and healthy every day.

About the Role

Purpose of the role

KiwiRail is in a phase of significant transformation to modernise and grow our rail and Interislander ferry services in Aotearoa.

The Pricing Analyst supports KiwiRail Freight's commercial performance by developing pricing models, analysing pricing and margin performance, and providing pricing insights that inform customer and business decisions. The role works closely with Sales, Finance, Operations, Revenue Assurance and other stakeholders to support customer opportunities, contract renewals, tenders, annual price reviews, and broader pricing initiatives.

The Pricing Analyst plays a key role in strengthening pricing capability, improving pricing governance, enhancing margin visibility, and ensuring pricing decisions are commercially sound, practical, and consistently applied across the Freight business.

Key Accountabilities

Within the area of responsibility, this role is required to:

- Build, maintain, and continuously improve pricing models, rate schedules, and pricing frameworks that support freight products, customer segments, and commercial decision-making.
- Analyse pricing, volume, cost, discount, margin, and yield information to identify commercial risks, opportunities, and recommendations that improve business performance.
- Strengthen pricing governance through effective controls, approvals, rate implementation checks, audit trails, and monitoring of pricing performance measures.
- Identify opportunities to improve pricing processes, reporting, data quality, systems, and efficiency while helping to build pricing capability across the Freight business.

Key challenges

- Balancing commercial objectives, customer requirements, and market conditions when developing pricing recommendations and rate structures.
- Translating complex pricing, margin, and operational data into practical insights that support informed business decisions.
- Maintaining pricing accuracy, governance, and consistency across multiple products, customers, and pricing arrangements.

Key Relationships		Manage /Lead	Deliver to	Collaborate with	Advise or inform
Here are the key relationships relevant to this role					
Internal	Pricing Manager		✓	✓	
	Commercial Finance Managers			✓	
	Sales Team			✓	
	Revenue Assurance Team			✓	
	Operations Team			✓	
	Customer & Growth Freight Team (Rail + CV)			✓	
	Business Intelligence/Data Teams			✓	
External	Customers (as required)			✓	
	Industry and Market Information Providers			✓	

What you will do to contribute

Health Safety and Wellbeing	• Implement safety procedures and ensure team compliance • Analyse workplace risks and develop mitigation strategies • Promote a culture of safety and wellbeing within your team • Respond effectively to safety incidents and near-misses • Support team members' physical and mental health
Customer Focus	• Provide a positive customer experience • Support a customer-focused culture at KiwiRail • Know our services well and explain them to customers • Respond quickly to customer needs • Develop solutions to meet customer requirements • Solve complex customer issues • Work with colleagues to improve customer outcomes
High Performing Teams Skills	• Set clear performance standards aligned with KiwiRail's goal • Build a supportive and cooperative team environment • Provide timely and constructive feedback • Actively seek diverse perspectives in problem-solving • Identify opportunities for coaching and mentoring
Commercial Acumen	• Plan and monitor resource allocation to achieve team objectives • Consider financial implications when making recommendations • Understand and comply with procurement guidelines • Work with suppliers to ensure quality outcomes • Recognise how financial decisions impact KiwiRail's overall position
Commercial Analysis and Pricing	• Develop and maintain freight pricing models and pricing tools. • Support annual price reviews and pricing reset programmes. • Build and maintain rate schedules and customer pricing structures. • Support tender responses, contract renewals, and customer opportunities. • Provide pricing analysis and recommendations that improve commercial outcomes. • Support Next Best Alternative modelling and pricing evaluations.
Reporting and Insights	• Monitor effective rates, discount levels, yield, and margin performance. • Identify pricing inconsistencies, revenue leakage, and commercial risks. • Develop dashboards, reports, and visualisations to support decision-making. • Present findings and recommendations clearly to stakeholders. • Translate complex information into practical business insights.
Governance and Continuous Improvement	• Support pricing governance frameworks, controls, and approval processes. • Maintain pricing documentation and audit trails. • Assist with data quality improvements and pricing accuracy initiatives.

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- Identify opportunities to improve systems, reporting, processes, and efficiency.
 - Support the ongoing development of pricing capability across the business.
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Decision Making

The role is responsible for determining how to analyse assigned customer and business pricing opportunities. This includes identifying the information needed, selecting and testing modelling assumptions, and deciding which pricing options should be evaluated.

The role uses commercial judgement to interpret incomplete or conflicting information, assess margin and operational implications, and recommend a pricing approach. It also identifies improvements needed to the Freight pricing model and the processes used to develop and implement pricing.

The Pricing Analyst works with the Pricing Manager to develop the model and escalates material commercial risks or matters requiring approval. Final pricing decisions are made by the appropriate delegate.

Human Resources Delegations	Nil
Direct reports	Nil
Finance Delegations	Nil
Budget (operating and capital)	Nil
Travel Delegations	Nil
Statutory powers	Nil

Physical demands and the nature of work

This is primarily an office-based role involving regular computer use, analysis of detailed information, and participation in meetings in person and online. The role may involve moving between work locations and carrying a laptop and other light work materials.

Your role may include other tasks suited to your level, as your manager directs. This job description shows your current duties. We'll review and update it with you if your responsibilities change.

About you

Knowledge and experience

These are day one things that people need to do their job.

- 3–5 years' experience in pricing, commercial analysis, revenue management, financial analysis or a related commercial role, with experience taking ownership of complex analytical work.
- Demonstrated experience developing and improving pricing models or commercial tools, including defining assumptions, testing scenarios and assessing the reliability of outputs.
- Experience assessing business or customer opportunities and determining the pricing analysis, information and process needed to develop a recommendation.
- Strong commercial judgement and the ability to evaluate costs, volumes, margins, customer requirements and operational constraints together.
- Experience developing and presenting pricing options and recommendations, including explaining trade-offs, risks and the basis for the proposed approach.
- Understanding of pricing governance, approval processes and the controls needed to implement and monitor pricing decisions.
- Experience working with stakeholders across commercial, finance and operational teams to test assumptions and resolve gaps in information.
- Proficiency with analytical and reporting tools. Experience with Power BI, SQL, SAP, pricing systems or automation tools is advantageous.
- Experience in freight, logistics, transport or a similarly complex commercial environment is desirable.

Ways of working / Work-related qualities

These describe how the person approaches their work.

- Applies curiosity and commercial judgement to understand the business opportunity before deciding how to analyse it.
- Works independently to structure complex problems and develop practical, evidence-based recommendations.
- Challenges assumptions constructively and is comfortable working with incomplete or conflicting information.
- Explains complex pricing concepts and commercial trade-offs clearly to people with different areas of expertise.
- Builds effective relationships across teams and draws on operational and customer knowledge to strengthen pricing recommendations.
- Balances accuracy and attention to detail with the need to make timely progress on commercial opportunities.
- Identifies where models, processes or controls need to evolve and takes initiative to develop improvements.
- Manages competing priorities and follows work through from initial analysis to recommendation and implementation support.

Other requirements

- Commitment to KiwiRail's health, safety and wellbeing expectations.
- Ability to maintain confidentiality and exercise sound judgement when handling commercially sensitive information.
- Ability to work effectively across teams and functions in an evolving commercial and operational environment.
- Commitment to maintaining and developing technical and commercial expertise.

Qualifications

Essential

- Bachelor's degree in Economics, Finance, Commerce, Business Analytics, Mathematics, Statistics or another relevant discipline.

Desirable

- Additional qualification or professional development in pricing, data analytics, commercial management or financial analysis.

**CREATING
STRONGER
CONNECTIONS**