



Pricing Manager – Freight

Finance

Team:	Finance	Location:	Auckland
Reports to:	General Manager Commercial – Customer & Growth	Job family:	Finance
Role Type:	Permanent		

About Us

KiwiRail’s Role in Aotearoa, New Zealand

KiwiRail delivers sustainable and inclusive growth for our customers, our communities and our people. For more than 150 years, rail in New Zealand has connected communities, delivered goods and people around the country and showcased our spectacular scenery to the world. Our purpose 'Stronger Connections, Better New Zealand,' speaks to connected people, networks, journeys, experiences, and ways of working that move KiwiRail, the transport sector and New Zealand forward.

Our Workplace

At KiwiRail our values define the behaviour we expect from everyone. We have a team of over 4,500 people and every connection we make with each other, our union partners, our customers and all our stakeholders must be of the highest standard.



Health, safety and wellbeing is our number one priority. Good safety is good business

About the Role

Purpose of the role

The Pricing Manager – Freight (PMF) serves as a strategic business partner and will provide pricing guidance to KiwiRail's Customer & Growth (C&G) Freight function.

This role supports the General Manager Commercial – Customer & Growth (GMCC&G).

The PMF is responsible for leading the development, implementation, and continuous improvement of pricing solutions and governance frameworks across KiwiRail's freight portfolio. This role ensures pricing decisions are commercially sound, operationally feasible, and managed according to KiwiRail's pricing governance.

The PMF works closely with the Customer & Growth Freight team and operational stakeholders to ensure pricing is both market-responsive and operationally executable. The role requires a strong focus on stakeholder engagement, governance, and business partnering to drive sustainable revenue growth and margin improvement.

This is a hands-on leadership role, working collaboratively across the business to deliver high-quality pricing insights, frameworks, and recommendations.

Key Accountabilities

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

Pricing Methodology and Execution	<ul style="list-style-type: none"> Develop and implement pricing solutions for freight services that align with market dynamics and business objectives. Ensure pricing structures are competitive, sustainable, and support revenue and margin targets. Provide pricing support for new business opportunities and contract renewals, ensuring alignment with commercial goals.
Pricing Governance and Frameworks	<ul style="list-style-type: none"> Establish and maintain a robust pricing governance framework, including policies, controls, and approval processes. Ensure pricing decisions are transparent, consistent, and compliant with internal standards and external regulations. Lead the development of pricing tools and templates to support consistent application across the business.
Stakeholder Management and Business Partnering	<ul style="list-style-type: none"> Build strong relationships with the C&G Freight, Finance, and Commercial teams to ensure pricing recommendations are well-informed and executable. Act as a trusted advisor to internal stakeholders, providing insights and recommendations that support sound decision-making. Facilitate cross-functional collaboration to ensure alignment between pricing, service delivery, and customer expectations.
Commercial Analysis and Insights	<ul style="list-style-type: none"> Lead the analysis of pricing performance, customer profitability, and market trends to inform pricing decisions. Identify opportunities for margin improvement and revenue optimisation through pricing levers. Translate complex data into actionable insights for senior leadership and commercial teams.
Project and Initiative Support	<ul style="list-style-type: none"> Support freight initiatives by providing pricing input and commercial analysis. Contribute to business case development and investment decisions through robust pricing assessments. Ensure pricing considerations are embedded in project planning and execution.

Zero Harm

- Champion a culture of safety and wellbeing.
- Ensure compliance with all health, safety, and environmental regulations and policies.
- Actively participate in safety initiatives and reporting.

Key challenges

- Balancing stakeholder demands and working across C&G Freight, Finance, and Commercial to ensure Pricing model is business relevant and aligned with the latest Cost To Serve (CTS) information.
- Balancing Commercial Objectives with Operational Realities: The Pricing Manager must ensure that pricing strategies are not only commercially sound but also operationally executable. This requires deep collaboration with operations teams and a nuanced understanding of service constraints, capacity, and delivery capabilities.
- Establishing and Embedding a Pricing Governance Framework: Implementing a robust pricing governance framework from the ground up can be complex. It involves aligning multiple stakeholders, enforcing compliance, and ensuring consistency across diverse freight products and services.
- Managing Cross-Functional Stakeholder Expectations: With responsibilities spanning finance, operations, and commercial teams, the role demands strong stakeholder management. Navigating competing priorities and aligning diverse perspectives into a unified pricing approach is a continual challenge.
- Driving Data-Driven Decision Making in a Legacy Environment: The role requires advanced commercial analysis and insights. Mastering data systems or reporting tools will be key in delivering reliable, timely data to support pricing decisions and performance tracking.

Key Relationships		Manage /Lead	Deliver to	Collaborate with	Advise or inform
Here are the key relationships relevant to this role					
Internal	General Manager Commercial – Customer & Growth		✓	✓	
	EGM Freight Markets		✓	✓	✓
	C&G Freight Team (Rail and CV)			✓	
	Strategic Performance Team			✓	
	Commercial Finance Team – Operations & Infrastructure			✓	
				✓	
External	Vendors and Contractors			✓	
	Customers			✓	

What you will do to contribute

Health Safety and Wellbeing	<ul style="list-style-type: none"> Actively support KiwiRail's Zero Harm initiatives, promoting a culture where safety and well-being are prioritised across all finance-related activities. Collaborate with project managers to identify and address potential health and safety risks in infrastructure finance processes. Report and investigate any incidents or near-misses, implementing corrective actions to maintain a safe working environment.
Customer Focus	<ul style="list-style-type: none"> Provide accurate and actionable Pricing recommendation that enable the C&G Freight team to meet yield targets, business case timelines and customer expectations. Act as a proactive finance partner to the C&G Freight team, helping them make data-driven decisions that enhance customer profitability. Regularly gather feedback from internal and external stakeholders, using it to improve our Freight pricing model by customer segment.
High-Performing Teams	<ul style="list-style-type: none"> Mentor C&G Freight team members by developing their skills in pricing management. Foster collaboration between Pricing and C&G Freight team, promoting shared goals and accountability for project outcomes. Encourage a proactive approach within the Commercial C&G team, motivating members to identify and address issues independently while maintaining high standards. Regularly recognise and celebrate team achievements, contributing to a positive and supportive team culture that drives high performance.
Process Optimisation	<ul style="list-style-type: none"> Define Pricing governance for the Freight business unit Develop and implement process for pricing reporting, ensuring timely and accurate data for decision-making. Enhance the use of pricing tools, and relevant PowerBi reporting across the C&G Freight team. Collaborate with other finance leaders to share best practices, integrating innovative solutions that improve service delivery and pricing insight.

Decision Making

The position is responsible for key pricing recommendations that shape the financial and operational success of KiwiRail Freight business.

Human Resources Delegations	Nil
Direct reports	0
Total team	1
Finance Delegations	As per role specific delegations

Budget (operating and capital)	As per role specific delegations
Travel Delegations	Nil
Statutory powers	Nil

Physical demands and the nature of work

This role is administration-based and requires:

- prolonged sitting and high computer usage
- limited walking, standing, twisting, bending (at the waist), crouching (bend knee)
- carrying of laptop and paperwork when alternating between home and office
- limited lifting of up to 7 kg archive boxes

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

- Proven experience in pricing, commercial analysis, or revenue management within a medium to large organisation.
- Strong stakeholder engagement and business partnering skills.
- Experience in developing and implementing governance frameworks.
- Advanced analytical and data interpretation skills.
- Desirable: Experience in the freight, transport, or logistics sector.

Ways of working / Work-related qualities

- You communicate effectively with stakeholders at all levels, fostering a culture of transparency and trust.
- You exhibit strong decision-making abilities, showing agility and strategic insight in a complex project environment.
- You demonstrate resilience and adaptability, working effectively under pressure and navigating organisational change.
- You prioritise customer needs, aligning financial strategies to deliver high-value outcomes for KiwiRail.
- You champion diversity, inclusion, and collaborative practices, contributing positively to KiwiRail's work culture.

Other Requirements

- You can pass regular drug and alcohol screenings
- You have a current and valid NZ Driver's Licence

Qualifications

- Bachelor's degree in Commerce, Economics, Business, or a related field.
- Desirable: Membership in a recognised professional body.

**CREATING
STRONGER
CONNECTIONS**

KiwiRail 