

Position description:

Head of Strategy & Acquisitions

Reporting to:

GM Strategy & Portfolio

Date:

June 2025

Location:

Wellington or Christchurch

The role

As the Head of Strategy and Acquisitions you will be a visionary and innovative leader, expertly navigating the organisation along a path that unlocks value for Meridian across both short and longer-term time horizons. You will be responsible for leading strategy development for the organisation and ensuring that the strategic settings are constantly tuned to the operating environment so that Meridian is well positioned to remain competitive and deliver value for its customers and shareholders. You will have strong commercial acumen and proactively scan the market for commercial opportunities that align with Meridian's strategy to accelerate growth and/or unlock strategic value. You will be seen as a trusted strategic advisor to Meridian's Executive Leadership Team and the Board and will lead significant acquisition or divestment opportunities, from ideation through to implementation.

Position accountabilities (What you're responsible for)

- **Strategic Development & Leadership:** Lead group wide collaboration to develop Meridian's strategic direction. Maintain and continuously evolve the strategy to ensure the settings remain appropriate (short and long term) considering socio political, regulatory, industry and economic landscapes. Deeply understand both strategic and operational levers that unlock value for Meridian's customers and shareholders. Ideate and innovate new value pools for Meridian to ensure Meridian remains competitive in an evolving energy system.
- **Strategy Execution:** Ensure the Group strategy is widely understood and embedded across the organisation and collaborate with each Business Unit (BU) to ensure BU specific strategies are aligned and enable the delivery of the Group Strategy.
- **Mergers & Acquisitions:** Lead and oversee the end-to-end lifecycle of merger and acquisition opportunities for the Group, and work closely with BU Strategy/Commercial teams on the execution of these opportunities from early-stage ideation and strategic fit assessment through to negotiation, due diligence, execution, and integration planning.
- **Investment Evaluation:** Proactively identify and assess strategic opportunities and evaluate their potential impact on Meridian's performance. Provide clear recommendations based on sound research and evidence and lead prioritisation efforts to secure the best outcome for Meridian.
- **Market & Competitor Intelligence:** Conduct regular scanning of market trends, competitor activity, and regulatory developments (Nationally and Globally) to ensure Meridian remains competitive, and well-positioned for future shifts.
- **Financial Modelling & Insights:** Maintain best practice Corporate Finance activities, including the provision of financial analysis and insights that effectively inform strategic decision making across Meridian.
- **People Leadership:** Lead and develop a high-performing team of Corporate Finance Analysts. Foster a culture of curiosity, accountability, and continuous improvement.
- **Strategic Counsel:** Act as a trusted advisor to Meridian's Executive Leadership Team, providing strategic insight, challenge, and support on key business decisions and initiatives.



Meridian.

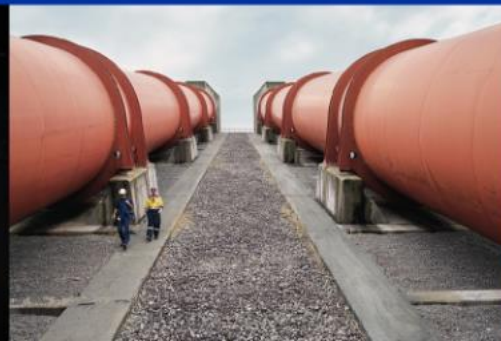
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Position accountabilities (What you're responsible for) contd

- **Board Connectivity:** Attend and lead Group Strategy engagements with Meridian's Board. Instill consistency of messaging and approach. Ensuring strategic alignment, visibility of performance, and risks.
- **External Engagement:** Work closely with the Head of Investor Relations and represent Meridian as and when required with key external stakeholders—including listed companies and market analysts—ensuring transparency, alignment, and delivery against shared objectives.
- **Health, Safety & Wellbeing:** Ensure the Health, Safety & Wellbeing of yourself and your team by actively promoting a safe and healthy working environment and adhering to all relevant regulations
- **Leadership Commitments:** Uphold and exemplify the organisational Leadership Commitments, ensuring your actions and decisions reflect our values and standards.

Knowledge, experience and skills

- 10 years experience in a senior leadership role with experience in Strategy Development, Strategy Execution and Mergers and Acquisitions (corporate finance skillset and experience preferred).
- Tertiary qualification in Business, Commerce, or a related field preferred.
- Outstanding interpersonal skills
- Strong written and oral communication skills.
- Proven ability to develop and present executive and board-level content.
- Ability to use rigorous logic and methods to solve difficult problems with effective solutions.
- Can see hidden problems, looks beyond the obvious and doesn't stop at the first answers
- Strong financial and commercial acumen, with experience in opportunity evaluation and business case development.
- Expertise in risk identification and mitigation across commercial, operational, and legal domains.
- Demonstrated success in managing senior partnerships and influencing at all levels.
- Experience with production of financial reports, especially annual and interim reports.
- Adaptable and strategic thinker with a track record of delivering complex, cross-functional initiatives.
- Experienced people leader, strong coach and enables people to grow and develop.
- Good understanding of the electricity markets (preferred).



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