



**Project Engineer
POSITION DESCRIPTION**

POSITION TITLE:	Project Engineer
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POSITION AUTHORISATION:

INCUMBENT:	TBA (Signature) (Date)
PREPARED BY:	Kim Kendall - South Johnstone Mill Manager (Signature) (Date)
APPROVED BY:	Mike Barry - CEO (Signature) (Date)

POSITION DEMOGRAPHICS:

Business Group/Division	South Johnstone Mill Engineering Team
Reports Directly to:	South Johnstone Engineering Manager
Reports Indirectly to:	Mill Manager – South Johnstone
Subordinates:	Nil
Team membership:	Engineering & Maintenance Team
Work Site:	South Johnstone Mill Engineering
Job Status:	Permanent - Full Time
Hours in Attendance:	38 hour week plus 13 nominal RDOs over twelve month cycle. Reasonable overtime may be required
Essential Qualifications & Experience:	<ul style="list-style-type: none"> ▪ Minimum 3-5 years post graduate (or equivalent experience) in a project management or technical engineering role in a heavy industrial environment ▪ Demonstrated ability to lead diverse workgroups ▪ Demonstrated working knowledge and application of Workplace Health & Safety Acts, Regulations and Codes of Practice ▪ Demonstrated working knowledge and application of Project development and Project Management processes and tools ▪ Previous sugar / ethanol industry experience in a similar position ▪ Degree in Mechanical Engineering and equivalent practical experience. ▪ Proficient use of MS Project ▪ Proficient in the use of ACAD Inventor ▪ Proficient in use of Microsoft Office suite of applications.

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Project Engineer POSITION DESCRIPTION

Desirable:	<ul style="list-style-type: none"> ▪ Proficient in use of a CMMS ▪ Demonstrated working knowledge and application of Sugar Industry Act (SIA) and Sugar Industry Code of Practice. ▪ Eligible for registration as a Professional Engineer.
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POSITION PURPOSE:

The Project Engineer is responsible for the management of SIB Capital Project Management, associated engineering services and resources related with the development of site Capital Project strategies, 10 year program development, management and reporting, CEA development and submission, change management, planning, scheduling ,maximising application and execution of project plans and goals ensuring optimisation of all site assets for steam production, milling, sugar processing and sugar recovery for South Johnstone Mill associated areas / operations as allocated
Additional or alternate duties may be assigned from time to time dependent on the incumbent’s skills or development needs, or as required to suit the needs of the business.

KEY RELATIONSHIPS (Internal & External)

The Project Engineer supports the Engineering Manager, Senior Reliability Engineer, Plant Engineers and Supervisory teams as well as operational staff at South Johnstone.

Additional relationships need to be established with:

- External Auditors
- Internal Auditors
- External Sugar and Cane Contractors
- MSF Engineers at other sites
- Cane Supply and Transport team
- Mourilyan Molasses Terminal Company

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POSITION DESCRIPTION**

KEY RESULT AREAS

Areas	Elements
Safety, Health and the Environment	<ul style="list-style-type: none"> ▪ Take responsibility for following work instructions and providing continuous improvement feedback ▪ Identify and report hazards and aspects ▪ Follow reasonable instructions and not undertake unsafe work or activity ▪ Act responsibly for the safety of self and others, and the environment ▪ Report all incidents including near misses, injuries and damaged plant and equipment, and damage to the environment ▪ Participate in and support S&E improvement activities, including the development of Job Safety Analyses and training ▪ Encourage fellow employees to participate in and support SH&E improvement activities ▪ Wear appropriate personal protective equipment ▪ Ensure tools & materials are in a safe and serviceable condition before use ▪
Customers	<ul style="list-style-type: none"> ▪ Support a strategy-driven reliability engineering team for the SJ Business region. ▪ Work closely with the Engineering Manager, Senior Reliability Engineer and Plant Engineers to develop mid to long term factory and capital plans, goals and strategies ▪ Contribute to the longer term availability and productive capacity of Reliability Engineering talent pool by sponsoring training and development initiatives and by coaching / counselling personnel ▪ Advance the company's interests and avoid interruptions to work by maintaining effective internal and external relationships ▪ Provide leadership support to the Plant Engineer / Supervisory environment in the absence of the Engineering Manager as required ▪
Operational Efficiency	<ul style="list-style-type: none"> ▪ Manage the development of Project based asset management strategy plans and financial objectives ▪ Lead the timely development and delivery of Approved Projects and across allocated areas of South Johnstone Mill operations ▪ Support achievement of site production objectives ▪ Ensure compliance with relevant business codes of conduct, statutory acts and

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POSITION DESCRIPTION**

Areas	Elements
	regulations
Aligns to Performance Goals	<ul style="list-style-type: none"> ▪ Identify opportunities for improving the system and process framework used for current and future production operations ▪ Encourage others to seek opportunities for different and innovative approaches to addressing problems and opportunities, facilitating the implementation and acceptance of change within the workplace ▪ Identify and implement improved work practices, work methods and work team flexibility
Financial Results	<ul style="list-style-type: none"> ▪ Develop and implement appropriate capital program budgets, budget progress and compliance reports for South Johnstone Mill with the completed projects aim to optimise production sustainability and ensure financial objectives are achieved

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SKILL REQUIREMENT

Skill Category	Skills
Continuous Learning	Actively identifying new areas for learning; regularly creating and taking advantage of learning opportunities; using newly gained knowledge and skill on the job and learning through their application
Building Strategic Working Relationships	Developing and using collaborative relationships to facilitate the accomplishment of work goals.
Strategic Decision Making	Obtaining information and identifying key issues and relationships relevant to achieving a long-range goal or vision; committing to a course of action to accomplish a long-range goal or vision after developing alternatives based on logical assumptions, facts, available resources, constraints, and organisational values
Gaining Commitment	Using appropriate interpersonal styles and techniques to gain acceptance of ideas or plans; modifying one's own behavior to accommodate tasks, situations, and individuals involved.
Planning and Organising	Establishing courses of action for self and others to ensure that work is completed efficiently.
Aligning Performance for Success	Focusing and guiding others in accomplishing work objectives.

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GENERAL

This document outlines the unique characteristics of this position as a guide to role, scope and responsibilities of the position and skills required of the position incumbent.

In addition to these responsibilities the incumbent is an employee of the Mill and as such is accountable to the code of employee behaviour (Code of Conduct) defined by management and related to the company ten overarching policy statements.

Furthermore the incumbent's role is not limited to the areas defined but subject to the organisation's needs, may be varied from time to time consistent with the incumbent's training and skills.

Finally, this document serves primarily to make clear to the incumbent the areas of organisation activity for which the incumbent has sole or team member responsibility. Standards within which tasks are to be performed, performance is measured and targets are set for improvement will be covered under performance review and continuous improvement processes.

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