



Agriculture Engineering Manager - Farms

The Agricultural Engineering Manager will be located at our South Johnstone or Tableland Farm site. This newly created position will lead improvement in asset management and reliability through the provision of technical leadership in agricultural/mechanical engineering for each of the 3 farm businesses at South Johnstone, Tablelands and Maryborough.

The Agriculture Engineering Manager is responsible for mechanical reliability engineering services and resources associated with development of site maintenance strategies, compliance, plans and goals ensuring optimisation of all site assets.

In this role you will be an integral part of a dynamic farm leadership team. You will be

- Implementing asset management discipline and operational improvement programs
- Providing a reliability engineering service and leading the development of consistent standards of work across the 3 farm businesses
- Adapting new technology and practices in pursuit of best practice
- Working directly with work execution superintendents at each site to plan, implement and monitor engineering and maintenance activities
- Problem solving and innovating within a team environment
- Provided international opportunities to apply your skills and experience throughout the Mitr Phol Group.

As the successful candidate you will:

- Be tertiary qualified in Agricultural or Mechanical Engineering
- Have minimum 3 years post graduate experience in a senior engineering role in a heavy industrial or large scale agricultural environment
- Have a proven track record engaging, challenging, developing and leading teams
- Be committed to safety focused workplaces and fluent in Workplace Health & Safety Acts, Regulations and Codes of Practice
- Be able to competently lead the implementation of ISO55000 Asset Management
- Be a proficient user of Root Cause Analysis and Defect Elimination processes
- Have a sound business and finance sense with experience in physical and financial planning, budgeting and forecasting
- Be a proficient user of MS Office, MS Project and Maintenance Management systems

We offer a supportive and positive team environment and an attractive remuneration package, commensurate with skills and experience. This is an exciting opportunity to be part of a major player in Australian agribusiness.

The position description and information on how to apply are available on our website at www.msfsugar.com.au under the careers tab.

Applications close Friday **22nd December 2017**.



**POSITION DESCRIPTION
MSF SUGAR**

POSITION TITLE:	Agriculture Engineering Manager
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POSITION AUTHORISATION:

INCUMBENT:	 (Signature) (Date)
PREPARED BY:	General Manager - Agriculture (Signature) (Date)
APPROVED BY:	CEO (Signature) (Date)

POSITION DEMOGRAPHICS:

Business Group/Division	Agriculture
Reports Directly to:	General Manager - Agriculture
Reports Indirectly to :	Operations Managers
Subordinates :	Nil
Indirect Subordinates :	Work Execution Superintendents at each site
Work Site:	South Johnston, Maryborough, Tablelands Farms
Job Status:	Permanent Full Time
Hours in Attendance:	38 Hour week, reasonable overtime as required
Essential Qualifications / Experience:	<ul style="list-style-type: none"> Degree or higher in Mechanical Engineering Minimum 3-5 years post graduate (or equivalent) and experience in a senior 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 Previous Agricultural industry experience in a similar position Demonstrated working knowledge and application of ISO55000 Proficient use and application of Root Cause Analysis and Defect Elimination Proficient in use of MS Office suite of applications Proficient in use of MS Project Proficient in use of a CMMS Demonstrated ability in document management Demonstrated experience in budget management Demonstrated experience in stores / spares management

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Desirable	<ul style="list-style-type: none"> • Trade Qualifications – Mechanical / Electrical • Eligible for registration as a Professional Engineer
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POSITION PURPOSE:

The Agriculture Engineering Manager is responsible for planning, leading and monitoring all ongoing mechanical engineering and maintenance activities for MSF Farms including, mechanical engineering standards, maintenance planning, Design drafting, engineering and reliability service delivery, business development, CAPEX program delivery and project development activities in order to support and optimise production, reliability and operational cost.

The Agriculture Engineering Manager is responsible for mechanical reliability engineering services and resources associated with development of site maintenance strategies, compliance, plans and goals ensuring optimisation of all site assets.

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 Agriculture Engineering Manager supports the Operations Managers, Work Execution Superintendents and Production Supervisors at each Farm site.

Additional relationships need to be established with :

- External Auditors
- Internal Auditors
- Fleet Managers
- Network including design draftsman and electricians
- SRA and other industry specialists and researchers
- Key suppliers and contractors

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

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<p>Customers</p>	<ul style="list-style-type: none"> • 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 S&E improvement activities • Wear appropriate personal protective equipment • Ensure tools & materials are in a safe and serviceable condition before use
<p>Operational Efficiency</p>	<ul style="list-style-type: none"> • Build, lead and coach an effective Agriculture Engineering and Maintenance team at each site • Work closely the Agriculture leadership team to develop world class farming plans, goals and strategies • Develop strategies and improvement concepts to increase financial and strategic viability of the farm businesses • Manage and document the performance of direct reports within the responsibility area in accordance with MSF's policies and procedures (includes training, recruitment and selection, coaching/ mentoring and performance management) • Contribute to the longer term availability and productive capacity of human resources for maintenance 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 • Contribute to the strategic Regional Team development and interests • Support a strategy-driven reliability focus for each farm business • Provide leadership support to the Work Execution Superintendents/ Supervisory environment in the absence of the Site Manager as required

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<p>Aligns to Performance Goals</p>	<ul style="list-style-type: none"> change within the workplace • Identify and implement improved work practices, work methods and work team flexibility • Develop and implement improvement strategies to achieve operational improvements and efficiencies • Identify opportunities for improving the system and process framework used for current and future farms 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 • Ensure compliance with relevant group and business codes of conduct, statutory acts and regulations • Develop and implement appropriate maintenance and capital budgets for area of responsibility to optimise production sustainability and ensure financial objectives are achieved • Work with the projects team to ensure that engineering standards are maintained and that total life cycle costs are considered in project delivery • Develop and implement improvement strategies to achieve operational sustainable cost reductions and efficiency improvements
<p>Financial Results</p>	

SKILL REQUIREMENT

Skill Category	Skills
Continuous Learning	Actively identify 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

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	acceptance of ideas or plans; modifying one's own behaviour 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

GENERAL:

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

In addition to these responsibilities the incumbent is an employee of MSF Sugar and as such is accountable to the code of employee behaviour defined by the organisation's policies and procedures.

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, in defining the role scope and responsibilities of the position, 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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