



Agricultural Engineering and Maintenance Superintendent

MSF Sugar Pty Ltd is an integrated grower, processor, marketer and exporter of raw sugar. We are Australia's largest sugarcane farmer, second largest raw sugar exporter and third largest miller. Innovative multi-million dollar investments in; green power plants, bio-refineries, new crops, novel farming systems and agricultural infrastructure! Together with our grower partners, MSF Sugar is forging ahead with a re-imagining of the sugar industry.

The Agricultural Engineering and Maintenance Superintendent is located at our Tableland Farms, Mareeba.

In this role you will be an integral part of a leading edge farming team. You will be
Adapting new technology and practices in pursuit of best practice
Leading and developing a small multi skilled work team
Implementing asset management discipline including planning and execution
Leading and enjoying a safe workplace that is both workshop and field based

As the successful candidate you will:

- Be an effective leader and communicator
- Be committed to a safety focused workplace and fluent in safe work practices
- Have a sound business and finance sense with experience in budgets
- Be trade qualified (minimum) with a current Driver's Licence
- Be experienced in maintaining farm equipment such as mobile plant, irrigation and precision farming systems
- Have intermediate computer skills

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.

A detailed job description is available at www.msfsugar.com.au under the careers tab.
Further discussion with Rik on 0437 168 167

Applications to be emailed to careers@msfsugar.com.au by COB Monday 23rd Oct



**POSITION DESCRIPTION
MSF SUGAR**

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| POSITION TITLE: | Work Execution Superintendent Agricultural Engineering |
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POSITION AUTHORISATION:

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

POSITION DEMOGRAPHICS:

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| Business Group/Division | MSF Farms Business Unit |
| Reports Directly to: | Operations Manager |
| Reports Indirectly to : | Agricultural Engineering Manager |
| Subordinates : | Work Execution Trade and Labour Team |
| Work Site: | 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"> Demonstrated ability to lead diverse workgroups Demonstrated working knowledge and application of Workplace Health & Safety Acts, Regulations and Codes of Practice Proficient in use of MS Office suite of applications Proficient in use of a CMMS Trade Qualification is relevant discipline or equivalent practical experience Previous agricultural / irrigation experience in a similar position |

POSITION PURPOSE:

The Work Execution Superintendent is responsible for co-ordinating, supervising, leading and controlling the human resources, materials and sub-contractors/specialists associated with the execution of maintenance and capital tasks for the assets in their area of responsibility.

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This role also supports the Agricultural Engineering and Fleet Management roles with change management, planning, scheduling ,maximising application, implementation and execution of Preventative and Breakdown work tasks and 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 Work Execution Superintendent supports the Agricultural Engineering Manager, Fleet Manager, Project Managers and other Supervisory teams as well as operational staff at Tableland Farms.

Additional relationships need to be established with:

- External Auditors
- Internal Auditors
- Contractors
- MSF Engineers at other sites
- Agronomy team
- Operational Excellence Team

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 • Drive improvements with area and site based housekeeping • 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 all MSF Farm Business Units. • Work closely with the Agricultural Engineering Manager and |

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| <p>Operational Efficiency</p> | <p>Fleet Manager to develop mid to long term farm asset and capital plans, goals and strategies</p> <ul style="list-style-type: none"> • Contribute to the longer term availability and productive capacity of Supervisory & 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 Supervisory environment • Ensure maintenance tasks/projects are completed on time and within budget and to agreed standards. • Lead achievement of short term reliability, safety and operational efficiency objectives by resolving equipment availability issues with relevant operational and/or maintenance personnel. • Analyse and report on equipment performance and provide recommendations to the Agricultural Engineering Manager. • Ensure the routine maintenance needs are addressed and that the farm assets are operated in accordance with sound operational and engineering practice. • Participate in the preparation of scheduled maintenance programs • Be available as required to supervise weekend and after hours <ul style="list-style-type: none"> • Lead, guide and support a team of operators and tradespeople to ensure their responsibilities are carried out in accordance with their job description • Work closely with the Engineering & Planning / Scheduling team / Agricultural Engineering Manager and Fleet Manager to assist with the development and implementation of effective maintenance and work plans / programs including capital strategies • Maintain daily / weekly communication with Operations & Planning / Scheduling team to provide maintenance progression reports in responsibility area. • Ensure continuous sharing of information through regular interactive meetings (e.g. toolbox, Safe Starts) • Co-ordinate resources required for maintenance and capital works including breakdown/shutdowns. • Manage and document the performance of direct reports within the responsibility area in accordance with MSF's policies and procedures (includes time and attendance recording, coaching/mentoring and performance counselling). • Identify training needs of direct reports and provide and support training initiatives. • Promote a working environment where regular interaction, sharing of information and performance feedback is encouraged. • Advance the company's interests and avoid interruptions to work by maintaining effective internal and external relationships. |
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| <p>Aligns to Performance Goals</p> | <ul style="list-style-type: none"> • Identify opportunities for improving the system and process framework used for current and future 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 |
| <p>Financial Results</p> | <ul style="list-style-type: none"> • Complete development of draft maintenance budgets, plans and schedules for area of responsibility • Monitor and manage overtime for engineering and maintenance work team • Work in consultation with the Agricultural Engineer to develop and deliver improvement targets/outcomes to reduce labour / material costs, store stock and waste • Responsible for adherence to approved budgets for responsibility areas |

SKILL REQUIREMENT

| Skill Category | Skills |
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| <p>Continuous Learning</p> | <p>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</p> |
| <p>Building Strategic Working Relationships</p> | <p>Developing and using collaborative relationships to facilitate the accomplishment of work goals</p> |
| <p>Strategic Decision Making</p> | <p>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</p> |
| <p>Gaining Commitment</p> | <p>Using appropriate interpersonal styles and techniques to gain acceptance of ideas or plans; modifying one's own behaviour to accommodate tasks, situations and individuals involved</p> |
| <p>Planning and</p> | <p>Establishing courses of action for self and others to ensure that work</p> |

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| Organising | 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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