



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.

MSF Sugar 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 with a 124 year heritage in Australia.

Production Manager South Johnstone Mill

Due to an internal promotion applications are invited for the position of Production Manager for our South Johnstone Mill. This role is a key member of the site leadership team and is responsible for leadership of the production department. The position offers a challenging and rewarding role for the person to deliver excellence in production activities.

To excel in this role you will be a seasoned manufacturing professional with a proven track record of operational management in sugar mill production or related heavy industry. You will be an experienced, confident people leader who can influence and engage a team operating 24/7 with the drive to stretch your boundaries and develop your career.

It is essential that the successful applicant will have;

- Degree in Chemistry, Chemical Engineering or Physical Sciences
- A proven track record engaging, challenging, developing and leading medium to large teams
- Practical knowledge of Operational Excellence methodologies

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 for each role is available on our website, for further information contact Mr Kim Kendall, Mill Manager South Johnstone on 0427 585 903.

To submit applications:

Email: careers@msfsugar.com.au



Production Manager POSITION DESCRIPTION

POSITION TITLE:	Production Manager
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POSITION AUTHORISATION:

INCUMBENT:	 (Signature) (Date)
PREPARED BY:	Manager – South Johnstone Mill (Signature) (Date)
APPROVED BY:	CEO (Signature) (Date)

POSITION DEMOGRAPHICS:

Business Group/Division	South Johnstone Mill
Reports Directly to:	Mill Manager – South Johnstone Mill
Reports Indirectly to:	N/A
Subordinates:	Production Chemist, Shift Supervisors, Laboratory Supervisor, Process Operators.
Team membership:	South Johnstone – Production, South Johnstone - Management
Work Site:	South Johnstone Mill
Job Status:	Salaried Employment
Hours in Attendance:	38 hr week
Qualifications / Experience:	<ul style="list-style-type: none"> Tertiary qualifications in Chemistry, Chemical Engineering or Physical Sciences and / or extensive experience in process and production management Facilitation, negotiation, liaison and networking skills Sound budgeting and budget forecasting skills Advanced written and oral presentation skills Advanced computer (Microsoft Office) skills Well-developed teamwork, organisational and time management skills Project management experience including the development of funding proposals

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Production Manager POSITION DESCRIPTION

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POSITION PURPOSE:

The Production Manager – Forms part of the management team and is responsible for the management of Production Department operations. Oversees compliance with the company’s environmental protection policies and Environmental Licence requirements. Is responsible for delivering excellence in production activities and increasing factory efficiency by improving the technology available to the company, this being achieved through research into, and development of current and new equipment and processes. To analyse and report on factory performance and to maximise returns to the company by ensuring that production activities are carried out in the most efficient and cost effective manner. Oversees laboratory operations and compliance with the Cane Analysis Program

AUTHORITY TO ACT

Budget: Develop and manage departmental budgets

Purchasing: Authority to approve orders and sign departmental invoices up to a value of \$30,000

Finance/Administration: Authority to review accounts and contracts and authorise final documentation

Correspondence: Authority to review licences, permits, leases etc. and to liaise with relevant authorities.

Employee Relations: Authorise time sheets, Approve leave applications, Implement disciplinary procedures, Employee training, Hire employees (within budget).

KEY RELATIONSHIPS (Internal & External)

Membership and support of the management team to ensure that the overall objective of the business is maintained. The Production Manager liaises with the Mill Manager, Engineering Manager and Cane Supply Manager to ensure that the activities and objectives of the company are achieved. Additional relationships need to be established with:

- Finance and Administration Team
- Administration Office / HR and Payroll
- Safety Officer
- Cane Analyst Auditor
- Canegrower Organisations.
- Sugar/Mud/Molasses/Lime Transport contractors
- Bulk Sugar Terminal
- Industry organisations - ASMC, SRA, SRI.

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Production Manager POSITION DESCRIPTION

KEY RESULT AREAS

Areas	Elements
Safety	<ul style="list-style-type: none"> • Must work in compliance with the Safety Responsibilities as outlined in the Company's Workplace Health and safety manual, and assist with the safety of employees in order to eliminate accidents • Wear appropriate personal protective equipment • To lead and demonstrate safety improvement initiatives
Production	<ul style="list-style-type: none"> • Management of Production Department activities in relation to the following: <ul style="list-style-type: none"> ○ Laboratory operations for cane payment and factory control; ○ NIR management ○ Juice handling, clarification, evaporation, and mud filtration; ○ Sugar production, pan stage, fuggaling, and drying operations, as well as sugar storage and transport; ○ Final molasses production, cooling, storage and transport; ○ Ensuring resources are available and are utilised effectively to operate the department efficiently; ○ Development and management of department budgets ○ Management of workplace health and safety, and environmentally relevant activities within the department; ○ Meeting relevant statutory requirements; ○ Development and co-ordination of training and professional development for department staff and employees.
Environment	<ul style="list-style-type: none"> • Conduct periodic reviews and audits to establish that statutory requirements are met. • Ensure that environmental protection equipment is functioning correctly through the development of relevant procedures. • Advise company personnel in relation to environmental issues. • Planning in relation to environmental issues. • Preparation of documentation, development and maintenance of the Environmental Management System. • Development of training for the workforce regarding environmental issues and requirements. • Preparation of information and documentation relating to licencing and other statutory requirements with environmental issues. • Liaison with officers of relevant government bodies in relation to environmental issues. • Ensure testing regimes required for compliance with the company's environmental responsibilities are undertaken, and appropriate records are kept.

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Production Manager POSITION DESCRIPTION

Areas	Elements
Research and Development	<ul style="list-style-type: none"> • Promote research and development activities to ensure that the company is competitive in all aspects of sugar production and quality • Research into and development of new technologies and processes for the sugar industry • Fundamental research into sugar industry unit operations with a view to increasing the efficiency of present equipment and technology • Development of equipment, processes and procedures to improve factory efficiency • Supply of technical information and logistical assistance to company personnel undertaking research and development activities • Preparation of documentation concerning research and development projects for taxation and other statutory requirements • Monitoring of relevant publications to ensure that the company is aware of current developments in technology
HR/People	<ul style="list-style-type: none"> • Complete performance appraisals for operational staff • Training and skills development for operational personnel addressed • Industrial issues addressed in a timely constructive manner • Guidance and discipline processes used to change unacceptable behaviour • Ensure team members adherence to site policies and procedures and define the standard of behaviour by which personnel follow consistent to site standards
Factory Performance	<ul style="list-style-type: none"> • Establish and implement factory performance and efficiency standards • Benchmark factory targets across the group

SKILL REQUIREMENT

Skill Category	Skills
Enabling Skills	<ul style="list-style-type: none"> • Keyboard skills • Advanced computer (Microsoft Office) skills • Report writing (advanced) • Ability to analyse and interpret complex data sets.
Essential Skills	<ul style="list-style-type: none"> • Sound ability to lead, direct, manage, and train other staff and employees. • Problem solving - investigation, analysis and decisiveness • Performance monitoring • Compliance with legislation - policies and procedures • Planning – prioritising • Report writing

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Desirable Skills	<ul style="list-style-type: none"> • Ability to enlist co-operation • Self-organised • Handle conflict • Reliability • Administration
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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 MSF Sugar 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 organization'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 organization 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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