



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. MSF Sugar has a 124 year heritage in Australia and a future which centres on being an efficient, reliable, high quality supplier of sugar to international markets.

MSF's highly automated sugar mills all generate renewable electricity from the fibre in sugar cane which is used to power the mills as well as exported into the Queensland Electricity Grid. We are currently constructing an \$80 million, 24 MW renewable base load power plant at our Tableland Mill on the Atherton Tablelands.

Graduate Electrical Engineer ***Maryborough Mill***

Applications are invited for the position of Graduate Electrical Engineer to join the MSF Sugar team. This is a fulltime salary position, located at our Maryborough Mill. Maryborough is a beautiful heritage town located three (3) hours north of Brisbane and only a 30 minute drive to Hervey Bay. A short drive to the Sunshine Coast and numerous beautiful beaches, the Fraser Coast region is perfect for someone seeking work/life balance or looking for a sea change.

We are seeking to employ a recently graduated, career-minded, Electrical Engineer initially to train in all aspects of sugar technology, electrical generation and distribution, instrumentation, and process control with the aim of aspiring towards a future operational position within the company.

To be considered for this role you will ideally have:

- Formal tertiary qualifications in Electrical Engineering.
- Eligibility for membership of the Institution of Engineers Australia.
- Knowledge and understanding of Registered Professional Engineer Queensland requirements.
- Proficiency in the use of Microsoft Office suite of applications.
- Proficiency in the use of AutoCad.
- Knowledge and understanding of the Queensland Work Health and Safety, and Electrical Safety Legislation.
- Knowledge and understanding of Australian wiring standards.

MSF Sugar offers a supportive and positive team environment. This is an exciting opportunity to be part of a major player in Australian agribusiness.

Applicants may be required to undergo pre-employment medical and drug and alcohol testing.

Further information can be found on our website or by contacting:

Ian Messenger – Electrical Engineering Manager

Phone: 0407 155 429

Email: ianmessenger@msfsugar.com.au

To apply, click 'Apply for this job' via SEEK.

Applications close on **22nd February 2019**.

POSITION DESCRIPTION

POSITION TITLE:	Graduate Electrical Engineer – Maryborough Mill
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POSITION AUTHORISATION

INCUMBENT:	TBA	<div style="text-align: right;">..... (Signature)</div>	<div style="text-align: right;">..... (Date)</div>
PREPARED BY:	Electrical Engineering Manager	<div style="text-align: right;">..... (Signature)</div>	<div style="text-align: right;">..... (Date)</div>
APPROVED BY:	General Manager Maryborough	<div style="text-align: right;">..... (Signature)</div>	<div style="text-align: right;">..... (Date)</div>

POSITION DEMOGRAPHICS

Business Group/Division:	Maryborough Sugar Mill
Reports Directly to:	Electrical Engineering Manager
Reports Indirectly to:	General Manager Maryborough
Subordinates:	Nil
Team Membership:	Operations Maryborough Sugar Factory
Work Site:	Maryborough Sugar Mill
Job Status:	Permanent - Fulltime
Qualifications/Experience:	Hold or be in the process of obtaining a degree in Electrical Engineering.

POSITION PURPOSE

The Graduate Electrical Engineer forms part of the site operations team and so is responsible for supporting the achievement of Maryborough Mill’s business plans and actively promoting the company’s objectives within the position’s defined responsibility areas.

This position assists the Electrical Engineering Manager to plan, lead and support ongoing milling and sugar recovery operations to meet mill business plan targets. This position is also expected to lead improvement in the systems of work within the responsibility area in order to improve productivity and safety behaviour.

As this position is a likely to be filled by a recent graduate, it is also considered initially, for the first 12 months, a training position. The training outcome is a thorough understanding of all aspects of the raw sugar production business including:

- Safety
- Environment
- Leadership
- Employee relations
- Sugar technology
- Process Control & Instrumentation, including PLC/SCADA
- Power generation
- Electrical Motor Control Systems design & planning
- Commercial/Budgeting

AUTHORITY TO ACT

In accordance with the company Delegations of Authority policy.

KEY RELATIONSHIPS
(Internal & External)

This role supports all Production, Maintenance and Engineering Teams to ensure an overall business perspective is maintained. Additional relationships need to be established with:

- General Manager
- Engineering Manager
- Design Engineer
- Reliability Engineer
- Planner/s
- Production Manager
- Process Engineer
- Electrical Supervisor
- Workshop Supervisor
- Shift Supervisors
- Administration Staff

KEY RESULT AREAS

Areas	Elements
Safety Compliance	<ul style="list-style-type: none"> • Tool box meetings attended regularly and recorded. • 100% of WH&S audits completed. • Environmental issues well managed and all employees given awareness. • Teams working to safe systems of work. • Assist Electrical Staff in development of Standard Work Procedures and have knowledge of risk management processes such as Job Safety Analysis and Risk Assessments.
Controllable Costs	<ul style="list-style-type: none"> • Assist senior electrical staff with the development of maintenance / capital Budgets to suitable targets. • Contribute towards budget targets being achieved.

POSITION DESCRIPTION

Capital Development	<ul style="list-style-type: none"> • Assist in planning and execution of capital projects. • Conduct post audits of capital projects as required.
Factory Performance	<ul style="list-style-type: none"> • Contribute towards Factory availability %, Recovery %, Rate, Electricity Generation and Sugar quality achievement as per yearly budget targets. • Monitor, review and tune factory controllable parameters on an ongoing basis to achieve optimum equipment performance through the production period.
Responsibilities	<ul style="list-style-type: none"> • In consultation with the Electrical Engineering Manager, ensure the programming, maintenance and installation of process control and instrumentation systems and general electrical plant is done in accordance with legislation and wiring rules standard AS/ANZ3000 and records are maintained. • Assist the Electrical Engineering Manager to ensure all electrical plant, works and personnel adhere to the electrical statutory regulations. • Understanding of the Work Health and Safety Act, Electrical Safety Act and Electrical Safety Regulation.
HR/People	<ul style="list-style-type: none"> • Training and Skills development for electrical personnel addressed. • Industrial issues addressed in a timely constructive manner. • Guidance and discipline processes used to change unacceptable behaviour. • Assist the Electrical Engineering Manager to ensure team members, including contractors and visitors, adhere to site policies and procedures and define the standard of behaviour that electrical personnel follow consistent to site standards.
Teams/Plans	<ul style="list-style-type: none"> • Electrical team members understand the changes required in the current economic climate and funding constraints. • Valuable contribution to the Mill Engineering and Production teams. • Assist the Electrical Engineering Manager to ensure the Supervision of electrical teams and schedule / implement factory related maintenance requirements.

SKILL REQUIREMENT

Areas	Elements
Essential Skills	<ul style="list-style-type: none"> • Tertiary qualifications in Electrical Engineering • Excellent written and verbal communication skills • A willingness to learn and work in the sugar industry • Working knowledge in Microsoft Office applications • Ability to work autonomously as well as in a team environment • Awareness of electrical safety standards and legislation. • Well-developed time management skills • Autocad

Desirable Skills	<ul style="list-style-type: none">• Experience with LV/HV power generation systems• An understanding of electrical motor systems, particularly AC/DC variable speed drives and soft starters.• PLC program development and implementation.• Development of SCADA systems including HMI screens.• Problem solving - investigation, analysis and decisiveness.• CMMS Maintenance Planning (Mainpac)
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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.