



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.

Senior Reliability Engineer

Applications are invited for the position of Senior Reliability Engineer to join the MSF Sugar team. This is a fulltime position, located at our South Johnstone Mill, which is approximately 10km west of Innisfail.

We are currently seeking a replacement for the role of Senior Reliability Engineer who will be responsible for leading and managing the reliability engineering aspects associated with developing site maintenance strategies, asset integrity assessments and risk management of assets allocated to maximise steam production, milling, sugar processing and recovery.

To be successful in this role, you will need to demonstrate:

- Diploma or higher in Mechanical or Reliability Engineering;
- Minimum of 3 years' post graduate experience in a senior technical engineering role in a heavy industrial environment;
- Ability to develop maintenance strategies and carrying out root cause analysis (RCA) and defect elimination;
- Using data and reliability principles to focus improvement effort in obtaining optimal availability of the equipment;
- Working knowledge and application of Workplace Health and Safety Acts, Regulations and Codes of Practice;
- Highly proficient English written and verbal communication skills; and
- Ability to become a well-regarded team member in this workplace.

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:

Alan Milani – Mechanical Engineering Manager

Phone: 07 4064 3886

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

Applications close on **8th March 2019**.

POSITION DESCRIPTION

POSITION TITLE:	Senior Reliability Engineer
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POSITION AUTHORISATION

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

POSITION DEMOGRAPHICS

Business Group/Division:	South Johnstone Mill Engineering Team
Reports Directly to:	Mechanical Engineering Manager
Reports Indirectly to:	Mill Manager – South Johnstone Mill
Subordinates:	Nil
Team Membership:	Engineering and Maintenance Team
Work Site:	South Johnstone Mill Engineering
Job Status:	Permanent - Fulltime
Qualifications/Experience:	<p>Experience:</p> <ul style="list-style-type: none"> • Minimum 3-5 years post graduate (or equivalent experience) in a senior 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 ISO 55000. • Previous sugar / ethanol industry experience in a similar position. • Degree or higher in Mechanical Engineering and equivalent practical experience. • Proficient use and application of Root Cause Analysis and Defect Elimination.

	<ul style="list-style-type: none"> • Proficient in use of Microsoft Office suite of applications. • Proficient in use of MS Project. • Proficient in use of a CMMS. <p>Desirable:</p> <ul style="list-style-type: none"> • Demonstrated working knowledge and application of Sugar Industry Act (SIA) and Sugar Industry Code of Practice. • Trade qualifications – mechanical / electrical. • Eligible for registration as a Professional Engineer.
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POSITION PURPOSE

The Senior Reliability Engineer is responsible for the management of reliability engineering services and resources associated with development of site maintenance strategies, compliance, plans and goals ensuring optimisation of all site assets allocated to maximise 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.

AUTHORITY TO ACT

In accordance with the company Delegations of Authority policy.

KEY RELATIONSHIPS
(Internal & External)

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

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

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

POSITION DESCRIPTION

	<p>improvement activities.</p> <ul style="list-style-type: none"> • 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 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 asset management strategy plans and financial objectives. • Lead the delivery of reliability engineering services 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 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 maintenance and capital budgets for area of responsibility to optimise production sustainability and ensure financial objectives are achieved.

SKILL REQUIREMENT

Areas	Elements
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 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 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.