



## Position Vacant

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.

### ***Boilermaker (Fixed Term)*** ***Maryborough Mill***

Applications are invited for the position of Boilermaker to join the MSF Sugar team.

This is a fixed term position, located at our Maryborough Mill, which is located approximately three (3) hours north of Brisbane and only a 30 minutes' drive from Hervey Bay.

This role forms part of the Maryborough Maintenance and Production teams and is responsible for supporting the achievement of the Maryborough Mills business plans and goals within the position's defined responsibility areas.

Reporting to the Trailer Maintenance WES, this position as part of the maintenance team will conduct the:

- MSF Sugar Fleet trailer maintenance on 32B-doubles trailers and 100 single trailers under an accredited NHVAS program
- Improvement in the systems of work within the responsibility area to maximise and improve productivity and safety behaviour.

To be considered for this role you will ideally have:

- Engineering trade qualifications (Fabrication)
- Driver's license
- "MC" class license
- High Risk Work License (Forklift)

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 will be required to undergo pre-employment drug and alcohol testing, and some positions may also require a medical assessment.

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

**Michael Wroe – Mechanical Engineering Manager**

Phone: 0419 740 265

Email: [michaelwroe@msfsugar.com.au](mailto:michaelwroe@msfsugar.com.au)

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

Applications close on **6<sup>th</sup> December 2019**.



<b>Position Description</b>
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<b>Position Title:</b>	<b>Fabrication Tradesperson</b>
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**POSITION AUTHORISATION**

<b>Incumbent:</b>		..... (Signature)	..... (Date)
<b>Prepared By:</b>	Mechanical Engineering Manager	..... (Signature)	..... (Date)
<b>Approved By:</b>	Mill Manager – Maryborough Mill	..... (Signature)	..... (Date)

**POSITION DEMOGRAPHICS**

<b>Business Group / Division:</b>	Maryborough Mill
<b>Reports Directly To:</b>	Work Execution Superintendent / Shift Supervisor
<b>Reports Indirectly To:</b>	Mechanical Engineering Manager
<b>Subordinates:</b>	Fabrication Trades and Apprentices
<b>Team Membership:</b>	Maryborough Mill shift and maintenance teams
<b>Work Site:</b>	Maryborough Mill
<b>Job Status:</b>	Permanent / Fixed Term – Fulltime
<b>Qualifications / Experience:</b>	Certificate III in Engineering – Fabrication Trade (Boilermaking / Welding)

**POSITION PURPOSE**

The Fabrication Tradesperson forms part of the site maintenance team and so is responsible for support of the achievement of the site’s business plans. Actively promotes the company’s objectives within the positions defined responsibility areas.

This position supports ongoing maintenance and capital programs which ultimately enhances the milling and sugar recovery operations to meet the current Mill business plan targets.

The Fabrication Tradesperson is also expected to support improvement in systems of work within the responsibility area to improve productivity and safety behaviour.

**AUTHORITY TO ACT**

In accordance with the company Delegations of Authority policy.

## Position Description

### **KEY RELATIONSHIPS**

#### **(Internal & External)**

Membership and support of the maintenance team to ensure an overall business perspective is maintained. The Fabrication Tradesperson supports the remaining engineering team members to deal with ongoing maintenance issues within the responsibility area. Additional relationships need to be established with:

- Mill Manager
- Mechanical Engineering, Reliability & Design Engineering staff
- Production & Process Engineering staff
- Workshop / Shift Supervisors / Work Execution Superintendents
- All MSF Sugar Maintenance teams
- Site WH&S Advisor
- Purchasing / Stores staff
- Administration Staff

### **KEY RESULT AREAS**

<b>Areas</b>	<b>Elements</b>
<b>Safety Compliance</b>	<ul style="list-style-type: none"> <li>• Maintain and comply with systems and procedures for work in accordance with workplace health &amp; safety and environmental obligations.</li> <li>• Active involvement in identifying safety issues and hazards.</li> <li>• Lead and drive safety behaviours including safety incident reporting in accordance with the golden rules and company policies.</li> </ul>
<b>Controllable Costs</b>	<ul style="list-style-type: none"> <li>• Assist Engineering staff with the development of maintenance / capital budgets to suitable targets.</li> <li>• Contribute towards YED Budget targets being achieved.</li> </ul>
<b>Capital Development</b>	<ul style="list-style-type: none"> <li>• Assist with planning and the execution of capital projects.</li> <li>• Conduct post audits of capital projects as required.</li> </ul>
<b>Factory Performance</b>	<ul style="list-style-type: none"> <li>• Contribute towards Factory availability %, Recovery %, Rate, Electricity Generation and Sugar quality achievement as per YED Budget targets.</li> <li>• Monitor, review and optimise factory controllable parameters on an ongoing basis to achieve optimum equipment performance through the production period.</li> </ul>
<b>Responsibilities</b>	<ul style="list-style-type: none"> <li>• In consultation with the Mechanical Engineering Manager, the Reliability Engineer conduct planned and unplanned maintenance, capital works and inspections in accordance with the company goals and objectives.</li> <li>• Assist the Mechanical Engineering Manager to ensure all plant, works and personnel adhere to all statutory regulations.</li> <li>• Understanding of the Work Place Health and Safe Act and the codes of practice.</li> </ul>
<b>HR/People</b>	<ul style="list-style-type: none"> <li>• Training and skills development for mechanical personnel addressed, including apprentices.</li> <li>• Industrial issues addressed in a timely constructive manner.</li> <li>• Guidance and discipline processes used to change unacceptable behaviour.</li> <li>• Assist the Mechanical Engineering Manager to ensure team members, including contractors and visitors, adhere to site policies and procedures and define the standard of behaviour that mechanical personnel follow are consistent to MSF standards.</li> </ul>

## Position Description

<b>Teams/Plans</b>	<ul style="list-style-type: none"> <li>• Teams to develop their own plans that align to the factory plans.</li> <li>• Operational / maintenance team members understand the changes required in the current economic climate and funding constraints.</li> <li>• Valuable contribution to the Mill Engineering and Production teams.</li> <li>• Supervise maintenance teams and schedule / implement factory related maintenance requirements.</li> <li>• Follow Team plans as scheduled.</li> <li>• Keep suitable and appropriate documented records as per site policy procedures.</li> </ul>
<b>Plant &amp; Equipment Reliability</b>	<ul style="list-style-type: none"> <li>• Identify and correct chronic and costly equipment problems.</li> <li>• Provide technical advice to maintenance teams.</li> <li>• Assist with the execution &amp; maintenance of an effective and economically justified preventative maintenance program.</li> <li>• Ensure proper operation and care of equipment.</li> <li>• Maintain and analyse equipment data and history records to pre-maintenance requirements if/or assigned.</li> <li>• Assist senior engineering staff with ensuring that regulatory compliance obligations are met.</li> </ul>

### **SKILL REQUIREMENT**

Areas	Elements
<b>Essential Skills</b>	<ul style="list-style-type: none"> <li>• Fabrication Trade qualified</li> <li>• Commitment and good attitude to safety &amp; workplace culture</li> <li>• Excellent written and verbal communication skills</li> <li>• Basic knowledge in Microsoft Word, Excel and Outlook operation</li> <li>• Ability to work autonomously as well as in a team environment</li> <li>• Well-developed time management skills</li> <li>• Able to work shift work during crushing season, as required</li> </ul>
<b>Desirable Skills</b>	<ul style="list-style-type: none"> <li>• Turbine Operator Licence</li> <li>• Qualified to operate machinery (Mobile crane, End loader, Bobcat and Forklift)</li> <li>• Dogger Licence</li> <li>• Problem solving - investigation, analysis and decisiveness.</li> <li>• CMMS Maintenance Planning (Mainpac / SAP)</li> </ul>

### **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.



## Position Description

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.