



## 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.

### ***Cane Rail Maintenance Worker*** ***Mulgrave Mill***

Applications are invited for the position of Cane Rail Maintenance Worker to join the MSF Sugar team.

This is a fulltime position, located at our Mulgrave Mill, which is approximately 20km south of Cairns.

This role forms part of the Mulgrave Mill Cane Rail Maintenance team. This diverse role will have you working as part of a team, mostly onsite between Redlynch and Babinda. You will be required to respond to call outs for cane bin derailments during crushing season, maintaining and repairing rail line, crossings, and rail bridges.

The position requires weekend work and calls outs during the crushing season.

To be considered for the role, you will ideally have:

- Dogman HRWL
- A current Driver's Licence.
- "MR" class license
- Construction Industry White Card.
- Working at heights.
- Experience operating a variety of machinery, such as backhoe, crane, loader and excavator

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:

**Nigel Way – Work Execution Superintendent**

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

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

Applications close on **31<sup>st</sup> January 2020**.



## Position Description

<b>Position Title:</b>	<b>Cane Rail Maintenance Worker</b>
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### POSITION AUTHORISATION

<b>Incumbent:</b>		..... (Signature)	..... (Date)
<b>Prepared By:</b>	Cane Rail Superintendent	..... (Signature)	..... (Date)
<b>Approved By:</b>	Engineering Manager	..... (Signature)	..... (Date)

### POSITION DEMOGRAPHICS

<b>Business Group / Division:</b>	Mulgrave Mill
<b>Reports Directly To:</b>	Cane Rail Supervisor
<b>Reports Indirectly To:</b>	Cane Rail Superintendent
<b>Team Membership:</b>	Cane Rail Maintenance Team – Engineering
<b>Work Site:</b>	Mulgrave Mill
<b>Job Status:</b>	Permanent – Fulltime
<b>Qualifications / Experience:</b>	<ul style="list-style-type: none"><li>• Civil construction experience.</li><li>• Rail maintenance, bridge maintenance.</li><li>• Other qualifications that that would enhance the work to be performed on a rail network.</li></ul>

### POSITION PURPOSE

A Cane Rail Maintenance Worker forms part of a maintenance team responsible in supporting the achievement of the site's business plans. Actively promotes the company's objectives within the position defined responsibility areas.

This position supports ongoing maintenance and capital programs of cane rail infrastructure which ultimately enhances the cane transport operations to meet the current Mill business plan targets.

As a member of a rail gang the Cane Rail Maintenance Worker is also expected to support improvement in systems of work with 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 Cane Rail Maintenance Worker supports the remaining Cane rail Maintenance team members to deal with ongoing maintenance issues within the responsibility area. Additional relationships need to be established with:

- Cane Supply Supervisors and team members
- Rollingstock Supervisors and maintenance team
- Civil contractors
- Civil Engineers

### **KEY RESULT AREAS**

<b>Areas</b>	<b>Elements</b>
<b>Safety Compliance</b>	<ul style="list-style-type: none"> <li>• Attend tool box meetings.</li> <li>• Support WH&amp;S audits when required.</li> <li>• Environmental issues well managed and all employees given awareness.</li> <li>• Working within a team using safe systems of work.</li> <li>• Where required complete risk assessments and permits prior to undertaking tasks.</li> </ul>
<b>Transport Performance</b>	<ul style="list-style-type: none"> <li>• Attend and rectify cane bin derailment faults in a timely manner.</li> <li>• Attend and rectify rail line faults in a timely manner.</li> <li>• Your team will follow a rotating on call roster during the crushing season for out of hour's derailments and rail line fault work. <i>(A company vehicle will be provided to attend these call outs)</i></li> </ul>
<b>HR/People</b>	<ul style="list-style-type: none"> <li>• Undertake training and skills development as identified and directed.</li> <li>• Industrial issues addressed in a timely constructive manner.</li> <li>• Adhere to site policies and procedures.</li> </ul>
<b>Teams/Plans</b>	<ul style="list-style-type: none"> <li>• Operational / maintenance team members understand the changes required in the current economic climate and funding constraints.</li> <li>• Valuable contribution to the Cane Rail Maintenance team.</li> <li>• Follow maintenance and capital work plans as scheduled.</li> <li>• Keep suitable and appropriate documented records as per site policy and procedures.</li> </ul>
<b>Cane Rail Maintenance</b>	<ul style="list-style-type: none"> <li>• Driving work vehicle to and from site</li> <li>• Setting up equipment</li> <li>• Performing bridge maintenance</li> <li>• Replacing sleepers, rail line and fixings</li> <li>• Directing earthmoving equipment</li> <li>• Operating earthmoving equipment</li> <li>• Light to heavy manual labour</li> <li>• Vegetation control, slashing, pole saw, brush cutter, poisoning.</li> <li>• Rectifying derailments</li> <li>• Inspections and audits</li> </ul>

## Position Description

### **SKILL REQUIREMENT**

Areas	Elements
<b>Essential Skills</b>	<ul style="list-style-type: none"> <li>• C class driver's license</li> <li>• Well-developed teamwork, organisational and time management skills.</li> <li>• Ability to work autonomously.</li> <li>• Apply WH&amp;S management principals and processes in the workplace.</li> <li>• High physical capacity</li> </ul>
<b>Desirable Skills</b>	<ul style="list-style-type: none"> <li>• MR / HR driver's license</li> <li>• Experience operating earthmoving equipment.</li> <li>• Tractor/slasher, backhoe, excavator and front end loader tickets.</li> <li>• Agricultural Chemical Accreditation</li> <li>• Dogman high risk work license</li> <li>• Working at heights</li> <li>• Ability to enlist co-operation</li> <li>• Self-organised</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.

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.