



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 126-year heritage in Australia and a future which centre on being an efficient, reliable, high quality supplier of sugar to international markets.

Cane Supply Officer – North Queensland

Applications are invited for the position of Cane Supply Officer to join the MSF Sugar team. This is a Full Time, salary position, servicing South Johnstone and Mulgrave Mills. Mulgrave Mill is located at Gordonvale, approximately 20km South of Cairns and South Johnstone Mill is located approximately 11km West of Innisfail.

The Cane Supply Officer forms part of the Cane Supply and Transport team providing assistance with the management of Cane Supply and Transport Department operations, daily harvest and transport of cane to meet factory crushing requirements and assisting the Cane Supply Manager in ensuring the Company fulfils its obligations as required under the Cane Supply Contracts.

To be successful in this role you will need to demonstrate the following skills and attributes:

- Qualifications in Business Management, Transport Logistics or another relevant discipline
- Ability to compile and analysis logistics data.
- Experience working within and assisting with the management of Health & Safety Systems
- Ability to make independent decisions and judgements
- Facilitation, negotiation and networking skills
- Knowledge of GIS (MapInfo) systems would be highly regarded

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 medical and drug and alcohol testing.

Further details including the position description for this role are available on our website.

Applications are to be submitted via seek.

Applications close Friday, 13th April 2020.



Position Description

Position Title:	Cane Supply Officer
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POSITION AUTHORISATION

Incumbent:	 (Signature) (Date)
Prepared By:	Cane Supply Manager, South Johnston & Mulgrave Mills (Signature) (Date)
Approved By:	Executive Manager, Cane Supply MSF (Signature) (Date)

POSITION DEMOPGRAPHICS

Business Group / Division:	Cane Supply & Transport, South Johnstone & Mulgrave Mills
Reports Directly To:	Cane Supply Manager, South Johnstone & Mulgrave Mills
Team Membership:	Cane Supply & Transport, South Johnstone & Mulgrave Mills
Work Site:	Cane Supply & Transport, South Johnstone & Mulgrave Mills
Job Status:	Permanent- full time
Qualifications Experience:	<ul style="list-style-type: none"> • Tertiary qualifications in business management or transport logistics and / or well-developed skills in integrated transport logistics. • Ability to select and analysis logistics data. • Experience in working within and assisting with the management of WH&S systems. • Facilitation, negotiation, liaison and networking skills with grower customers and service providers. • Ability to make independent decisions and judgements in keeping with the level of the position, and plan, prioritise, balance and review a variety of projects that must be completed simultaneously and on time. • Knowledge of GIS (MapInfo) systems.

POSITION PURPOSE

The Cane Supply Officer – forms part of the cane supply and transport team and assists with the management of Cane Supply and Transport Department operations.

Assists with managing the daily harvest and transport of cane to meet factory crushing requirements.

Assist the Cane Supply Manager in ensuring the Company fulfils it’s obligations as required under the Cane Supply Contract with grower customers.



Position Description

Enhance and then maintain positive professional relationships with grower customers and with harvesting contractors.

AUTHORITY TO ACT

In accordance with the company Delegations of Authority policy.

KEY RELATIONSHIPS **(Internal & External)**

Membership and support of the Cane Supply team to ensure that the overall objective of the business is maintained. The Cane Supply Officer liaises with Transport Officers and Locomotive Crew to manage the harvest and transport operations within the level of the position. Additional relationships need to be established with:

- Safety Coordinator and Team
- Cane Railway Maintenance
- Cane Analyst Auditor
- IBCPS
- Grower Representative Groups
- Grower Customers
- Contractors – Harvest/Transport/Mill By-products
- Legislative Regulators – WH&S/Local & State Authorities
- Industry organisations - ASMC, SRA, SRI.

KEY RESULT AREAS

Areas	Elements
Safety Compliance	<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 incidents.• 100% of WH&S audits completed.• 100% of pre-season harvesting contractors and their employees shared siding inductions completed.• Conduct pre-season school safety initiatives. (Kid's Off Trains)• Monitor and manage harvesting contractors use of "H" boards for locomotive identification and communication.
Operations	<ul style="list-style-type: none">• Assist with the harvest management and transport of the crop complying with the obligations set down under the Cane Supply Agreement with grower customers.• Assist with the development and management of transport systems that deliver the crop to meet factory crushing requirements in a timely and cost efficient manner.

Position Description

	<ul style="list-style-type: none"> • Maintain an accurate crop data system using GIS (FarmMap) and IMS software to determine crop area and grower productivity. (crop area, crop age, crop varieties, yield results) • Maintain an accurate register of contracted grower suppliers. (ABN, business name, property description, contact details) • Maintain an accurate register of freehold land and property easements governing the Company's railway system. • Maintain a system that monitors the crop harvest progression that is used for harvest equity purposes. • Collect and analyse logistics data.
Controllable Costs	<ul style="list-style-type: none"> • Assist with the provision of crop forecasts and plans to facilitate operational budgets.
Capital Development	<ul style="list-style-type: none"> • Assist with the development and management of projects that meet Company growth objectives. • Source land for cane expansion and assist growers to access unused land for cane production to deliver the required area under cane to meet factory growth targets. • Assist with the development and management of farm yield and profitability improvement strategies.
Grower Relations	<ul style="list-style-type: none"> • Foster and encourage a positive and collaborative working relationship with grower customers and grower representative groups. • Visit each grower at least twice each harvest season and at least once each non-crush period. • Assist growers to manage the harvest and transport of their crop. • Assist growers to access the Company website for their harvest results. • Encourage growers to consider the Cane Officer as the "first point of contact" with South Johnstone Mill.
HR/People	<ul style="list-style-type: none"> • Assist the Cane Supply Team member's adherence to Company policies and procedures and define the standard of behaviour consistent with Company expectations.
Capital Asset Management	<ul style="list-style-type: none"> • Ensure that Company assets are appropriately protected, maintained and replaced as necessary.

SKILL REQUIREMENT

Areas	Elements
Enabling Skills	<ul style="list-style-type: none"> • Keyboard skills • Advanced computer (Microsoft Office) skills • Report writing (intermediate) • Ability to analyse and interpret data sets.



Position Description

Essential Skills	<ul style="list-style-type: none">• Ability to make independent decisions and judgements in keeping with the level of the position, and plan, prioritise, balance and review a variety of projects that must be completed simultaneously and on time.• Advanced conflict resolution, interpersonal and negotiation skills.• Advanced problem solving skills - investigation, analysis and decisive action.
Desirable Skills	<ul style="list-style-type: none">• Ability to use discretion regarding personal and confidential matters.• Ability to communicate and interact well with people of all ages and diverse cultural backgrounds and to maintain a positive and collaborative work environment.• Ability to enlist co-operation• GIS (MapInfo)/logistics software proficient.

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.