



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 Transport Logistics Officer – North Queensland

Applications are invited for the position of Cane Transport Logistics Officer to join the MSF Sugar team located at the Mulgrave Mill which is located at Gordonvale, approximately 20km South of Cairns.

The Cane Transport Logistics 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
- 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 Transport Logistics 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, Caen Supply (Signature) (Date)

POSITION DEMOGRAPHICS

Business Group/Division:	Cane Supply & Transport, South Johnstone & Mulgrave Mills
Reports Directly to:	Cane Logistics Manager, South Johnstone & Mulgrave Mills
Reports Indirectly to:	Cane Supply Manager, South Johnstone & Mulgrave Mills
Subordinates:	Locomotive Crew.
Team Membership:	Cane Supply & Transport, South Johnstone & Mulgrave Mills
Work Site:	Primarily the CS&T Operations Centre, South Johnstone.
Job Status:	Permanent - Wages
Qualifications/Experience:	<ul style="list-style-type: none"> • Exposure to transport logistics (preferably cane railway). • Exposure to logistics rostering. • Exposure to working within and assisting with the management of WH&S systems. • Ability to make independent decisions and judgements in keeping with the level of the position, and plan, prioritise, balance and review projects that must be completed simultaneously and on time.

POSITION PURPOSE

The Cane Logistics Officer – Forms part of the cane supply and transport team and assists with the management of transport department operations.

Responsible for the daily operation of rail traffic through the MSF network.

This involves locomotives and rolling stock to ensure the timely delivery of empty cane bins to harvest machines and full cane bins to the mill to suit factory crushing requirements.

Assist with compliance to the legislative requirements in operating a safety focused, self-regulatory railway transport system. Assist the Cane Logistic Manager in ensuring that the Company fulfils its obligations as required under the Cane Supply Contract with grower customers. Assist in the management of a large seasonal transport (primarily locomotive crew) workforce consistent with Company expectations.

AUTHORITY TO ACT

Budget: Provide assistance to the Cane Logistic Manager with the management of wages expenses, control of overtime & stores requisitions for locomotive operations.

Employee Relations: Assist with the collection and audit of time sheets, assist in disciplinary procedures and assist in employee training.

KEY RELATIONSHIPS

(Internal & External)

Membership and support of the Cane Supply & Transport team to ensure that the overall objective of the business is maintained. Liaise with Locomotive Crews, Cane Officers and Engineering staff to ensure that the activities and objectives of the company are achieved. Additional relationships need to be established with:

- Administration Office / HR and Payroll
- Safety Advisor
- Cane Railway Maintenance
- Contractors – Harvest/Transport/Mill By-products

KEY RESULT AREAS

Areas	Elements
Safety Compliance	<ul style="list-style-type: none">• Assist in the development and management of WH&S systems expected for a safety focussed, self-regulated railway transport system• Must work in compliance with the Safety Responsibilities as outlined in the Company's Workplace Health and Safety Policies and assist with the safety of employees in order to eliminate incidents.• Conduct regular Toolbox Talks as required to ensure that employees comply with the policies and procedures consistent with Company expectations.
Operations	<ul style="list-style-type: none">• Assist in managing transport systems that deliver the crop to meet factory crushing requirements in a timely and cost efficient manner.• Assist in managing shift rosters that provide locomotive crews to meet the requirements of the transport plan.

POSITION DESCRIPTION

Financial	<ul style="list-style-type: none"> • Assist in the management of the operations wages budget.
Growth and Development	<ul style="list-style-type: none"> • Assist in promoting and co-ordinating training and professional development of Locomotive Crews
Grower Relations	<ul style="list-style-type: none"> • Ensure that transport employees observe a philosophy of encouraging a positive and collaborative working relationship with grower customers.
Human Resources	<ul style="list-style-type: none"> • Ensure that transport employees adhere to Company policies and procedures and define the standard of behaviour consistent with Company expectations. • Industrial issues addressed in a timely and constructive manner keeping with the level of the position. • Provide guidance and assist in discipline within the level of the position to change unacceptable behaviour
Capital Asset Management	<ul style="list-style-type: none"> • Ensure that Company assets are appropriately operated.

SKILL REQUIREMENT

Areas	Elements
Enabling Skills	<ul style="list-style-type: none"> • Intermediate computer (Microsoft Office) skills • Report writing (intermediate).
Essential Skills	<ul style="list-style-type: none"> • Ability to assist in managing a large integrated transport operation. (preferably railway orientated) • Skills to lead, direct, manage employees. • 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. • Willingness to learn skills that assist in conflict resolution
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

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.