



FINISHED PRODUCTS ENGINEER
JOB & PERSON SPECIFICATION
APRIL 2018



JOB SPECIFICATION

POSITION : FINISHED PRODUCTS ENGINEER

REPORTS TO : PLANT ENGINEERING MANAGER

1. Job Overview

Position reporting to Plant Engineering Manager responsible for providing efficient asset management solutions for the quality inspection equipment and related support systems to meet the product quality standard required to become a leader in the manufacture of premium beverage containers complying with safety and environmental guidelines.

2. Job Dimensions

Direct Reports – 9 Electrical and Fitter Trades

3. Principal Accountabilities

Specific Workplace Health, Safety & Environment responsibilities in Appendix

Productivity

- Analyse and report Cold End Inspection performance in terms of both bottle quality control and machine uptime.
- Provide feedback to management and staff regarding the performance of the Cold End Inspection area.
- Implement preventative maintenance strategies across all CE inspection equipment.
- Strive for continuous improvement across all equipment, technology and processes operating within CE Inspection.
- Responsible for the management of equipment spares and their associated repair.

Quality

- Ensure quality is of the highest standard with no critical defects to customers.
- Ensure CE inspection machines are operating effectively at all times.
- Ensure inspection machine sampling checks, job change setup procedures and documentation systems are understood and adhered to.

Duties

- Support and develop, when required, strategies aligned with the Orora Engineering department in regards to Planning and Scheduling, Spending Control, Material Management, Contractor Management, Performance Management, Reliability management and Safety.
- Manage personnel (direct reports) working within the Cold End Inspection team.
- Ensure technical assistance is available to the business at all times – day, afternoon, nights and weekend shifts.
- Continually develop technical and leadership skills of direct reports.



- Develop and maintain equipment standards, machine programs and setup parameters including the development of standard data for all jobs.
- Ensure all inspection equipment is operating to the highest possible standards, balancing the competing goals of quality, volume and uptime.
- Plan, coordinate and participate in all Cold End job change requirements and the fine tuning of equipment and processes for hand over to the Shift Manager.
- Ensure daily audits are conducted across each of the Cold End production lines.
- Maintain appropriate levels of equipment spares to ensure minimisation of downtime.
- Lead improvement and growth projects in the Cold End area as Project Manager when required by the business.
- Drive continuous improvement in all aspects of Cold End Inspection.

4. Relationships

Internal

Finished Products Manager Cold End Technicians
Engineering Team QA Quality Auditors
Resort Department Heads

5. Qualifications/Requirements

5.1 Formal Qualifications and Experience

QUALIFICATIONS – Level Required							
Not Required	Trade Certificate	Advanced Certificate	Diploma	Degree	Post Graduate	Masters	Doctorate
			X	X			

Electrical or Electronic Engineering Degree or at least Diploma

5.2 Knowledge/Skills/Abilities/Behaviours

Communications, Networking and IT skills.

Trade electrical and/or mechanical knowledge including detailed understanding of machinery setup and maintenance.

Leadership skills

Strong Time Management Skills

An understanding of the manufacturing process, including bottle forming.

Sound knowledge and understanding of container specifications.

Sound knowledge and understanding of quality and inspection testing requirements and techniques.

An understanding of basic statistical analysis and tools.

Sound computer literacy i.e. spreadsheets, word processing and data entry.



6. Organisational relationships

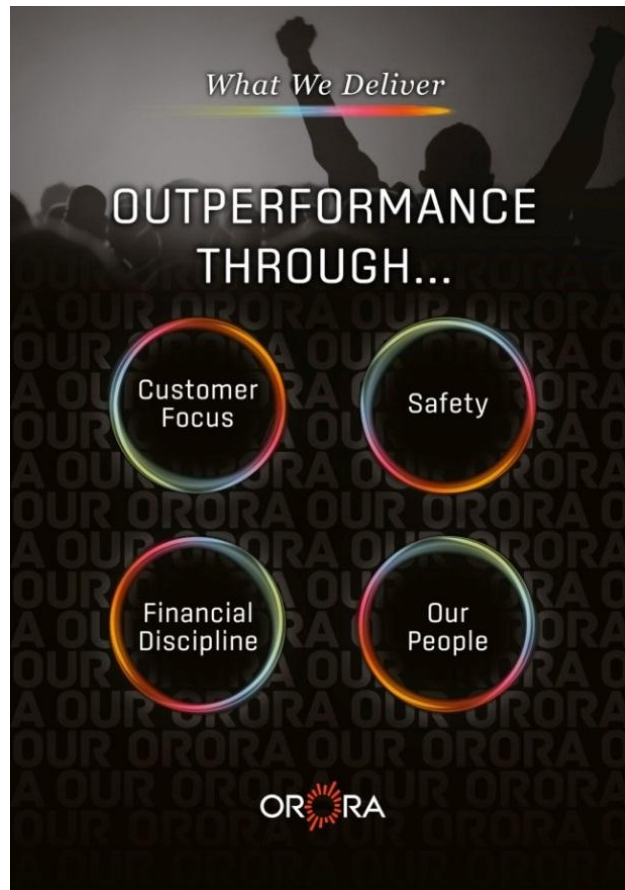
Next Level Supervisor/Manager	<div>Finished Products Engineer</div>				
Immediate Supervisor/Manager	<div>Operations Director</div>				
Other positions reporting to the Supervisor of this position	<div>Engineering Manager</div>				
Other positions reporting to this position	<div>(Title)</div>	<div>General Maintenance Engineer</div>		<div>IS Maint Supervisor</div>	<div>Electrical & Process Control Supervisor</div>
No. of team members under each Direct Report	<div>(Title)</div>	<div>(Title)</div>	<div>(Title)</div>	<div>(Title)</div>	<div>(Title)</div>
Major Areas of responsibility of other positions reporting to this position Report					



Appendix 1

The Orora Way







ORORA LEADERSHIP FRAMEWORK

COMPETENCIES	INDICATE LEVEL REQUIRED FOR THIS ROLE (✓)		
BUSINESS LEADERSHIP	MANDATORY	IMPORTANT	LESS RELEVANT
LEADING SELF			
• Command Skills		x	
• Drive for Results	x		
• Managerial Courage			x
LEADING TEAMS			
• Building Effective Teams	x		
• Influencing Others		x	
• Interpersonal Savvy			x
• Managing Diversity Man		x	
• Motivating Others Moti	x		
• Nose for Talent			x
• Organisational Awareness		x	
• Process Management	x		
LEADING THE BUSINESS			
• Business Acumen		x	
• Creativity		x	
• Customer Focus	x		
• Dealing with Ambiguity			x
• Innovation Management		x	
• Learning on the Fly			x
• Managing Vision & Purpose		x	
• Strategic Agility			x
OPERATIONAL LEADERSHIP	MANDATORY	IMPORTANT	LESS RELEVANT
OPERATIONAL EXECUTION			
• Conflict management		x	
• Delegation	x		
• Developing Direct Reports	x		
• Directing Others		x	
• Functional/Technical Skills	x		
• Managing & Measuring Work		x	
• Organising	x		
• Priority Setting	x		



Appendix 2

Health, Safety, Environment & Quality (HSEQ) Responsibilities & Authority

Group General Managers & General Managers

- A personal and on-going commitment to ZERO Harm (People and Environment)
- A personal and on-going commitment to achieving world class, quality, product safety and customer service
- A personal (and ongoing) awareness of the Health and Safety hazards and Environmental impacts and risks which arise from Orora Limited's undertaking in relation to their area of responsibility.
- OHS, Environment, Quality and Sustainability policies and strategies communicated and deployed within divisions.
- Processes to ensure legal compliance for the area of responsibility.
- Divisional plans implemented in line with the Orora business plan.
- Endorse and support the Risk Management process for Safety, Environment and Quality.
- Understand the business HSEQ Risk Profile and ensure risks are managed adequately
- Ensure HSEQ is an agenda item in all team meetings.
- Ensure HSEQ responsibilities are included in position descriptions and performance reviews.
- Ensure communication with Health and Safety Representatives as part of the management of change activities.
- Ensure appropriate resources for HSEQ are included in budget planning.
- Ensure appropriate budgetary allowance for materials and equipment, as required, to ensure a safe working environment.

The Authority to make decisions and act on any matter of HSEQ management within their area and level of responsibility.

Regional/Site Managers

- A personal and on-going commitment to ZERO Harm (People and Environment)
- A personal and on-going commitment to achieving world class, quality, product safety and customer service
- A personal (and on-going) awareness of the Health and Safety hazards and Environmental impacts and risks which arise from ORORA Limited's undertaking in relation to their area of responsibility.
- OHS, Environment, Quality and Sustainability policies and strategies communicated and deployed within divisions.
- Ensure all team members, contractors and visitors have undertaken departmental HSEQ inductions.
- Ensure the Health, Safety, Environmental and Quality Management System (HSEQMS) is implemented and maintained
- Endorse and support the Risk Management process for Safety, Environment and Quality.
- Understand the business HSEQ Risk Profile and ensure risks are managed adequately
- Standard Operating Procedures (SOP's) to be developed and implemented in accordance with departmental risk profile.
- Ensure safe systems of work (SOP's, JSEA's, risk assessment, workplace inspections etc) are implemented and monitored as per the HSEQ management system.
- Ensure HSEQ is an agenda item in all team meetings.
- Ensure required HSEQ training is undertaken.
- Ensure all hazards/incidents are reported, documented and investigated and corrective actions are addressed.
- Resources are allocated to HSEQ functions in the area of responsibility.
- Support Health and Safety Representatives to manage HSEQ-related functions within their responsibility.
- Consult with team members, contractors and visitors in relation to health, safety, environment and quality matters for their workplace.

The Authority to make decisions and act on any matter of HSEQ management within their area and level of responsibility.

All team members

- A personal and on-going commitment to ZERO Harm (People and Environment)
- A personal and on-going commitment to achieving world class, quality, product safety and customer service
- Take reasonable care for their personal health and safety.
- Take reasonable care for the health and safety of persons who may be affected by their acts or omissions at a workplace.
- Co-operate with employer representatives with respect to any action taken by ORORA to comply with any legislative requirements; and
- Not intentionally or recklessly interfere with or misuse anything provided at the workplace in the interests of HSEQ.
- Inform the company of any medical conditions that may impact on their health and safety.
- Follow all reasonable written and verbal procedures and SOP's, practices and directions.
- Cease work if it is considered unsafe.
- Report any HSEQ issues.
- Report all Health, Safety and Environmental injuries and incidents, including near miss incidents to immediate manager.



HOW TO APPLY

Applications in Word format only should be forwarded to Pratiksha Becker by email 22861@hender.com.au

Telephone enquiries are welcome and may be directed to Pratiksha on (08) 8100 8809 or to Sangeetha Oommen (08) 8100 8890.

Please Note

Your application will be automatically acknowledged by a return email.