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| Position Profile – Mechanical Fitter (Level 2)  | CM: 21/136107 |

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| **Division**  | Operations | **Team**   | Maintenance  |
| **Location**   | Tarong Power Stations | **Reports to**  | Team Leader  |
| **Date Updated** | 13 April 2023  | **Position Number** | 414187, 412562, 412011, 414420,413268, 414414 |
| ***TPS Only*** |  |  |  |
| **Mercer Eval date** | 20 April 2011  | **TPS EA Grade** | 5 |
| **Mercer Evaluation** | C+2=b=B+2+C=1=c= | **TPS Mercer Points** | 149 |

## Position Purpose

Carry out preventative and corrective maintenance to a range of plant equipment, systems and processes to help ensure plant availability and reliability.

## Qualifications

* Trade Certificate – Mechanical Fitter.

**Experience and knowledge**

* Experience in a Power Station environment or post-trade experience in a heavy industry environment.
* Sound computer experience (demonstrated ability to create, update and modify documentation relating to the role).
* Experience in using a computerised maintenance management system (work orders, requisitions etc.).
* Experience in the use of plant isolation systems.
* Safe Work Coordinator (desirable and dependent on business needs).

## Responsibilities and outcomes

* Perform routine and breakdown maintenance on a broad range of plant in accordance with procedures, ensuring all work is completed to appropriate reliability and safety standards.
* Complete all job requirements (i.e. order equipment, test sheets, calibration results, maintenance history).
* Provide input with design and implement modifications to plant and equipment.
* Awareness of costs related to work orders and cost allocation of stock issues and purchase requisitions.
* Provide recommendations for improvements to maintenance procedures, standard jobs, and drawings to conform to quality assurance requirements.
* Provide technical work and safety instructions to other personnel (i.e. new team members, power workers, apprentices etc.).
* Perform the role of Safe Work Coordinator for the Safe Work Authorisation. This includes coordinating tasks and communication to multi-disciplined work parties and multiple work parties to ensure control measures are adequately implemented.
* Utilise and suggest where appropriate, changes to work practices.
* Participate in training and development identified for the role (i.e. Safe Work Coordinator, Corporation’s Policy and Procedure).

## Health and safety accountabilities

* Compliance with the Stanwell safe system of work, policies and procedures when conducting workplace activities. Legal requirements regarding health and safety are met.
* Follow reasonable directions and apply processes to ensure the Health and Safety of self, workers and others when conducting activities for Stanwell Corporation, in, on or about the Stanwell workplace areas.
* Ensure work activities are compliant and the potential for any deviation from scope or activity is effectively accessed and communicated.
* Obtain suitable information and familiarisation prior to conducting any task, this includes operating plant or use of chemicals or substances.
* Follow reasonable directions and Stanwell processes and systems to ensure the Safety, Health, Wellbeing and Psychosocial Safety of yourself and others when conducting business activities for Stanwell Corporation.

## Key capabilities

This position is expected to have demonstrated capability in the following areas:

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| ***Achievement*** | Demonstrates a strong focus on high performance standards and personal achievement. Sets self-stretch goals and works persistently to achieve them. Displays high work focus, high levels of energy, and goes above and beyond to exceed expectations. Seeks to advance their career. |
| ***Building Relationships*** | Initiates and maintains collaborative relationships, is socially confident and quick to build rapport and trust with others. Tends to create a positive first impression at all levels, both internal and external to the organisation. |
| ***Customer Focus*** | Motivated by exceeding expectations of internal and external stakeholders, and fulfilling obligations to others. Interacts with customers in a friendly, considerate manner, responding to social cues appropriately. Treats all customers equally. |
| ***Extending Trust*** | Focusses on creating trust and building credibility at a personal level with others. This is achieved through the way they interact with others to inspire trust, giving them confidence in their intentions and those of Stanwell’s. They also in turn trust others, by demonstrating respect, creating transparency, and keeping commitments.  |
| ***Inclusive*** | Creating an environment in which all individuals feel, and are treated, fairly and respectfully, have access to opportunities and can contribute their ideas, perspectives and talents. This encompasses challenging and overcoming one’s unconscious bias (biased towards the world around us and use of stereotypes). |
| ***Inner Drive*** | Self-motivated to work hard and strive to achieve success, with high energy levels and pace of work. Establishes challenging goals and demonstrates passion in pursuing these goals. Doing what it takes to achieve worthwhile goals; making repeated attempts to achieve realistic goals despite barriers/ obstacles. |
| ***Learning Focus*** | Has a growth mindset in being proactive and self-motivated to seek new ideas and different perspectives, to continuously enhance their own knowledge and skills. Ability to learn new concepts and skills quickly and then apply these to their work.  |
| ***Organisation***  | Organised and tends to take a structured approach to tasks/goals. Plans effectively and manages resources and execution appropriately to ensure projects are delivered on time.  |
| ***Stanwell Values*** | Uphold and champion Stanwell’s Values and Code of Conduct (including ethical behaviour, conflict of interest, confidential information, and complying with the law). Ensuring they are at the forefront of decisions and action, providing a safe, respectful and inclusive workplace and coaching and challenging others to demonstrate acceptable behaviours where appropriate. |
| ***Teamwork*** | Work cooperatively, supports and collaborates with team members and across other teams to successfully achieve targets and business outcomes. Appreciates the benefits of diversity and works well with a variety of people.  |

## Decision making

* The incumbents mostly operate autonomously in their day-to-day role, and make decisions within their level of competency. They may receive guidance when learning new items of plant.

## Team Structure

*This position profile reflects a summary the role, it is not intended to be an all-inclusive list of duties and responsibilities. Leaders may direct employees to perform other duties at their discretion.*