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| **1. POSITION DETAILS:** | |
| **Position Title:** | Senior Engineer |
| **Reports to:** | Engineering & Product Manager |
| **Division:** | Operations |
| **Function:** | Engineering |
| **Prepared / Revised on:** | December 2022 |

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| **2. POSITION SUMMARY:** |
| The core purpose of the role is to:   1. Lead design & engineering activities within the business 2. Support our products & engineering team in development of new products 3. Support our onsite teams with lift plans & engineering support 4. Work with QA manager as required to improve, develop and implement engineering-based QA 5. Work with the engineering team to improve engineering process, standards & efficiency.   You will be a self-driven individual who is motivated to make this role a success and in turn reflect FMS Group’s capabilities and values. |

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| **3. POSITION AUTHORITIES:** | | |
| **Number of Staff Supervised:** | **Direct Reports:** | Nil |
| **Total:** | Nil |
|  | **Financial Data:** | As per Authority Matrix |

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| **4. KEY ACCOUNTABILITIES** | |
| **Key Tasks** | **Objectives/Means** |
| **Heath, Safety, Environment & Quality** | * Commit to and lead a safe work environment which is free of incident or injury. * Ensure that inspections/audits are undertaken, and corrective actions developed, agreed, implemented and signed off in accordance with requirements and company standards. * Communicate openly and honestly with team members, FMS and client representatives * Ensure fitness for work * Compliance with legislation, codes of practice, standards * Be familiar and comply with the client site Safety Management System * Actively participate in HSEQ discussions, toolbox and other meetings. * Raise HSEQ issues as soon as practicable, and immediately in the instance of unsafe conditions or incidents * Actively participate in HSEQ induction, training and awareness sessions * Actively participate in risk assessment (eg. JSEA, Take 5/SLAM, etc) * Ensuring compliance with Customer issued Procedures, Work Instructions, Permits, etc * Work safely within team and promote safe behaviours * Work with team teams to develop product/engineering documentation as required by our customers & site personnel |
| **Job Specific** | * Adhere to, consistently behave within and uphold ‘Our Choices’. * Ensure work performed is carried out in accordance with Company & Client standards. * Maintain appropriate documentation, in accordance with Company/Client and legislative requirements e.g. JSEA forms, SLAM, task lists. * Ensure all work is performed safely (including equipment and tools used) in compliance with company/client and legislative requirements. * Provide appropriate controls for material and physical security on site. * Adequate knowledge of system structures and how to troubleshoot systems by utilizing the knowledge of how the system was designed to perform * Excellent communication skills at all levels * Provide direction on company priorities and workloads * Lead the delivery of engineering design works & delegating design works to team members * Lead the delivery engineering certification works within the business * Provide technical advice to ensure our ‘Products’ are compliant against engineering, statutory & mine sites standards/regulations including completion of necessary documentations (risk assessments, SOPs, manual) * Provide technical advice to ensure projects are conducted inline with OEM documentation, engineering principles, Australia Standards, statutory & mine sites standards/regulations including completion of necessary documentations (risk assessments, SOPs, manual) * Completion of audits to ensure engineering is conducted inline with applicable internal & external standards/regulations/policies * Contribute to the delivery of training to internal and external stakeholders, in relation to mechanical engineering * Maintaining & develop engineering standards and compliance with Australian standards (International standards where applicable) including maintaining/developing drawing numbering systems to suit business needs. * Contribute to the delivery of training & understanding of our ‘Products’ to key internal and external stakeholders * Contribute to wining & successfully executing projects * Promote a high level of housekeeping within the business * Provide technically support and mentoring where required * Promote a strong safety culture within the business and ensure all risk assessments are being completed by the crews * Ensure all PPE and uniforms worn correctly & kept to a clean standard. * Required to maintain vehicles, operate in a safe manner at all time & follow Company policy requirements. * Ensure Quality assurance record keeping is maintained * Ensure tasks allocated by Manager are carried out in an efficient and timely manner * Additional works within capability as requested from Management as required. |
| **Teamwork** | * Contribute to a co-operative environment within the team. * Communicate honestly and openly on performance / compliance related issues and expectations; * Develop your skills and knowledge to improve flexibility and coverage within the Company; * Back up and/or offer support where needed from time to time; * Regularly communicate with employees / peers on any Safety matters. |

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| **5. KEY PERFORMANCE INDICATORS** | |
| **KEY TASKS** | **KEY PERFORMANCE INDICATORS** |
| Safety | Incident reporting to company < 1 hour from time of incident |
| Safety | 100% attendance for all HSEQ discussions – such as Toolbox Talks |
| Safety | Arrive ‘Fit For Work’ at commencement of each shift |
| Training | 100% attendance & successful completion of training required for position as requested by Client or Company |
| Quality | Ensure that any customer concern is reported to Manager within 1 hour of receipt |
| Quality | Ensure 100% of data / records are saved within business software solutions |
| Environment | Environmental incidents are reported within 1/2 hour of event |
| Environment | 100% understanding of waste streams and segregation within the facility |
| Engineering | Deliver works within agreed deadlines & in line with Australian Standards |

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| **6. OUR CHOICES** | |
| **First in Safety** | We choose to be safe in everything we do. |
| **Mates in the Workplace** | Everything we do, we do together, we look out for each other |
| **Supporting Work/Life Balance** | We put our best foot forward at work, to enjoy our family, friends, and the community in which we live & support |
| **Group Success is Built on Employee Commitment** | We take ownership of our work and quality and strive for excellence |

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| **7. COMMUNICATIONS & WORKING RELATIONSHIPS:** |
| **Internal:**   * Directors and Division Managers * Team Members   **External:**   * Clients * Contractors & Service Providers * Statutory authorities * Site Supervisors * Planners |

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| **8. TRAINING & EXPERIENCE REQUIREMENTS** | |
| **QUALIFICATIONS** | |
| **Essential**:   * Bachelor’s Degree in Mechanical Engineering * REPQ certified * C Drivers Licence | **Desired**:   * Engineering design Principles |
| **EXPERIENCE** | |
| **Essential**:   * Strong Safety Focus * Minimum of 5 years REPQ experience * Strong work ethic * Strong Computer skills | **Desired**:   * Ability to work in a team with varying levels of supervision |

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| **9. COMPETENCIES:** | | | | | |
| **Behavioral Competencies** | **1.    Developing** | **2. Demonstrates** | **3. Coaches** | **4.             4. Leads** | **5.    Expert** |
| Reliability |  |  | ✓ |  |  |
| Delegating |  |  | ✓ |  |  |
| Planning & Organising |  |  | ✓ |  |  |
| Attention to Detail |  |  | ✓ |  |  |
| Flexibility and Adaptability |  |  | ✓ |  |  |
| Collaboration |  |  | ✓ |  |  |