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| **VITACO VISION** |

 **Empowering Healthier Lives**

Together we are building Vitaco into a world class nutrition company, led by ***brands &*** ***products*** that consumers & customers Love!

Innovation and fresh thinking is the lifeblood of our company, supported by the foundations of an efficient and flexible operating environment.

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| **VITACO VALUES** |
| **WE CARE**...... *about* ***ourselves****, our* ***jobs*** *and our* ***customers. Together:**** We own what we do
* We work safely
* We listen and support each other
* We are trustworthy

**WE ACT**…. *with* ***focus****, and with the* ***customer in mind. Together:**** We do it right
* We solve problems
* We create new ideas
* We make a difference (MAD)

**WE SUCCEED**.... *by* ***working hard together*** *and* ***achieving*** *what we set out to do.* ***Together:**** We drive for results
* We stick with it
* We seek to exceed
* We recognize and celebrate our success
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| **PURPOSE OF JOB** |
| To provide engineering support to ensure maintenance of the buildings, plants and services without compromising the health and safety of staff, product safety or operational effectiveness. |
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| **Reports to:** | Engineering Manager |
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| **Direct reports:** | None |
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| **Delegated authority:** | $500 |
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| **Position Band:** | Level 6 |

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| **KEY EXTERNAL RELATIONSHIPS** |
| **Who** | **Description** | **Frequency** |
| Equipment Suppliers  | Liaise with OEM suppliers to gather information  | As required |
| Contractors e.g. electricians, engineering contractors, plumbers, Grounds keeping |  |  |
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| **KEY INTERNAL RELATIONSHIPS** |
| **Who** | **Description** | **Frequency** |
| Engineering Manager | Direct manager – work prioritisation, guidance  | Daily |
| Line Managers and Production managers | Provide information and utilise experience on plant availability | As required |
| Engineering Team  | Collaborate with Engineering team leverage front line experiences on asset lifecycle | Daily |
| Engineering planner | Provide information when requested and provide support to obtain and maintain regulatory compliance | Daily |
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| **ACCOUNTABILITIES** |
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| **‘What’** you are expected to do – the accountabilities detail the outcomes this position is responsible for delivering. |
| **ACCOUNTABILITIES** | **MEASURES** |
| **Speed and Service*** Support the projects members team as an when required
* Development of reliability programme to value add
* Drive the reliability programme including driving the RCPE process and triggers to avoid future failures
* Analyse and interpret equipment and process data and implement reliability strategies accordingly
* Review and update current preventative maintenance plans in include value added tasks
* Conduct FMECA analysis on critical equipment to drive preventative actions
* Creating and monitoring asset lifecycle management plans
 | * RCPE programme is developed and problem elimination strategies have been implemented
* RCPE is effective in eliminating defects
* Plant preventative maintenance plans are robust and can be measure by improved availability. Increased post PM defect detection and correction
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| **Innovation/Renovation*** Using RCM strategies to innovate and eliminate defects
* Review newly installed plant and work with Capital projects to ensure all asset information is accurate
* Build preventative and predictive maintenance regimes for new plant and equipment
* Development of reliabilities and asset care risk management procedures.
* Development of predictive maintenance techniques
 | * All information on new builds is catalogued and uploaded into the CMMS
* Reliability strategies are implement including PM’s, PdM’s and nay CM activities

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| **Cost*** Lower total asset cost through loss elimination
* Engineering spares and inventory aligns with reliability strategies
* Assist to manage contractors / suppliers
 | * Plant uptime is improving.
* Reactive maintenance decreasing
* Less time spent searching for critical spares
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| **Quality*** Drive WO quality and owns WO improvement feedback loop. Plan, do, check, improve
* Improve asset reliability to reduce occurrence of quality defects i.e. foreign matter events
 | * Required documentation eg logs, manuals, certificates up to date and compliant at all times
* SOP’s & policies are adhered to
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| **People*** Coach and train other team members on reliability strategies and
* Provide technical support to other team members
* Provide periodic feedback to team members on plant performance and actions
* An enthusiastic and contributing member of the Engineering team
* Actively engaged in the Engineering MBU process
* Builds relationships with internal and external stakeholders
 | * Reliability meetings are effective and actions owners are held to account
* VIP process
* Team are improving on the reliability journey and their understanding of RE concepts
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| **Vitaco Vision and Values*** Reflect Vitaco’s vision and values in all your day to day activities.
 | * Acts in line with Vitaco’s vision and values and demonstrates these behaviours
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| **Health & Safety*****To support the company’s objectives to create ‘A Safer Place Because of Me’ you will:**** Demonstrate safe working behaviours at all times
* Report all accidents and incidents and assist with identification and reporting of hazards
* Manage and build on safe working practices i.e. Permits
* Asset Risk analysis for H&S and implement asset strategies accordingly
 | * Adhere to hazard controls at all times eg: wearing correct PPE
* Provide feedback to manager and safety committee on effectiveness of hazard controls
* Ensure documentation is complete and provided to Manager or H&S Adviser
* Actively raises H&S issues and actions
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| **Other**Any other tasks that may be reasonably required from time to time. |  |

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| **PERSON SPECIFICATION** |
| **Skills, knowledge, experience and attributes required for the role.** |
| **FORMAL EDUCATION AND TRAINING** |
| **Essential** | **Preferred** |
| Trade Qualification in mechanical or electrical | A Bachelor’s Degree in a mechanical or electrical discipline |
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| **TYPE OF EXPERIENCE AND YEARS** |
| **Essential** | **Years** | **Preferred** | **Years** |
| * Engineering trade qualification or Engineering Degree
* Previous experience in a reliability engineering role
* Experience in asset care
* Extensive knowledge of CMMS
* Good understanding of FMECA or fault tree analysis
* Good practical skills and a common-sense approach
* Experience in Statistical analysis and understanding of MTBF, MTTR
* Interpretation of Engineering standards to improve site compliance
* Interpretation of supplier/contractor reports/information and challenge when required
* Ability to read, understand and generate Engineering drawings
* Ability to work with Multiple discipline engineers
 | **5****5** | * Engineering degree
* Hand on experience in a maintenance engineering environment
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| **COMPETENCIES REQUIRED** |
| **Communication** | Ability to leverage interpersonal skills to develop relationships and rapport with key stakeholders, customers and colleagues |
| Collaborates, influences and works effectively with those outside of functional area. |
| **Problem Solving/Technical Skills** | The ability to visualise, articulate and solve both complex and uncomplicated problems; and make decisions that make sense based on all available information |
| Knowledge of continuous improvement processes and methods that seek to improve performance |
| Assuring that needed resources (eg: manufacturing, distribution, raw materials, finished goods, people etc) will be available at the right time and place to meet business needs. |
| Execute process Engineering calculations where required  |
| Executes effective process, implementing plans and projects to successful conclusion |
| **Financial Acumen** | The ability to apply a broad understanding of financial management principles and other quantitative information to ensure decisions are fiscally responsible |
| Is focussed on the bottom line and takes ownership of financial results, in line of sight |
| **Time Management** | Effectively manages own time and resources to ensure that work is completed efficiently |
| Prioritises and identifies more and less critical activities and tasks; adjust priorities as appropriate |
| Schedules by effectively allocating time to complete work |
| **Contributes to a positive culture** | Demonstrates Vitaco Vision & Values, towards our customer, consumer, our jobs and ourselves |
| Demonstrates respect and care for colleagues; contributes as a team member within and outside functional area |
| **Safer Place Because of Me** | Demonstrates safe working behaviours |
| Understands company safety goals & values |
| Participates in work 'be safe' initiatives |
| Intervenes when sees an unsafe behaviour or attitude  |
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***Manager to complete***

I approve this job description.

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| Name: |  |
| Position: |  |
| Signature: |  | Date: |  |
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***Employee to complete***

I confirm that I have read and understood this job description and agree to the accountabilities and competencies required of this role:

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| Name: |  |
| Signature: |  | Date: |  |
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