

POSITION DESCRIPTION

Position Information

Position Title	Plant Engineer	Business Unit	
Department		Reports to	Area Manager
Purpose of Position	<p>To provide maintenance, operation and process expertise and support to the assigned Plant so that the overall mill business objectives are met. This is achieved through the following:</p> <ul style="list-style-type: none"> Identifying and evaluating medium to long term product quality and process improvement opportunities. Solving process problems including field testing and desk studies. Managing projects – from design to commissioning. Benchmarking Overall Equipment Efficiency (OEE). Facilitating technological and best practise transfers. 		
Number of Direct Reports	N/A	Number of Indirect Reports	N/A
Operating Budget	N/A	# of People in BU	N/A

Values



BUILT ON STRENGTH



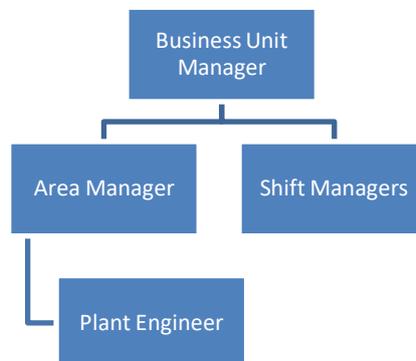
FUTURE FOCUSED



INNOVATION



Structure



Key Accountabilities

<i>Jobholder is accountable for</i>	<i>Job holder is successful when</i>
<p>Operational</p> <ul style="list-style-type: none"> Conduct pre-feasibility studies and provide qualified process and engineering advice to management, which includes planning, scoping and analysing options for both large and small projects. Benchmark Overall Equipment Efficiency (OEE) and prepare solutions to close the performance gaps. Provide coverage for production personnel when required. Ensure effective troubleshooting and resolution of operational issues, driving continuous improvement in 	<ul style="list-style-type: none"> Complete pre-feasibility studies on process improvements for the plant, including analysis of options, scope, and planning. Provide documented analysis and improvements recommendations for management review. Implement agreed OEE improvement solutions and actions to close performance gaps. Lead troubleshooting, process investigation and optimisation of current operations (processes and equipment) in terms of cost, product quality and

<p>cost efficiency, product quality, and environmental performance.</p> <ul style="list-style-type: none"> • Liaise with Engineering and Maintenance providers to ensure effective execution of capital projects and monitor the technical effectiveness of capital expenditure. • Comply with management policies, procedures and processes. 	<p>environmental performance, identifying value creation opportunities.</p> <ul style="list-style-type: none"> ○ Ensure the timely and efficient execution of capital projects in collaboration with Engineering and Maintenance, while monitoring the technical impact of capital expenditures. ○ Meeting all Company business reporting requirements within allocated time frames and to a professional standard of accuracy and quality. ○ Co-ordinate meetings with relevant groups to monitor, review and continually improve planning processes/procedures. ○ Ensuring the efficient administration of operational activities, maintaining effective security systems. ○ Identifying and reporting to the Area Manager any business risk factors and customer sensitive issues. ○ Protect Company assets by pro-active use of Company Risk Control Standards and Technical Guidelines.
<p>People</p> <p>Liaise with and develop technical relationships with external engineering specialists from supplier and consulting firms, and other Pulp mills (where appropriate) – both nationally and internationally.</p>	<ul style="list-style-type: none"> ○ Seek resolutions of complex engineering challenges by implementing and sharing knowledge from external specialists or international pulp mills.
<p>Financial</p> <ul style="list-style-type: none"> • Ensure the Company’s financial policies and procedures are adhered to. 	<ul style="list-style-type: none"> ○ Constructively contribute to the strategic and business planning processes, assisting the Business Area Managers to develop annual business plans. ○ Developing and controlling budgets in collaboration with Area Managers, Operations, Commercial/Financial Advisors, etc.
<p>Safety Accountability</p> <ul style="list-style-type: none"> • All employees are responsible and accountable for looking after their own safety and the safety of those who may be affected by their actions and behaviour. • Set a good example to others and encourage fellow employees to work safely and to follow rules and other requirements. • Ensure the agreed outcomes of the Safety Assessments are adopted within the engineering and asset integrity groups including the planning, scheduling, resourcing, tracking of activities to comply with the commitments made in the site safety case – “no leaks” approach. • Apply the required process safety elements to all aspects of work (design, build, implement etc.) and demonstrate requisite knowledge of process safety, asset integrity requirements, management of change process and lead these processes when required. 	<ul style="list-style-type: none"> ○ Job holder upholds and adheres to the Oji Fibre Solutions Health & Safety Policy. ○ Ensure compliance with the Health & Safety at Work Act and Company H&S policies and procedures by the implementation and support of safe working practices, ensuring all staff, consultants and visitors are trained and aware of the hazards concerned. ○ Process safety and asset integrity actions are implemented, tracked, and aligned with safety case commitments, with no unplanned loss of containment incidents. ○
<p>Safety Management</p>	

Oji Fibre Solutions has implemented a comprehensive safety management system (SMS) to assist in the identification of hazards and provide assurance to key stakeholders that the controls remain effective. The SMS is based on four foundation principles:

- commitment and culture
- understand risk
- manage risk
- learn from experience

There are 14 SMS elements detailing how these foundation principles are to be achieved, as shown in Figure 1. The implementation of these 14 elements, facilitates the growth of a safety culture that produces continuous improvement and operational discipline demonstrating that risk is minimised so far as reasonably practicable.

All employees have a responsibility to manage risk. An employee’s responsibility will vary with their role and is documented in the Safety Responsible, Accountable, Support, Consult and Inform (RASCI) Matrix which is a controlled document.

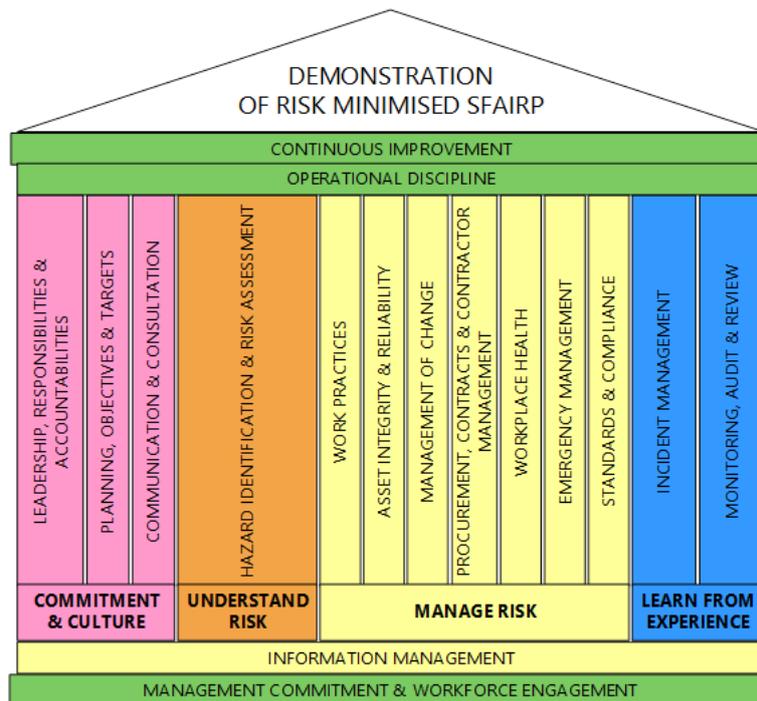


Figure 1. Safety Critical Elements

Any other fair and reasonable task that the Employee is qualified, trained or experienced to undertake. This includes: complying with company policies; following Standard Operating Procedures and processes or other written instructions/files (where they exist); and undertaking training as identified by the company from time to time to support the company’s values and in line with its business practices.

Technical Requirements

<p>Qualifications</p>	<ul style="list-style-type: none"> • Degree in Engineering or Chemistry or equivalent. • Diploma in Pulp and Paper Technology (Desirable).
<p>Experience</p>	<ul style="list-style-type: none"> • Process and operations experience in Pulp & Paper (or equivalent heavy industries). • Systematic Problem solving. • In-depth project management.

Competencies – Individual Contributor Level 2

Core Competencies - Descriptors	Core Competencies - Behaviours
<p>Judgment</p> <p>Effectively examines events, issues, and problems, and generates solution alternatives. Makes timely and sound decisions on everyday issues and problems by applying accurate logic, appropriate knowledge, expertise, and common sense.</p>	<p>Exercise Professional Judgment</p> <ul style="list-style-type: none"> ○ Applies accurate logic and common sense in making decisions and coming to conclusions. ○ Chooses courses of action or makes decisions that are consistent with policies, procedures, and rules. ○ Makes timely decisions on problems/issues requiring immediate attention. ○ Recognizes the implications and risks of actions and decisions.
<p>Focus On Customers</p> <p>Builds and delivers customer-centred solutions that meet as many aspects of desired customer experiences, products, and services as possible. Provides customer-centred solutions that go beyond existing customer requirements. Identifies opportunities that will benefit the customer, create value added services, and works in partnership with the customer to drive the business forward.</p>	<p>Meet Customer Needs</p> <ul style="list-style-type: none"> ○ Accurately identifies customer requirements, expectations, and needs. ○ Addresses customer needs by involving the right people (resources) at the right time. ○ Continually searches for ways to improve customer service and remove barriers to service. ○ Follows up with customers to ensure problems are solved. ○ Seeks feedback from customers to identify improvement opportunities.
<p>Execution</p> <p>Manages work and work performance, holding associates accountable to effectively and efficiently complete work responsibilities. Demonstrates initiative, works to achieve results, meets or exceeds goals, acts on opportunities to create value.</p>	<p>Focus on Execution</p> <ul style="list-style-type: none"> ○ Acquires the authority, support, and information needed to carry out work. ○ Anticipates and works to remove obstacles to achieving quality results in a timely manner. ○ Holds self-accountable for complying with policies, procedures, and work requirements. ○ Prioritizes and balances time, actions, resources, and initiatives to ensure results are achieved.
<p>Results Orientation</p> <p>Demonstrates and fosters a sense of urgency, a "can-do" spirit, a sense of optimism, ownership, and strong commitment to achieving goals and organizational success. Demonstrates a strong sense of ownership and a commitment to achieving meaningful results.</p>	<p>Produce Results</p> <ul style="list-style-type: none"> ○ Demonstrates a strong sense of ownership and a commitment to achieving meaningful results. ○ Initiates timely action to address important issues. ○ Pursues initiatives/efforts to successful completion and closure. ○ Puts in persistent efforts to accomplish desired results.
<p>Effective Communication</p> <p>Prepares and delivers clear, concise, accurate, effective, and persuasive written and verbal materials/messages. Attentively and accurately listens to others. Promotes a free and timely flow of high-quality information between self and others and across the organization; encourages the open expression of ideas and opinions.</p>	<p>Provide Professional Communication</p> <ul style="list-style-type: none"> ○ Communicates information clearly, concisely, and professionally. ○ Listens carefully and attentively to others' opinions and ideas. ○ Prepares and delivers coherent and credible presentations.

	<ul style="list-style-type: none"> ○ Provides timely, relevant information to those who need it. ○ Tailors communication style and content to the audience. ○ Writes reports, documentation, and other written information clearly and thoroughly.
<p>Establishing Trust</p> <p>Gains the confidence and trust of others through principled leadership, sound business ethics, authenticity, and follow-through on commitments. Demonstrates principled leadership and sound business ethics; shows consistency among principles, values, and behaviour; builds trust with others through own authenticity and follow-through on commitments. Establishes open, candid, trusting relationships; treats all individuals fairly and with respect; behaves in accordance with expressed beliefs and commitments; maintains high standards of integrity.</p>	<p>Demonstrate Integrity</p> <ul style="list-style-type: none"> ○ Acts in accordance with stated policies and practices. ○ Does not cover up problems or blame others for mistakes. ○ Does not disclose confidential information. ○ Follows through on commitments. ○ Is honest and direct in dealing with people.

Authority

Decisions:

- Data analysis and interpretation
- Spending within budget allocation
- Problem definition, analysis, and resolution

Recommendations:

- Technology selection process design, and process improvements
- Development and implementation of solutions
- Development and implementation of trial plans
- Cost effective plant and process improvements
- Production volumes

Relationships

Most Frequent Contacts	Nature or Purpose of Contact
Area Manager	<ul style="list-style-type: none"> ● To give reports on processes and plant operation; to define problems; to recommend solutions. <p>To analyse results.</p>
Operations Maintenance Coordinator	<ul style="list-style-type: none"> ● To provide coverage during OMC absences <p>To support maintenance coordination & permitting activities during shuts</p>
Other Plant Engineers	<ul style="list-style-type: none"> ● To liaise with and receive technical advice and assistance to improve performance of Business Unit. <p>To review processes and plant operations.</p>
Technical Team	<ul style="list-style-type: none"> ● To access technical skills and knowledge. <p>Direct assistance may be requested for specific work such as testing, analysis, etc.</p>
Manufacturing Systems Manager	To receive guidance on the implementation of quality procedures.

Functional Support Staff, e.g. Human Resources, Environmental Co-ordinator	To liaise with and receive advice and assistance to improve performance of Business Unit.
Maintenance Manager	To liaise with on implementing process improvements.
External technical organisations, external technical resources, and suppliers	Maintain technical knowledge and expertise, sources of information for improvement projects.
Training Support	Training, development of systems and practices and implementation of plans.
Shift Support Operator	Plant performance and operation, development of SOPs.
Commercial Advisor	Budget setting, TPI's.

Confidentiality

Staff are expected to maintain confidentiality at all times; except in the proper performance of their duties, the employee shall not divulge information concerning the business, affairs, property or other activities of the business

Change to Position Description

From time to time, it may be necessary to consider changes in the position description in response to the changing nature of our work environment– including technological requirements or statutory changes. Such change may be initiated as necessary by the manager of this position. This Position Description should be reviewed as part of the annual performance and development review.

Reviewed

(Employee)	Date	
(Line Manager)	Date	