

POSITION DESCRIPTION

Position Information

Position Title	Automation Engineer
Business Unit	Paper Bag
Reports to	Engineering Manager – Paper Bag
Purpose of Position	The purpose of this role is to provide electrical engineering resource to the Engineering Team. ▪ Implement electrical engineering solutions to improve OEE. ▪ Providing engineering support and knowledge to the maintenance team and support installed equipment. ▪ Identify and implement operational improvement opportunities
Business Unit of HR responsibility	Packaging NZ
# of People in BU	150

Number of Direct Reports	0
Number of Indirect Reports	0
Operating Budget	Annual Maintenance
Sales Revenue	NIL

Key Accountabilities

1. Environment, Health, Safety and Risk

- Actively lead and contribute to a culture of safety first through attending all training, reading and acting on all EHSR communications, following all safety rules and procedures, and identifying/recording all hazards, discomforts, incidences, near misses or potential health and safety risks.
- Supporting colleagues 'do the right thing' in relation to EHSR and raising issues with others as appropriate.
- Adhere to all EHSR policies and procedures
- Adhere to all EHSR legislation and company policies
- Support best practise environmental, health, safety and risk compliance throughout the business
- Support safety initiatives

2. Quality

- Adhere to all Quality and Food Safety policies
- Adhere to company Quality and Food Safety requirements

- Support quality issues including investigations and root causes

3. Operational Performance

- Implement electrical engineering solutions to improve OEE including; improve quality, reduce downtime, improve machine speed and capture machine data.
- Providing engineering support and knowledge to the maintenance team.
- Provide support for the existing electrical engineering equipment used on site. This includes OEM equipment and interfacing with suppliers to provide on-site technical support. Non OEM equipment including PLCs, HMIs, SCADA and MES.
- Support Maintenance Best Practises
- Determine root causes of failures and recommend changes in designs, tolerances, or processing methods in order to avoid reoccurrence.
- Ensure that critical spares are held on site. Those requiring shall be serviced regularly.
- Identify and implement operational improvement opportunities

4. Financial

- Plan and manage costs to budget

Key Performance Indicators

- Machine OEE
- Achieved planned improvements in quality, delivery, productivity, reliability, housekeeping, waste and cost to convert

Preferred Attributes

- Commitment to EHSR excellence
- Self-motivated
- Good organisational and decision-making skills
- Ability to perform well in a cross functional team environment
- Target driven with the desire to constantly review and improve performance
- Ability to work well under pressure
- Being proactive and flexible in approach to job tasks
- Excellent communication skills, written and verbal with a demonstrable focus on customer service
- Having a methodical and analytical approach to problem solving

Technical Requirements

Qualifications	○ Tertiary qualification in Electrical Engineering is essential ○ Bachelor's degree in Electrical Engineering is preferred
Experience	○ Electrical/Automation Engineering experience in a manufacturing environment supporting a range of equipment and machines. ○ Proven track record in resolving engineering problems ○ Proven successful track record of improving manufacturing processes in a modern high-speed manufacturing environment ○ Project management experience ○ PLC Programming experience with the following: Allen Bradley and Omron systems at a minimum ○ Minimum 5 years of experience in an Engineering role ○ A manufacturing background with understanding of health and safety, manufacturing and continuous improvement techniques and performance

Competencies

Judgment 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.	Use Sound Judgment ○ Makes logical, rational, and integrative decisions and arrives at sound conclusions. ○ Chooses the best alternative(s) based on a review of pros, cons, tradeoffs, timing, and probabilities. ○ Evaluates the consequences and implications of alternatives, actions, or decisions. ○ Makes timely decisions, balancing analysis with decisiveness.
Focus On Customers 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.	Satisfy the Customer ○ Identifies and anticipates customer requirements, expectations, and needs. ○ Seeks and integrates customer feedback from a variety of sources to identify improvement opportunities. ○ Ensures follow-up with customers to certify that the resolution of problems maintains customer satisfaction and loyalty. ○ Continually searches for ways to improve customer service, including the removal of barriers and providing solutions.
Execution 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.	Pursue Execution ○ Ensures one acquires the authority, sponsorship, support, and information needed to achieve established or emerging objectives. ○ Prioritizes and balances time, actions, resources, and initiatives to ensure achievement of critical goals. ○ Holds self and team accountable for outcomes (e.g., achieving goals and complying with policies and procedures). ○ Anticipates and addresses obstacles, redirecting efforts to accelerate work or improve quality

Results Orientation 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.	Optimize Results ○ Initiates decisive, timely action to address important issues. ○ Demonstrates a strong sense of ownership and a commitment to achieving meaningful results. ○ Puts in persistent efforts to accomplish desired results. ○ Drives initiatives/efforts to successful completion and closure.
Effective Communication 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.	Tailor Communication ○ Listens actively, reflects, and summarizes others' comments to ensure understanding. ○ Communicates information clearly, concisely, and professionally. ○ Tailors communication style and content to the audience. ○ Writes even technical concepts and information clearly and thoroughly for technical and non-technical audiences. ○ Prepares and delivers coherent, highly credible, and engaging presentations that have impact. ○ Proactively shares timely updates and information with relevant parties.
Establishing Trust 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.	Demonstrate Credibility ○ Follows through on commitments. ○ Is honest and direct in dealing with people. ○ Acts in accordance with stated policies and practices. ○ Protects confidential information.

Authority:

Decisions:

- Repairs and Maintenance cost lines
- Capital installation plans and costs
- Assist with supplier performance and selection

Recommendations:

- Maintain equipment overhauling and timeframes
- Future capital expenditure
- Ensure to stay within budget and production meeting production plan
- Appropriate critical spares held, based on an appropriate engineering review

Relationships:

Most Frequent Contacts	Nature or Purpose of Contact
Maintenance Team	Peers
Manufacturing Manager, Production Managers, Line Leaders and Operators	Core Customer of Maintenance
Engineering Manager	Direct Report
Production Planner	Scheduling time for access to equipment.
EHSR Advisor	Safety Activities and issues