

POSITION DESCRIPTION

Position Information

Position Title	Reliability Engineer
Business Unit	PNZ Central
Reports to	Engineering Manager
Purpose of Position	The purpose of the Reliability Engineer is to identify and manage asset reliability risks that could adversely affect plant or business operations. The Reliability Engineer is to manage risk to support the achievement of Oji's strategic objectives in the areas of health and safety, environmental, asset capability, quality and production.
Business Unit of HR responsibility	Packaging NZ
# of People in BU	Approx. 115
Number of Direct Reports	1
Number of Indirect Reports	0
Operating Budget	R&M and CAPEX

Key Accountabilities

1. Environment, Health, Safety and Risk

To ensure all work is carried out by both OjiFS staff and contractors in a safe and acceptable manner and that known hazards are controlled.

- Ensure all procedures and permits are followed at all times
- Accurate and timely reporting and recording of all injuries, incidents, hazards and other events
- Leadership in upholding team compliance with safety policies and procedures when completing engineering works
- Assist with improved machinery guarding and safety in general
- Support the Engineering Manager with site Hazard Management
- Ensure good housekeeping procedures (Five S)
- Reporting any unsafe conditions to the EHSR Advisor, Engineering Manager and Facility Manager
- Completion of SBO's

2. Plant Reliability

Provides expertise in all predictive and preventative engineering activities

- Participates in the final check out of new installations. This includes factory and site acceptance testing that will assure adherence to functional specifications

- Professionally and systematically defines, designs, develops, monitors and refines an Asset Maintenance Plan that includes:
 - Value-added preventive maintenance tasks
 - Effective utilisation of predictive and other non-destructive testing methodologies designed to identify and isolate inherent reliability problems
- Effectively manages a Risk Management Plan that will anticipate reliability related, and non-reliability-related risks that could adversely impact plant operations.
- Develops engineering solutions to repetitive failures and all other problems that adversely affect plant operations. These problems include capacity, quality, cost or regulatory compliance issues. To fulfil this responsibility the Reliability Engineer applies data analysis techniques that can include:
 - Statistical Process Control
 - Reliability modelling and prediction
 - Fault Tree Analysis
 - Failure Mode Effects Analysis (FMEA)
 - Preliminary Hazard Analysis (PHA)
 - Criticality Analysis (CA)
 - Root-cause and Root-Cause Failure Analysis (RCA, RCFA)
- Works with production to perform analyses of assets including:
 - Asset Utilisation
 - Overall Equipment Effectiveness
 - Remaining useful life
- Provides technical support to production, maintenance management and technical personnel.
- Develops and manages correct measurement techniques in order to track the performance of Oji's assets, these include:
 - Meantime between failures
 - Mean time to repair
 - Total Utilisation
 - Adherence to plan
- Studies successful solutions implemented in other plants/industries, and develops plans to implement these, where applicable, into the PNZ Southern business
- Collaborate with other Packaging NZ Reliability Engineers in order to support a 'best practice' approach to reliability engineering across the group.
- Ensure all engineering documentation including SOP's, preventative, predictive, and standard work documentation are maintained and updated as required.

3. Reliability Planning

- Leading all reliability planning activities ensuring that the issued plan meets all preventative and predictive maintenance requirements, and the appropriate load balancing evaluation has taken place ensuring the plan is achievable.
- Execution of long term planning process, including planning for annual shuts and major shut down work. Ensures delivery to stores team of accurate procurement lists and sources the appropriate labour to complete required work.
- Advance planning of the reliability plan, with a confirmed 7 day look forward and an additional 14 day tentative look forward methodology.
- Ensure correct asset history logs are maintained using the MEX system.
- Consider and apply planning techniques to ensure a continuous focus on reducing environmental impacts, energy consumption and total loss performance.
- Support the development of Autonomous Maintenance Plans through the TPM Program with the production team.
- Support the response to breakdown and corrective work, assisting with obtaining required resources and collaborating with other site/PNZ group managers as required.

- Completing quality audits on the execution of the plan, timeliness and work quality to ensure that all preventative and predictive maintenance requirements are met.
- Organises contractor resources as required in order to meet the demands of executing the reliability plan.
- Complete business cases as appropriate in order to recommend solutions to identified problems, highlighting the root cause of the problem, potential options, cost, and risks.

4. Continuous Improvement

To constantly review processes in order to generate a continuous improvement plan. Continuous improvement plans will be developed in conjunction with the technical department.

- Work with the technical department to troubleshoot new and existing product and process problems involving equipment performance, designs, and processes.
- Work with manufacturing in regard to the design and layout of equipment or workspaces to achieve maximum efficiency (5S).
- Assist to deliver projects (capital and improvement), making detailed plans to accomplish projected timelines and outcomes.
- Review available technologies that could be used to improve plant performance and the safety of OjiFS employees
- Improve communication between engineering and machine operators
- With the support of the technical team, deliver CI projects and initiatives from end to end applying agreed frameworks, tools and methodology as appropriate
- Work within the OjiFS Group guidelines for the completion of Root Cause Analysis for all major loss events related to engineering failures.

5. Leadership and Employee Development

- Evaluate the Engineering teams work quality and approach in regard to reliability and continuous improvement activities, ensuring this continuously meets the required standards.
- Adopt and teach “Reliability” techniques to maintenance and production staff as appropriate
- To ensure timely and accurate delivery of corrective, preventive and predictive maintenance work whilst minimising/optimising use of department overtime and contract labour.
- Support the development of a high performance culture through a coaching and supportive approach

Preferred Attributes

- Commitment to EHSR excellence
- Self-motivated
- Good organisational and decision making skills
- Able to drive and develop individuals within a team
- 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 & presentation skills, written and verbal with a demonstrable focus on customer service
- Having a methodical and analytical approach to problem solving
- Ability to estimate repair timelines and associated costs
- Prepared to be flexible with work hours with the possibility of emergency call outs on occasion

Technical Requirements

Qualifications	○ Tertiary qualification in Engineering is essential (Mechanical or Electrical)
Experience	○ Proven successful track record of managing and improving machinery reliability in a modern high speed manufacturing environment ○ Proven track record in resolving engineering problems ○ Project management experience ○ Experience in pneumatics, hydraulic and electrical systems with a working knowledge of engineering methods ○ Minimum 5 years of experience in an Engineering role

Competencies

Analysis Analyses problems, situations, and circumstances and their impacts on the business. Integrates information, guidelines, requirements from different sources to evaluate alternatives and make effective decisions. Draws accurate, useful conclusions from manufacturing information.	Analyse Issues and Solve Problems ● Analyses, incorporates and applies new information and concepts. ● Makes sound decisions on everyday issues and problems. ● Makes timely decisions on problems/issues requiring immediate attention. ● Recognises symptoms that indicate problems
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.	Seek Customer Satisfaction ● Addresses customer needs by involving the right people (resources) at the right time. ● Follows up with customers to ensure problems are solved. ● Seeks feedback from customers to identify improvement opportunities. ● Tracks performance against customer requirements, using existing tools.
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 organisational success. Demonstrates a strong sense of ownership and a commitment to achieving meaningful results.	Show Initiative ● Does not easily give up in the face of unexpected obstacles. ● Identifies what needs to be done and does it. ● Maintains a consistent, high level of productivity. ● Takes personal responsibility to make decisions and take action.
Engage and Inspire Fosters personal achievement and excellence. Articulates and inspires commitment to a vision and plan of action aligned with organisational mission and goals. Instils and sustains organisation-wide energy and optimism and helps others envision a greater sense of what is possible.	Encourage Commitment ● Acknowledges others' efforts and accomplishments. ● Conveys confidence in others' ability to do their best. ● Demonstrates a "can-do" spirit, a sense of optimism, ownership, and commitment. ● Projects a positive image and serves as a role model for others.

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.	Communicate Effectively • Expresses oneself effectively in one-on-one conversations and small groups. • Listens carefully and attentively to others' opinions and ideas. • Provides clear and detailed information to others. • Shares information and viewpoints openly and directly with others.
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 accord with expressed beliefs and commitments; maintains high standards of integrity.	Demonstrate Credibility • Acts consistently with stated policies and practices. • Does not cover up or blame others for problems or mistakes. • Follows through on commitments. • Protects confidential information. • Treats others fairly and consistently.

Authority

Decisions:

- Stop engineering activity at any health and safety risk
- Repairs and Maintenance cost lines
- Reliability priorities for PNZ Southern
- Assist with supplier performance reviews and selection
- Stop all jobs below quality standard
- Staff/contractor placement based on skills and competency for short term and long term engineering activity

Recommendations:

- Resource requirements
 - Staff recruitment, performance and training/development needs
- Schedule changes
- Questioning of process running conditions
- Communication of issues as appropriate corrective actions or instructions
- Future capital expenditure
- Appropriate critical spares held, based on an appropriate engineering review

Relationships:

Most Frequent Contacts	Nature or Purpose of Contact
Operators	Autonomous Maintenance / TPM Activity Equipment reliability feedback
Corrugating / Converting Process Manager	Continuous improvement activity Equipment reliability feedback Work scheduling Work quality
Manufacturing Manager	Strategic planning Equipment reliability feedback Continuous improvement activity
Technical Manager/team	Test results and compliance Best practice sharing, participation in continuous improvement initiatives Strategic planning
Engineering team	Timeliness and execution of the schedule Information management Coach and mentor relationship
Engineering Manager	Direct Manager Strategic planning Execution of reliability techniques Risk management Continuous improvement activity
Facility Manager	Strategic planning Execution of reliability techniques Risk management Continuous improvement activity