

POSITION DESCRIPTION

POSITION:	Engineer	August 2026
Purpose	Manage plant engineering processes with an emphasis on reliability, efficiency, and waste reduction. Work with staff at all levels ensuring use of machinery in the plant is capable of the needs of the plant's requirements. Cross train engineers and ensure operational efficiencies and limited breakdowns.	
Team	Engineering	
Reporting To	Engineering Manager	
Direct Reports	None	
Our Values	Your conduct and contributions will reflect our values, including: • Challenge the Boundaries: Actively look for better ways of doing things and challenge the status quo to drive improvement. • One Team: Works collaboratively, supports others, and puts team success ahead of individual priorities. • Do What's Right: Acts with integrity and makes decisions that are fair, responsible, and in the best interest of our teams and the business. • Effective Communication: Communicates clearly and openly, ensuring messages are understood and others feel heard. • Superior Quality: Takes pride in delivering high-quality work, getting it right the first time and continuously improving standards.	
Key Working Relationships	Internal: Engineering Team, Delmaine Plant & Warehouse Teams, All Staff at Reliable Way External: Service Providers, Consultants, Safety Providers, Third Party Contract Engineers	
Skills, Knowledge, Experience, and Qualifications	Qualification: • A bachelor's degree in engineering, or a trade qualification or equivalent tertiary education. Demonstrated Experience and Skills Required: • Ability to read, interpret and work from engineering drawings, technical manuals and equipment documentation. • Sound experience working with steam systems, pneumatic systems, and manufacturing and packaging equipment within an industrial environment. • Demonstrated experience in the operation, fault finding and basic programming interaction of Programmable Logic Controllers (PLCs). • Proven machining skills with the ability to manufacture, modify and repair components as required. • Welding experience desirable. • Experience using Computerised Maintenance Management Systems (CMMS), with knowledge of Mex considered advantageous. • Minimum 3-5 years' maintenance experience within a food manufacturing/FMCG production environment. • Strong problem-solving skills with the ability to identify practical and effective solutions to maintenance and operational issues. • Self-motivated and capable of working independently, while also contributing effectively as part of a team. • High level of attention to detail, ensuring work is completed accurately, safely and to a high standard. • Demonstrated commitment to quality, continuous improvement and customer service. • Ability to prioritise workloads, manage competing demands and deliver outcomes in a fast-paced manufacturing environment.	

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Key Responsibilities	• Maintain all plant mechanical components. • Manage engineering requirements for the day shift food production to enable production to meet the production plan. • Work with the production team to trouble shoot and solve problems. • Coach the production team on ways to prevent breakdowns and improve performance and output. • Ensure plant, and processes, follow food safety and health and safety guidelines within the workplace. • Trouble shoot plant break downs and formulate breakdown prevention strategies • Ensure H&S responsibilities are understood by staff and contractors. • Maintain a high level of Good Manufacturing Practice (GMP) and Housekeeping throughout the plant. • Liaise with Production and planning to ensure maintenance is carried out in a timely manner. • Assist Production team with staff plant process training. • Conduct comprehensive shift handovers with engineering and production teams.
Continuous Improvement	• Drive continuous improvement in plant performance, processes, and asset reliability. • Build strong understanding of operations and align engineering solutions to production outcomes. • Identify improvement opportunities and implement practical, fit-for-purpose engineering solutions.
Health, Safety, Environment and Quality (HSEQ) Responsibilities	• Put H&S first and follow all safety protocols to create a safe working environment. • Comply with industry regulations, company policies, and required standards at all times. • Understand and support Delmaine's HSEQ standards, behaviours, and performance expectations. • Actively contribute to a safety-first culture and continuous HSEQ improvement. • Take responsibility for safe behaviour and meet all duty of care obligations. • Identify and manage risks through established processes and controls. • Maintain the skills and training needed to perform the role safely and effectively. • Actively participate in hazard identification and risk management as it pertains to this role.
General Responsibilities	• Act in line with Delmaine's vision, values, and culture in all decisions and behaviours. • Support your team to meet business needs and deliver results. • Plan and use resources responsibly to support operational efficiencies. • Deliver a high standard of service to internal and external customers. • Meet all legal and statutory requirements. • Take ownership of tasks and responsibilities to contribute to achieving business outcomes.

I acknowledge that I have read, understand, and accept this position description.

Name: _____

Signature: _____

Date: _____