

POSITION DESCRIPTION

Fitter-Machinist	
Department	Operations
Location	Exeter, Tasmania
Classification	C6
Employment Status	Full-time
Direct Reports	Nil
Immediate Manager	Supervisor, Fitting & Machining
Manager One Removed	Workshop Manager

ABOUT US

At Tamar Hydro Pty Ltd (TH), we enable communities to use water to generate or support and commercialise other fundamental resources, putting the power back into their hands. We are the largest designers and manufacturers of bespoke hydroelectric stations and turbines, delivering sustainable solutions across Australia and the Pacific. We make a difference, backed by research and scientific results.

We believe in having a 'can-do' attitude and our culture is to work collaboratively, to achieve success together, and enjoy the work that we do.

Our purpose

We create and develop integrated sustainable solutions.

Our core beliefs

- We believe in making a positive difference to people's lives.
- Our people are family, being passionate about everything we do is the cornerstone of our culture.
- Enabling customer's success enables our success – they are the core focus on everything we do.
- Our people are our most valued asset, they are the heart and soul of our business – everyone has a voice. We believe if we treat people like they make a difference, they will.
- Through utilisation of technology and engineering excellence, we deliver innovative solutions.
- Strong leadership provides us with a vision to succeed.

POSITION OBJECTIVE

The Fitter-Machinist is a skilled tradesman, who is responsible in the fabrication and assembly of mechanical components, as well as operating and maintaining various types of machining equipment. The Fitter-Machinist collaborates with Engineers and Draughtsperson to create efficient accurate designs that meet standards, deadlines, and budget requirements.

KEY DUTIES

- Assemble mechanical components and systems according to engineering drawings, specifications, and instructions.
- Complete generalised to specialised mechanical engineering, including but not limited to, fitting fabricated parts to products, hydro-turbines, and other specialised products, cutting material to measurements, complete measurements, and mathematical tasks.
- Operate a wide range of machining equipment, such as lathes, milling machines, grinders, drill presses, and CNC (Computer Numerical Control) machines, to shape, cut, and finish metal and other materials to the required dimensions and tolerances.
- Perform routine maintenance tasks, such as cleaning, lubricating, and replacing worn-out components.
- When equipment malfunctions occur, assist with troubleshooting and diagnosis and performing repairs.
- Complete and maintain detailed records of work.
- Build and maintain professional relationships with customers and suppliers.
- Assist the Supervisor, Fitting & Machining with coaching apprentices, new hires, and work placement students.
- Interact with customers as per the Customer Service Policy, providing information or answering enquiries.
- Carry out isolations/de-isolations as required under the installations 'Permit to Work System' prior to performing any work.
- Work alongside other tradesman, apprentices, contractors and trade assistants with installation and site-work tasks.
- Undertake tasks in accordance with policies and procedures, including standard operating procedures, safe work practices, and directions by the Supervisor.
- Operate machinery, equipment, vehicles, hand, and powered tools, aligned with the instructions by the Supervisor or as required by any relevant licences held.
- Be respectful to all colleagues, being inclusive of diversity and individuality, allowing equal voice in a safe, open, and collaborative environment.
- Attend and participate in toolbox meetings, safety meetings, pre-start meetings, departmental, project, client or company meetings when required.
- Travel intrastate and interstate when required for work purposes.
- Demonstrate a commitment to Tamar Hydro's purpose, core beliefs and policies and procedures through appropriate performance, attitude and behaviours aligned with the Company's uPAT framework, and the Integrated Management System (IMS).
- Maintain a professional image when working or representing Tamar Hydro in the office, on site and in the public.
- Be open and engaged to receiving and providing constructive feedback.

- Maintain confidentiality of information relevant to the scope of the role.
- Participate in scheduled training and personal development training programs.
- Completion of any other reasonable task requested by the Supervisor, Fitting & Machining or other management, with reference to the scope of the role.

HEALTH & SAFETY

- Contribute to maintaining a safe environment, by taking personal responsibility for protecting the health, safety and wellbeing of themselves and colleagues, (including psychological) and following all reasonable work instructions.
- Notify and report to management on any accidents, near misses or hazards using the correct methods.
- Adhere to and perform tasks whilst wearing appropriate PPE as trained and instructed, in accordance with Safe Work Practices and PPE signage.
- Handle chemicals or materials, in accordance with Material Safety Data Sheets, including wearing or using all PPE requirements, when using or storing chemicals and materials.
- Be familiar with the location and general content of emergency procedures and undertake workplace health and safety training.
- Provide all relevant information regarding any medical conditions that may reasonably impact on the ability to undertake the inherent requirements of the role.

QUALITY & ENVIRONMENT

- Maintain an organised, clean, and safe work environment.
- Assisting to safeguard operations of equipment by completing preventive maintaining requirements, and calling for repairs, if required and trained to do so.
- Assist with issuing and updating the Integrated Management System (IMS) folders, and superseded documents have been removed from the site.
- Carry out tasks with the aim of minimising errors, waste, and time.
- Ensure that information provide is accurate and true within the scope and capabilities of the role.
- Adhere to environmental and quality policies and procedures at stated in the IMS and legislation.
- Be actively aware that your actions do not negatively affect the environment around you.
- Collaborate with internal stakeholders, to implement, manage and adhere to the 5S methodology (Sort, Set in Order, Shine, Standardise, Sustain).

SELECTION CRITERIA

Essential Requirements

- Certificate III in Mechanical Engineering or Metal Fabrication.
- At least four years' experience in machining, post apprenticeship within the manufacturing industry.
- Proficient in operating a variety of machining equipment, such as lathes, milling machines and grinders.
- Excellent attention to detail and commitment to producing high-quality work.
- In-depth knowledge of engineering drawings, specifications, and the ability to interpret technical drawings.
- Licences / Registrations

- Tasmanian Drivers Licence – C Class or Higher
- White Card
- Suitable level of fitness to perform the inherent duties of the position.
- Able to operate safely and effectively in a team environment.

Desirable and Other Requirements

- Previous experience in manufacturing hydro-turbines, including assembly, machining, interpreting engineering drawings, and quality control.
- Previous experience working on hydro power stations.
- Hold the relevant licences or certificates, or willingness to obtain such licences and certificates such as:
 - High Risk Work Licence with Forklift Truck (LF), Elevated Work Platforms (WP), Dogging (DG), Rigging (RB), Basic Scaffolding (SB), Bridge and Gantry Crane (C)
 - Working Safely at Heights
 - Confined Space Enter and Work
 - Provide First Aid & CPR

KEY WORKING RELATIONSHIPS

Internal		External	
Board of Directors		Clients and partners	X
Office of the CEO	X	Product suppliers	X
Finance	X	Contractors	X
People & Culture	X	Governmental and legislative authorities	X
Major Projects	X	Work site personnel	X
Tamar Engineering	X	Training organisations	X
Engineering & Design	X	Local community	X
Harvest Water	X	External consultants	
Electropulse Projects	X	External advisors	

WORKING CONDITIONS & PHYSICAL REQUIREMENTS

This role will include work in the workshop based in Exeter, but also site-work and will involve significant driving in varied conditions, so the ability to drive in variable conditions will be required. Maintenance of a valid driver's licence is required for this role.

This role will involve significant physical activities. Duties may include, but are not limited to; lifting and carrying loads in accordance with manual handling practices, standing for periods at a time, operate machinery or equipment that is loud, vibrates or moves, climbing ladders, bend and work with back hunched for periods at a time, work in confined spaces or at heights, performing tasks in environments that can be hot or cold, in either an indoor or outdoor setting.

This role requires the employee to undertake and pass a pre-employment medical assessment and undertake bi-annually audiometric testing.

This role may involve travel interstate, or intrastate via car, airplane, or boat and occasional out of hours work.

PERFORMANCE CRITERIA

- Adheres to all workplace and safety laws, regulations, standards, and practices.
- Builds and maintains customer satisfaction with the products and services offered.
- Builds constructive working relationships by characterising a high level of acceptance, cooperation, accepting of diversity and by mutual respect.
- Contributes ideas and initiates new ways of working, by providing recommendations and advice.
- Is focused on results and desired outcomes and can make timely decisions, taking into account facts, goals, constraints, and risks, to achieve goals.
- Takes personal responsibility and commitment for quality of work, reliability, learning, self-improvement, and safety.