

POSITION DESCRIPTION

Position Title:	Plant Operator		Level 2
Division:	Softwood Plantation	Region/Business Unit:	Bombala Region
Location:	Various	Reports to:	Roading Supervisor

Forestry Corporation of New South Wales (FCNSW) believes that each employee makes a significant contribution to our success. That contribution should not be limited by the assigned responsibilities. Therefore, this position description is designed to outline the primary duties and outcomes, qualifications and job scope, but not limit the incumbent nor FCNSW to just the work identified. It is our expectation that each employee will offer their services wherever necessary to ensure the success of FCNSW.

Purpose

The purpose of this position is to effectively operate a range of plant and medium/heavy vehicles under general direction on a wide range of forestry operations (forest road construction and maintenance, plantation establishment and fire control), ensuring the plant and medium/vehicles are operated in a safe, effective manner in compliance with environmental and safety standards.

Key Areas of Responsibility

Road & Trail Construction and Maintenance, and Site Cultivation	<ul style="list-style-type: none"> • Undertake a day-to-day program of forest road works including road maintenance, upgrade and construction. Work tasks include manual labour and plant and medium/heavy vehicle operation (including the need for a Heavy Combination - HC license to shift heavy plant with a tri-axle plant trailer). • Operate a range of plant (including grader, dozer, loader, roller and excavator) and medium/heavy vehicles (medium rigid/combo tipper trucks and heavy rigid/combo tipper trucks) in a safe and effective manner ensuring compliance with environmental standards. • Undertake daily maintenance and optimise utilisation of the plant to gain maximum efficiency and guard against breakdowns. • Complete administrative tasks such as a pre-start plant checks, running returns, Logbook Me, timesheets and productivity reports on time and to prescribed standards. • Undertake maintenance of signs, pipes drainage etc to ensure compliance with appropriate standards.
Regional Activities	<ul style="list-style-type: none"> • Participate in fire management and suppression as and when directed to contribute to the protection of Forestry Corporation assets and resources. • Participate actively in staff development, training, dialogue with other functional groups, and generally as part of the Regional team. • Assist with other duties to meet regional objectives

Corporate Responsibilities	<ul style="list-style-type: none"> • Agree upon and achieve personal annual performance goals and participate constructively in processes to review and improve personal effectiveness. • Work with others in a manner that at all times is consistent with FCNSW's Values & Behaviours Framework. • Ensure personal compliance, and compliance of others for whom you might be responsible, with the corporation's Code of Conduct, policies, procedures and legislation including but not limited to those related to health, safety and the environment. • Accurately record work times and leave requests. • Ensure all FCNSW mandatory training and required technical training (e.g. certificates, qualifications, tickets etc) is completed in a timely manner.
Supervisory Responsibilities <i>(if applicable to your role)</i>	<p>For your direct report/s:</p> <ul style="list-style-type: none"> • Agree upon and document personal annual performance goals. • and provide ongoing feedback to improve personal and team effectiveness. • Monitor all leave requests to ensure that leave is accurately recorded and managed in accordance with the Enterprise Agreement. • Ensure all FCNSW mandatory training and required technical training (e.g. certificates, qualifications, tickets etc) is completed and documented in a timely manner. • Validate and approve timesheets to ensure accurate time and leave recording. • Escalate issues and concerns as appropriate.
Chain of Responsibility (CoR) <i>(general responsibilities)</i>	<ul style="list-style-type: none"> • Comply with Forestry Corporation HVNL (CoR) policy and related procedures at all times in the performance of any tasks related to Forestry Corporation's transport activities (speed, fatigue, mass dimension and loading plus vehicle standards). • Ensure personal 'fitness for duty' and not performing or allowing others to perform work if impaired. • Apply procedures and controls that ensure Forestry Corporation meets CoR compliance obligations. • Create and maintain CoR related records as required. • Monitor performance of Forestry Corporation's transport activities (where applicable). • Report non-compliances, suspected non-compliances, compliance risks and opportunities for improvement. • Assist with internal and external incident investigations. • Ensure vehicles, plant and equipment are operated safely. • Promote a culture of safety in the performance of Forestry Corporation's transport activities.

Accountabilities

Supervisory	Yes
Financial	Efficient use of FCNSW resources
Key Relationships	Engage with internal and external stakeholders to enhance and promote FCNSW's reputation
Safety	<p>Take reasonable care to not endanger the health, safety and welfare of themselves and others by understanding and complying with all reasonable WHS-related instruction, policies and procedures.</p> <p>Actively participate in consultation, risk management and training programs.</p>

	Report all hazards, incidents and faults as soon as possible as required by the FCNSW Health and Safety Policy
Qualifications & Licenses	Responsible for maintaining current and relevant qualifications and licenses (including drivers license, firefighting accreditation courses, tickets and others) which are pertinent to the role.
FireFighting	Maintain a Moderate level of fitness for firefighting (including medical and task-based assessment), and perform firefighting duties as directed.
Biosecurity	<i>If applicable</i> Developing and implementing plans, schedules, procedures and guidelines, and training that is consistent with the Forest Management Plan and Forest Health and Biosecurity Plan.

Key Challenges

- Effectively balancing the day to day operational demands of the role.
- Timely support and communication to internal and external stakeholders.
- Working alone and/or travelling extensively (mainly driving) and working extended hours.
- Meeting fitness requirements for the job (e.g. ability to walk on uneven terrain for extended periods, working outdoors in a variety of weather conditions).
- Keeping up to date with and applying relevant codes and regulatory requirements. Complying with Safety Management Systems.
- Ability to complete work to a high standard within a given timeline.
- Ability to plan method of work and interaction with other machinery.
- Complying with SPD Forest Management System.
- Solving logistical problems that occur within the scope of the position.
- Working in remote locations under a range of weather conditions.
- Effectively contributing as part of a team to fire management and other Regional activities

Communication

- Liaising with Supervisor and other Roding plant operators for the prioritisation, coordination and completion of road maintenance, construction and other tasks as required.
- Roding Operations Controller / Coordinator and Harvesting & Roding Manager on an as needs basis.
- Ability to communicate effectively with your supervisor, co-workers, contractors and external stakeholders as required.
- Effective use of required technology (e.g. iPad, phone Apps, email and corporate web-based systems).
- Strictly follow FCNSW radio procedures when communicating via radio during operations.

Decision Making Authority & Limit

- Ability to interpret and work in accordance with daily and weekly work plans including maps and forms.
- Recognise and report incidents or non-conformances with plans, procedures or codes.
- Provide input to and comply with mitigating actions for identified non-conformances with operational plan or work instructions.
- Identifies and solves problems in own work area and identifies problems in other work areas where they affect the activities of the position.
- Hazard identification and incident reporting.

Skills and Experience

- Ability to lead and manage a small team.
- Experienced in working safely in a high risk environment.

- Basic computer skills and ability to learn and apply new technologies to your work.
- Knowledge and understanding of forestry management and protection, including weed and pest control, fire management, planning and suppression, and silviculture.
- Relevant tertiary qualifications.
- Sound plant and medium/heavy vehicle operation and maintenance skills.
- Experience in road construction and maintenance techniques, including aspects of quality control.
- Knowledge of current legislation relating to road construction and maintenance.
- Knowledge of technical aspects of road maintenance and construction.
- Good organisational, decision making and problem-solving skills with an ability to work unsupervised for limited periods.
- Ability to undertake fire standby, fire suppression, hazard reduction activities using heavy plant.
- Ability to work from and interpret complex instructions and plans, including ability to read maps, navigate, accurately interpret and record figures and basic field data.
- Willingness to work extended hours.
- Capacity to learn and undertake training in new skills.
- A level of fitness adequate for manual work and firefighting.
- Good communication skills.
- Ability to learn how to use an iPad to undertake tasks such as reporting incidents or hazards, roading requests, read and answer e-mails, use Logbook Me, and such software as and when required.