

## Position Description

Vacancy Title: Plant Technician

Location: Ba - Fiji

Reports To: Engineering & Maintenance Manager (v 1.01)

### Objective

The Plant Technician is responsible to ensure the efficient operation, maintenance, and continuous improvement of all electrical and mechanical equipment within the confectionery, noodles, and snack manufacturing plant. The role is responsible for minimizing downtime, supporting production efficiency, and ensuring compliance with safety and food manufacturing standards. The Position reports to the Engineering Manager, Southern Cross Foods Pte Limited, Ba.

### Outcomes

#### Organisational Stakeholders

##### 1. Maintenance and Repair Ensured

- Timely preventive and corrective maintenance on plant machinery and utilities performed.
- Diagnose and repair of electrical faults including motors, drives, control panels, sensors, and PLC systems.
- Mechanical components such as gearboxes, conveyors, bearings, compressors, pneumatic systems, and processing equipment maintained.
- Troubleshoot breakdowns promptly to minimize production downtime.
- Routine inspections and servicing of production and packaging lines conducted.

##### 2. Machine Efficiency and Reliability Ensured

- Installation, maintenance and repair of electrical wiring, control circuits, and panels.
- PLC fault-finding and basic programming adjustments (where applicable) performed.
- Safe isolation and lockout/tagout procedures during maintenance ensured.
- Plant lighting, distribution boards, and utility electrical systems maintained.
- Production equipment including mixers, cookers, extruders, conveyors, cutting machines, and packaging systems maintained.
- Alignment, lubrication, calibration, and component replacements carried out on plant equipment and machinery.
- Equipment performance and recommend improvements.
- Continuous Improvement Initiatives supported
  - Identify opportunities to improve plant reliability and efficiency.
  - Assist in installation and commissioning of new machinery.
  - Support implementation of maintenance systems and documentation.

##### 3. Compliance and Safety

- Compliance with GMP, HACCP, food safety, and workplace safety standards ensured.
- Accurate maintenance records and reports maintained,
- Adherence to company policies and engineering standards ensured.
  - All maintenance and repair work conducted in accordance with lockout/tagout (LOTO) procedures to prevent accidental energization.
- Potential hazards identified and unsafe conditions or near-misses reported immediately.
- All personal protective equipment (PPE) is worn and maintained, including safety gloves, goggles, ear protection, and safety shoes.
- Participation in safety drills, toolbox talks, and regular safety training sessions.
- Clean and safe work areas maintained at all times, ensuring no slip, trip, or fall hazards.
  - Tools and work areas are kept clean and safe.
- Ensure safe handling of chemicals, lubricants, and compressed air or gas systems.
- Contribute to environmental sustainability practices by minimizing waste and proper disposal of lubricants, oils, and consumables.
- Support investigations into accidents or incidents, providing accurate technical information and implementing corrective measures.

##### 4. Organisation's image and value standards demonstrated and promoted

- Collaborate with other teams in the organisation for the benefit of the organisation
- Monitor and encourage team members to uphold image and value standards
- Uphold and demonstrate the organisation's image and values

### Responsibilities - Key Competencies

#### Competence

#### Description

#### Customer

Customer Commitment      Demonstrate a commitment to customer service - both internal and external customers.

#### People

Team Orientation      Work in a team towards a common aim.

Facilitation      Assist the progress of work ensuring its timely and effective completion.

| Competence          | Description                                       |
|---------------------|---|
| Problem Solving     | Develop practical solutions to a situation.       |
| <b>Professional</b> |   |
| Technical Strength  | Demonstrate knowledge of a specialist discipline. |

| Operational |  |
|-------------|--|
| Maintenance | Monitor and/or maintain equipment, plant or vehicles in sound operating order. |

## Qualifications

| Qualification     | Discipline   | Notes |
|-------------------|--|-------|
| <b>Preferred</b>  |  |       |
| Trade certificate | Electrical/Electronics/Communications, Engineering, General Mechanical and Fabrication |       |
| <b>Desirable</b>  |  |       |
| Diploma           | Electrical/Electronics/Communications, Engineering, General Mechanical and Fabrication |       |

## Work Knowledge and Experience

- Minimum 3–5 years' experience in a manufacturing or food processing environment in similar role.
- Experience working with automated production and packaging machinery.
- Strong troubleshooting and problem-solving skills.
- Knowledge of food safety and hygiene standards (GMP/HACCP) is an advantage.
- Ability to work shifts and respond to breakdowns when required.
- Team player with strong work ethic and attention to detail.
- Strong knowledge of electrical systems, motors, VFDs, PLC troubleshooting, and mechanical maintenance.
- Ability to read electrical and mechanical drawings.

## Requirements

### Other Required Requirements

No other required items found.

## Interactions

| Type            | Interaction            | Comments |
|-----------------|------------------------|----------|
| <b>Internal</b> |                        |          |
|                 | Engineering Team       |          |
|                 | Production Team        |          |
|                 | Quality Assurance Team |          |
| <b>External</b> |                        |          |
|                 | Suppliers              |          |

## Attributes

### Behavioural Styles

- Achiever Puts in effort to achieve a desired result or goal and is motivated by this end and the overall accomplishment.
- Experimenter Tries out new procedures, ideas or activities.
- Innovative Devises new and creative ways to do things comes up with original ideas.
- Reliable Is able to be trusted to do what is expected or has been promised, puts in a great amount of effort believing in the value of work.

### Interpersonal Styles

- Perceptive Shows keen insight and understanding of issues or situations.
- Team Oriented Enjoys being with others as part of a group or team.

### Thinking Styles

- Analytic Able to separate things into their constituent elements in order to study or examine them, draw conclusions, or solve problems.
- Initiative Takes action and makes decisions without the help or advice of other people.

Intuitive      Makes mental leaps without going through a rational thought process. Apparent ability to acquire knowledge without a clear inference or the use of reason.

## How To Apply

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### Contact for Enquiries

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Further Contact Information:--

**Closing Date: 27 Feb 2026**