



Position Description

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| Position Title: | Engineering and Reliability Manager | BU | Vertical Farming |
| Classification | Manager | Approved By | State Manager SA |
| Department: | Engineering and Reliability | Date Approved | December 2025 |
| Reporting To: | State Manager | Review Date | December 2026 |
| Location: | Monarto | Version # | V3.0 |
| Deputy Position | All Deputy positions for site are designated within the QA Organisational Chart. Refer to the QA Organisational Chart to determine if a Deputy position is applicable to this role | | |

1. Basic Purpose of Position:

The Engineer and Reliability Manager is responsible for ensuring the safe, efficient, and sustainable operation of all facility assets by leading engineering, reliability, and maintenance strategies. This role provides technical leadership, drives continuous improvement, and implements systems that enhance equipment performance, reduce downtime, and extend asset life. Through proactive planning, data-driven decision-making, and cross-departmental collaboration, the Engineer and Reliability Manager supports operational excellence and ensures that facilities and infrastructure consistently meet business, safety, and compliance requirements.

2. Key Accountabilities and Responsibilities:

| Senior Leadership Team - Mission Statement and Key Themes |
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| <ul style="list-style-type: none">• To meet and or exceed our budgeted targets for both production volumes and sales for the year while maintaining our costs within or below the budget expectations• Improve the accountability and responsibility of all staff on site using clear expectations, objectives, and targets• Demonstrate leadership via a determined no nonsense approach that doesn't accept mediocrity• Lift the health and safety expectations on site to become the best unit in the Mushroom Category – Zero Harm approach• Ensure all policies and procedures are adhered to and a consistent approach is taken to all activities• To provide all external stakeholders with the confidence that we are managing this facility to meet accepted industry standards• Training our staff to ensure they are given the best opportunity to provide us with a great result• Work as a team to achieve our objectives. Together we can achieve great things• Don't accept the premise "We have always done it this way" – challenge the norm, think outside the square and encourage your teams to think this way |

| Accountability and Expected Result: |
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| <p>Asset Management & Reliability Strategy</p> <ul style="list-style-type: none">• Develop and implement asset management and reliability strategies to improve equipment performance and reduce unplanned downtime.• Lead root cause analysis and failure mode investigations, ensuring corrective and preventive actions are embedded.• Establish reliability KPIs and monitor performance against targets.• Manage the sourcing and introduction of new machinery, plant, and equipment, including managing suppliers and installing the equipment. <p>Engineering Leadership & Technical Oversight</p> <ul style="list-style-type: none">• Provide engineering expertise across mechanical, electrical, and systems disciplines. |

- Ensure engineering standards, specifications, and documentation are current and aligned with industry best practice.
- Support design reviews and technical assessments for new equipment and modifications.

Maintenance Planning & Execution

- Oversee the development and scheduling of preventative and predictive maintenance plans.
- Ensure maintenance work is executed safely, effectively, and in line with operational priorities.
- Champion digital maintenance tools and ensure accuracy of asset data.
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Facilities Management & Infrastructure Support

- Manage the upkeep, compliance, and reliability of facility infrastructure, utilities, and services.
- Ensure facilities meet environmental, safety, and operational requirements.
- Coordinate response to building and infrastructure issues, minimising disruption to site operations.

Continuous Improvement & Optimisation

- Identify opportunities to enhance asset reliability, maintenance efficiency, and operational performance.
- Lead improvement initiatives using lean, or reliability engineering methodologies.
- Promote a culture of continuous improvement across maintenance and engineering teams.

Compliance, Safety & Risk Management

- Ensure all engineering and maintenance activities comply with statutory, regulatory, and organisational safety standards.
- Maintain and manage risk registers, engineering controls, and asset integrity programs.
- Assist with safety investigations, audits, and incident investigations relating to equipment and facilities.
- Ensure Compliance with company HACCP/food safety program, with particular emphasis on the established Company Hygiene and quality standards.
- Ensure record keeping and all documents are in place in accordance with internal and external regulatory requirements.

Budgeting & Cost Control

- Develop high level strategy for budget management, rostering and resourcing, inventory management, projects, continuous improvement, environmental and safety.
- Monitor expenditure and ensure cost-effective procurement of materials, services, and equipment.
- Evaluate maintenance and reliability investments to optimise lifecycle costs.
- Overarching Management of CAPEX projects and site Maintenance budgetary control.
- Aid the budgeting process by assessing current and future condition of assets, providing recommendations, costings, and scheduling of future works.

Contractor & Vendor Management

- Oversee contractor performance, ensuring compliance with safety and quality standards.
- Manage vendor relationships and negotiate service agreements to support operational reliability.
- Ensure external services are coordinated effectively with operational requirements.

Team Leadership & Capability Development

- Lead, mentor, and develop maintenance, engineering, and facilities staff.
- Set performance objectives and ensure capability development through coaching and training.
- Foster a collaborative, high-performance culture, centred on safety and reliability.
- Ensure all maintenance personnel understand their specific roles and are trained adequately.
- Ensure all company policies and procedures are implemented and maintained on a daily basis

Project Management & Capital Works

- Plan and deliver engineering and capital projects, ensuring scope, budget, and schedule objectives are met.
- Prepare business cases for capital improvements and reliability upgrades.
- Coordinate commissioning, handover, and documentation for new or upgraded assets.

- Manage, on a day-to-day basis, capital projects as directed, specialist advisors and other functions that may be assigned in relation to improvements and expansion.

Performance Monitoring & Reporting

- Track key reliability, maintenance, and engineering metrics and report trends to leadership.
- Use data analytics and condition monitoring to drive informed decision-making.
- Ensure accurate, timely documentation of maintenance and engineering activities.
- Measure and report OEE of fixed plant.
- Oversee SWP's and hazard reporting

Sustainability & Energy Management

- Support initiatives to improve energy efficiency, reduce waste, and enhance environmental performance.
- Ensure assets and facilities operate in line with sustainability goals and environmental obligations.

Stakeholder Engagement & Communication

- Develop and maintain strong working relationships with internal and external stakeholders by managing expectations and providing subject matter expertise.
- Collaborate with operational and support service teams to align engineering and maintenance priorities.
- Maintain strong relationships across the site to support efficient problem-solving.
- Communicate asset health, risks, and priorities clearly to leadership and stakeholders.
- Engage in effective supplier and contract management process'
- Collaborate with department leads on continuous improvement and Capex activities.

Lifecycle Management & Asset Integrity

- Manage equipment lifecycle from acquisition through disposal, ensuring optimal asset utilisation.
- Ensure asset integrity programs are in place to monitor condition and extend service life.
- Support the development of long-term asset renewal plans.
- Manage the process for disposal of obsolete machinery, plant, and equipment.

General Responsibilities

- Participate in learning and development initiatives
- Participate in the fostering of an environment that complies with Company policies
- Support Costa values and principles
- Other duties as directed within the scope of the role

3. WHS&E Responsibilities:

- Support employees and managers to achieve best practice Safety, Health and Environment by implementing the safety management system and processes with the Maintenance team
- Take reasonable care of his/her own health and safety and for the safety of others who may be affected by his/her acts or omissions at work.
- Be familiar with, understand and adhere to Company OHS&W policies and procedures in line with the standards of Costa Group and the requirements of the OH&S Act
- Work in accordance with the policies and procedures of Costa Group, as amended from time to time
- Obey all reasonable instructions to protect his/her own health and safety, and the health and safety of others
- Correctly use and maintain personal protective equipment provided for health and safety purposes
- Be unaffected by alcohol or drugs
- Report immediately any hazards, incidents or near misses
- Contribute by making positive suggestions on improvements to safe work practices
- Perform only those procedures or tasks for which he/she has received appropriate training and instructions.

- Ensure compliance at all times with Food Safety and Quality requirements throughout employment

4. Key Challenges:

- Hands on Leadership in a production environment maintaining fixed and mobile equipment.
- Oversee Rostering and task allocation of extensive maintenance and installation work.
- Maintaining plant uptime within budgeted expectations.
- Succession planning and resource optimisation.
- Asset optimisation and reliability improvement
- Continuous improvement initiatives

5. Personal Profile:

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| Core Values | <p>In performing the requirements of this position, the incumbent will follow the 'Core Values' which defines the way we work at Costa:</p> <ul style="list-style-type: none"> • Determination – act decisively and with a sense of urgency • Passion – challenge the status quo and act with energy and enthusiasm • Accountability – focus on outcomes and deliver on commitments • Sincerity – act in an open, honest, and responsible manner • Respect – treat others as we expect to be treated ourselves - in attitude, communication, and personal safety |
| Qualifications/Licenses | <p>Qualifications</p> <ul style="list-style-type: none"> • Engineering Degree (Preferred) • Trade Qualifications in Mechanical /or Electrical and wide-ranging experience will be highly regarded • Project Management Qualifications (Prince 2 or similar) • Relevant manufacturing/engineering degree is preferred, or HND, or BTEC qualification or fully indentured apprenticeship with a mechanical/electrical discipline. • Membership of an appropriate professional body such as the Institute of Manufacturing. |
| Work Experience | <p>Technical Competencies</p> <p>Engineering Expertise</p> <ul style="list-style-type: none"> • Degree-qualified engineer (mechanical, electrical, or related discipline) with strong applied technical knowledge. • Competent in engineering design principles, asset lifecycle management, and reliability engineering techniques • Extensive plant level experience, in Engineering and/or Maintenance within a manufacturing environment (preferably in fresh produce/food/FMCG). <p>Reliability & Asset Management</p> <ul style="list-style-type: none"> • Strong understanding of reliability engineering tools, condition monitoring technologies, and predictive maintenance strategies. • Knowledge of ISO 55000/55001 asset management frameworks and their practical application. • Ability to analyse equipment performance data and implement improvements based on evidence and risk. <p>Maintenance Management Systems</p> <ul style="list-style-type: none"> • Proficiency in CMMS systems (e.g., SAP, MEX) for work management, asset data integrity, and maintenance optimisation. • Skilled in setting up and maintaining preventive and predictive maintenance programs. |

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| Work Experience | <p>Facilities & Infrastructure Management</p> <ul style="list-style-type: none"> • Knowledge of building services, utilities, and facility systems, including compliance with Australian standards and local council requirements. • Understanding of energy and sustainability principles relevant to facilities management. <p>Safety, Compliance & Regulatory Competencies</p> <p>Work Health and Safety (WHS)</p> <ul style="list-style-type: none"> • Comprehensive understanding of Australian WHS legislation, regulations, and Codes of Practice. • Capable of implementing safe systems of work, risk assessments, and incident investigations. <p>Regulatory Compliance</p> <ul style="list-style-type: none"> • Knowledge of relevant Australian Standards (AS/NZS), including those related to electrical safety, pressure vessels, lifting equipment, hazardous areas, and structural integrity. • Familiarity with environmental compliance under EPA or state regulations. Good working knowledge of, and ability to interpret applicable industrial instruments and legislation relevant to the position. <p>Contractor & Vendor Safety Management</p> <ul style="list-style-type: none"> • Experience managing contractor onboarding, permits to work, site inductions, and monitoring compliance with WHS requirements. <p>Leadership & People Competencies</p> <p>Team Leadership & Development</p> <ul style="list-style-type: none"> • Ability to lead multidisciplinary maintenance and engineering teams, building capability through coaching, mentoring, and structured development. • Skilled in setting clear expectations, managing performance, and fostering accountability. <p>Change Leadership</p> <ul style="list-style-type: none"> • Experience leading cultural and operational change, including implementing new maintenance or reliability systems. • Ability to influence teams and stakeholders to adopt best-practice asset management approaches. <p>Collaboration & Stakeholder Engagement</p> <ul style="list-style-type: none"> • Strong relationship-building skills with operations, HSE, procurement, finance, and external partners. • Skilled in communicating technical concepts in a clear and accessible way. <p>Operational and Analytical Competencies</p> <p>Problem-Solving & Decision-Making</p> <ul style="list-style-type: none"> • Strong analytical capability applied to complex engineering and equipment issues. • Ability to make sound decisions under pressure, balancing risk, cost, and operational priorities. <p>Continuous Improvement</p> <ul style="list-style-type: none"> • Experience applying lean, Six Sigma, or other continuous improvement methodologies. • Skilled in identifying opportunities to increase asset reliability, reduce waste, and optimise cost. |
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| | <p>Project Management</p> <ul style="list-style-type: none"> Competency in planning, executing, and delivering capital and engineering projects. Understanding of project governance, budgeting, procurement, commissioning, and handover processes. <p>Business & Commercial Competencies</p> <p>Financial Acumen</p> <ul style="list-style-type: none"> Ability to manage maintenance, engineering, and capital budgets effectively. Skilled in developing business cases, evaluating lifecycle costs, and ensuring value for money. Understanding of procurement processes in line with Australian business practices and compliance requirements. <p>Contract & Vendor Management</p> <ul style="list-style-type: none"> Experience negotiating and managing service contracts and ensuring high performance from external providers. |
| Competencies Skills/Knowledge/Abilities | <ul style="list-style-type: none"> Well-developed verbal and written communication skills Understanding of labour costs and production targets Previous experience with Lean, Six Sigma or equivalent continuous improvement methodology Ability to negotiate and influence for effective outcomes Ability to identify and resolve problems effectively and efficiently Ability to communicate with staff at all levels within the company Ability to show initiative Strong attention to detail |
| Personal Attributes/ Behavioural Requirements | <ul style="list-style-type: none"> Proactive & Strategic Mindset - Forward-thinking approach to asset planning, risk management, and long-term reliability. Adaptability & Resilience - Comfortable working in dynamic operational environments with competing priorities. Integrity & Professionalism - Commitment to ethical leadership and management. Results-Oriented - Focused on delivering safe, reliable, and cost-effective operational outcomes. |