Mechanical Maintenance Tradesperson (WAO)
Advanced Tradesperson (Level I)

OVERVIEW
The Mechanical Maintenance Tradesperson is accountable for the maintenance and repair of mechanical plant and equipment in Refining and Mining.

CRITICAL ACHIEVEMENT AREAS
1. Ensures that plant and equipment downtime is minimised by utilising advanced trade knowledge by participating in fault diagnosis and repair of that equipment.
2. Contributes to the optimisation of plant and equipment by participating in quality activities and carrying out necessary modifications to plant and equipment.
3. Contributes to the overall plant maintenance program by participating in the complete range of maintenance planning activities and assisting in the development of maintenance strategies.
4. Contributes to the minimisation of maintenance costs by participating in various team activities and prioritising individual work schedules across the whole range of mechanical maintenance activities.
5. Ensures the integrity of plant and equipment by carrying out all maintenance activities in accordance with Statutory Regulations.
6. Ensures the development of technical skills and knowledge of Apprentices by providing a sound interpretation of the trade whilst ensuring safe working practices.
7. Contributes to the satisfactory introduction of new equipment by participating in the planning, modification, upgrading, installation and commissioning of that equipment.
8. Contributes to the optimisation of the plant maintenance program by participating in various condition monitoring activities.
9. Contributes to the minimisation of maintenance labour costs by carrying out a range of duties across all mechanical trades, including tagging, rigging and dogging duties as required.
10. Contributes to the skills enhancement of other Tradespersons by participating in the development and delivery of training programs to Alcoa maintenance personnel.

BACKGROUND
The Mechanical Maintenance Departments around the Refinery and Mine sites provide the direct maintenance support for all plant and equipment, with the joint objectives of continually improving equipment efficiency and reliability, while maximising equipment availability. The age of the Refinery and the constant demand to increase production continue to produce an environment where maximum benefits from human interaction and high individual skill levels must be achieved at all times.

ORGANISATION CHART
OPERATIONS CENTRE MANAGER
MAINTENANCE SUPERVISOR
MAINTENANCE FOREPERSON
MECHANICAL MAINTENANCE TRADESPERSON
EXPLANATORY STATEMENT

PRINCIPAL EMPHASIS

The Mechanical Maintenance Tradesperson ensures that all plant and equipment is maintained in a manner consistent with its long-term reliability and availability. The incumbent will also repair such critical plant and equipment on a breakdown basis, such that the aim of continuous production is facilitated.

MAJOR TASKS

The major task of the Mechanical Maintenance Tradesperson is to carry out routine, planned maintenance on all mechanical plant and equipment. This involves utilising a broad range of trade knowledge that not only crosses the mechanical trades' boundaries but also extends into areas requiring a level of technical competence beyond the range of a normal Tradesperson. Secondary roles are:

• the immediate requirement of breakdown repairs;
• the provision of advanced technical advice and assistance to engineering and process personnel;

and

• the practical training and development of the mechanical maintenance apprentices and other mechanical maintenance personnel.

FREEDOM TO ACT

The Mechanical Maintenance Tradesperson will work with and take general direction, priorities and resource allocation from their immediate supervision. By the nature of the role, the incumbent will be expected to perform with a relatively high level of autonomy. This role involves contact and interaction with operating and maintenance personnel in all areas of the Refinery and Mine sites, and requires considerable motivation, decision-making and safety consciousness to effectively carry out the work. The direction taken to maintain, repair or replace equipment will, on many occasions, be made without the assistance of area supervision. The incumbent will be expected to initiate and support changes to the area maintenance strategy by utilising quality techniques combined with advanced trade knowledge.

THE PRINCIPAL CHALLENGE

The maintenance of the mechanical plant and equipment at the Alcoa locations is made rigorous by the age of the installations, the increasing variety and complexity of newly-, installed equipment, and the aggressive nature of the chemical environment. The challenge of this job position is to carry out maintenance on such equipment, while ensuring this work is done safely and efficiently, giving due consideration to cost constraints.

EDUCATION, TRAINING AND EXPERIENCE

• Certificate of Secondary Education is desirable.
• Certification in Trade Studies in a relevant mechanical trade.
• A minimum of 240 hours of Recognised Relevant formal Post-Trade Training.
• At least 4 to 5 years of post trade experience in similar industries.
• Formal training in Maintenance Systems, Quality activities and Safety Practices.
• Significant Vendor training on relevant mechanical equipment.