

## Position Description



Division: **Mawsons Concrete Business**

Position: **Concrete Plant Manager**

Based: 10 – 12 Drummond Rd Shepparton 3632. Victoria. Australia.

Responsible To: Operations Manager – Eastern Area

Tenure: This is a full time position.  
This position is subject to a three month probationary period with a review being conducted before employment is confirmed.

Date: June 2010

### **Keys Responsibilities:**

- 1 Strive to achieve Group, Divisional and Individual Objectives.
- 2 Promote and live Mawsons Corporate Mission and Vision; building partnerships and developing a team spirit.
- 3 Follow Mawsons Policies and Procedures (including Delegated Authorities)
- 4 Communicate fully in a timely, frank and effective manner including conversations with people outside your team, site or division (as appropriate)
- 5 Engage and inspire all stakeholders including, fellow employees, customers and suppliers to partner with Mawsons, so as to achieve win-win outcomes.
- 6 Identify and communicate opportunities to grow and improve Mawsons' business.
- 7 Identify, communicate and manage risks.
- 8 Select the right people and progressively develop and empower them.
- 9 Provide informed and balanced input in the management of Mawsons' processes and systems including company Policies and Procedures.
- 10 Plan strategically and co-ordinate the use of resources at your disposal, sharing people and equipment in order to achieve the best outcome for Mawsons.

- 11 Lead, delegate and prioritize so that the time and money you and your teams expend generate the best returns.

**Key Objectives:**

**Maintain a safe and healthy workplace** with a strong safety culture amongst all staff and contractors, no LTI's, rapid returns to work and a pro-active approach to risk management involving all stakeholders.

**Generate positive financial outcomes** by achieving and where-ever possible, bettering budget targets for site, division and group profit, EBIT, debtor days, margins and return on funds. Ensure company assets are respected and business processes are controlled.

**Impact positively on the business** by demonstrating a strong team ethic, being well informed, fair and transparent in decision making, mentoring staff and leading in a way that maximizes synergistic benefits, integrity, loyalty and respect from our customers, fellow employees, local communities and industry peers.

**Satisfy customers**, both internal and external, by listening and responding honestly to their needs and reliably providing products and services to meet agreed expectations and value.

**Innovate** by exploring other ways of doing things, accepting challenges, improving efficiencies and embracing change.

**Protect the environment** by recycling, choosing sustainable inputs and ensuring proper rehabilitation.

**Qualifications & Experience:**

The following would be an advantage:

A background and qualification in the building and construction industry or similar.

Wholesale or retail sales qualification and experience.

Management qualification and experience.

**Other Skills:**

Licence to drive a motor vehicle.

Willingness to work "out of hours" on occasions if required.