



JOB DESCRIPTION

A IDENTIFICATION INFORMATION

- A1 **Job title:** Superintendent – Shift
A2 **Department/Programme:** Sugar Factory
A3 **Section/Project:** Co-generation
A4 **Reports to (position):** Manager - Cogeneration
A5 **Supervises (Name of Positions):** Supervisor – Boiler DCS, Supervisor – Turbine DCS, Supervisor – Boiler Field, Shift Chemist, Overseers – Bagasse Yard.

B JOB DESCRIPTION

B1 Overall purpose of the job.

The purpose of the job is to lead and direct the operations of the COGEN section on shift. The Shift Superintendent will ensure the correct and proper operation of the COGEN plant items before and during start up, during normal and abnormal operations and during shut down. Equipment under the responsibility of the Shift Superintendent include HP boilers and all auxiliary equipment, steam turbines and all auxiliary equipment, bagasse conveyors, compressors, water treatment, ash handling equipment, bagasse handling mobile equipment etc.

The incumbent will also be expected to perform plant optimisation and trouble-shooting tasks during equipment normal operation or malfunction and to carry out required simple maintenance tasks or ensure maintenance has been performed by service departments like mechanical, electrical or instrumentation.

The incumbent is also expected to carry out thorough plant inspections during plant outages, and be responsible for allocated maintenance during crop or off crop.

This will ensure that operations of the COGEN plant are smooth and efficient with a good operational efficiency, thereby achieving the operational and other targets set by management.

Key Responsibilities

- Ensure the safety of the team by ensuring that PPE and other safety equipment is always used and used in a correct manner. Incumbent is responsible for ensuring staff under him are complaint with PPE requirements during work
- Ensure that permits and other safety requirements procedures are always adhered to in order to eliminate accidents. The incumbent is responsible for issuing work permits
- Perform pre-start-up preparations and plant inspections to ensure equipment can be operated and is in a good condition to operate
- Supervise and perform plant start up, plant stabilisation and normal operations of entire COGEN plant on shift following correct start-up and other operational procedures.
- Equipment include, bagasse conveying system, boilers, steam turbines, cooling towers, water treatment etc
- Supervise and perform COGEN plant equipment shutdown in a safe and proper manner in order to avoid damage to the plant whenever required
- Supervise and perform emergency operations when need arises in the proper manner to avoid causing damage to equipment and endangering staff and equipment
- Ensure that all shift operational production targets are met consistently as per management requirements



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- Ensure that malfunctioning equipment is receiving the required attention timely from service maintenance departments including mechanical, electrical and instrumentation.
- Supervise and perform simple operational maintenance tasks on equipment which is within the maintenance capabilities of operational staff, as required during shift or during off crop.
- Proactively identify areas for improvement to ensure that plant operations are optimised in terms of operations efficiency in order to meet management operational targets.
- Manage the performance of team members on shift by performing regular and ongoing plant operational inspections and walkabouts in the area of responsibility to ensure staffs are meeting performance requirements. Adequate corrective action must be taken where performance shortcomings are identified.
- Ensure that staff regularly not meeting required operational standards are identified and training or other intervention is given or requested for in order to raise the standards of operation.
- Ensure that there is adequate coverage in all positions on shift to ensure no interruptions to operations. Incumbent must manage annual and other leave of team members.
- Ensure housekeeping of equipment and stations in the area of responsibility
- Any other task as assigned by Management

C Knowledge, qualifications & Experience

C1.1 Education:

Bachelor's Degree in Mechanical Engineering, Bachelor of Engineering and Manufacturing Engineering or its equivalent from a recognized Institution.

C1.2 Experience, Skills and Competences:

- 5 years hands on experience as Superintendent or equivalent in Boiler COGEN power plant (67bar or higher) operations, preferably in a Sugar Factory.
- 5 years hands on experience in Yokogawa DCS Operations for Boiler and Steam Turbine
- Working knowledge in mechanical maintenance of boiler and turbine
- Working knowledge in maintenance of mechanical equipment such as pumps gearboxes, valves, conveyors, compressors etc etc
- Working knowledge in boiler makeup water treatment plant operations and boiler water chemistry
- Ability to train subordinates in boiler operations

Communication Skills:

Ability to communicate clearly in English to subordinates and superiors

Interpersonal Skills:

To be able to collaborate with other section members to improve overall operational performance of COGEN section

People management:

To manage and motivate subordinates in a fair and constructive manner. Ability to take disciplinary action when required.