

**TASMANIAN PORTS CORPORATION PTY LTD**  
**POSITION DESCRIPTION**

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<b>POSITION TITLE:</b>	<b>SUPERINTENDENT - TOWAGE</b>
<b>REPORTS TO:</b>	Manager Marine Operations
<b>DIVISION:</b>	<b>OPERATIONS</b>
<b>LOCATION:</b>	<b>LAUNCESTON (STATEWIDE)</b>

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### **Purpose of the position**

The purpose of the Superintendent Towage is to lead the frontline TasPorts Towage personnel to deliver state-wide marine towage services that are safe, reliable and efficient. The Superintendent Towage will oversee and support the day-to-day and short-term execution of work across the state ensuring that it is in line with all TasPorts and statutory requirements.

### **Key Accountabilities**

The Superintendent Towage will provide leadership of the TasPorts Towage business team with accountability for safety, operational performance, customer satisfaction and cost management. A key member of the Marine Leadership Team, this leader will provide senior technical and functional leadership on all marine matters with specialist knowledge and expertise in towage services. The Superintendent Towage will be regularly measured on performance of the key accountabilities, including:

- Safety performance and reporting
- Compliance performance
- Productivity/ efficiency
- Cost management performance
- Team culture
- Value improvement initiatives.

### **Technical**

Accountable for ensuring that all operations are undertaken in a safe and efficient manner including.

- maintaining compliance with the TasPorts' safety management system and all relevant Federal, State and Flag State regulatory and statutory requirements.
- overseeing adherence to marine regulations and orders.
- assisting the Manager Marine Operations with implementing actions that deliver high levels of personal and operational safety performance.
- assisting the Manager Marine Operations with implementing planned training and competency programs for Towage employees.
- assisting the Manager Marine Operations with the design, implementation and readiness for the marine towage aspects of emergency response plans across all Ports.
- overseeing ongoing maintenance of marine management system.
- conduct regular vessel inspections and internal audits (safety, security, environmental).

Accountable for effective operational management of personnel and fleet to:

- maximise labour and resource productivity;
- meet operational and budget requirements;
- effectively engage with employees, building a positive team culture;
- minimise industrial relations issues and ensure good working relationships with Unions;

- ensure effective rostering and management of duty- and duty-free periods in accordance with Enterprise Agreements;
- work closely with Superintendent Fleet to ensure that the Towage unit supports the maintenance, survey and repair of TasPorts tug fleet;
- build effective stakeholder relationships and engagement through ongoing engagement with internal and external customers.

Support the Manager Marine Operations with developing improved commercial outcomes for Towage including:

- development, implementation, review and improvement of Towage unit systems and processes, including productivity opportunities.

### *People and Leadership*

Provide senior leadership to the organisation and contribute to the achievement of the Company's strategic, and operational goals. Be an effective member of the Marine Leadership team, including:

- Actively contributing to the Marine Leadership Team meetings through the development of high-quality information, presentations and recommendations.
- Serving as the primary point of contact for the crew, assisting the Manager Marine Operations with recruitment, career pathways and key succession plans, payroll, engagement, performance management and industrial relations matters
- Assisting with the management and development of human resource capacity and capability in the Towage team to ensure appropriate levels are maintained aligned to strategic plans and operational needs.
- Providing leadership to marine division in acting capacity, where required for Manager Marine Operations.

Leading and developing an effective Towage team to provide safe, efficient and customer focused towage services, including:

- health and safety compliance;
- providing direction and ensuring effective communications;
- managing the work performances of direct reports; and
- engagement with the marine business team to develop customer service and performance measures.

### *Scheduling*

Developing and managing in line with marine operational plans, aligned with TasPorts' strategic and business plans, including:

- assistance with preparation and review of Towage unit operating budget;
- liaising with the marine business unit on towage resource scheduling, including optimisation relative to shipping windows, emergency response obligations, fleet capacity and human resource productivity;
- participating in the regular marine team reviews of progress against plan and budget; and
- taking corrective actions as required.

### **Key Success Factors**

Critical challenges and focus areas for the role in the short to medium term include:

- Developing a team culture that embraces the TasPorts approach including a proactive safety mindset, mutual respect, high levels of personal and team accountability and a commitment to team productivity and performance improvement.
- Enhancing the performance of the team through maximising productivity opportunities within the current operating environment.

- Motivate and manage geographically dispersed operational teams in a technical field with complex industrial relations arrangements.
- Ensure there are systems and processes in place to guarantee compliance with all TasPorts and regulatory requirements.

### **Key Capabilities**

1. Well-developed leadership skills with the ability to motivate and manage operational teams, preferably in the towage or marine industries.
2. Proven self-management skills including the ability to prioritise tasks, manage multiple and complex issues and coordinate work programs.
3. Proven relationship and stakeholder management skills including the ability to achieve commercial outcomes in a timely manner.
4. Proven change management and safety system implementation skills.
5. Experienced at improving efficiency and effectiveness through robust operational systems and direction.
6. Highly developed communication, negotiation, and conflict resolution skills.

### **Essential**

- Ability to obtain and maintain a Maritime Security Identification Card (MSIC)
- Current unrestricted Tasmanian drivers' licence
- Tertiary qualifications in an appropriate discipline, or relevant marine industry experience
- Proven management experience in a towage service and /or maritime environment

### **Additional Role Information**

#### **Employment Conditions**

Permanent full-time (contract)

#### **Authorities**

- This role carries the delegated authorities as defined in the TasPorts Delegations Manual.
- TasPorts Health, Safety and Environment Responsibility and Authority.

#### **Permanent Towage Team Members (approximate)**

- Tug Masters x 12
- Tug Engineers x 12
- Deckhands x 14