

Position overview

Position title	Mechanical Fitter
Business unit	Customer Delivery
Remuneration type	M&E EA Level 1 - 5
Reports to	Unit Leader Mechanical & Electrical
Direct reports (role)	Not Applicable
Locations(s) (Unitywater operates on Kabi Kabi, Jinibara and Turrbal country)	Northern Service Centre, Maroochydore
Success profile	1.6 Trade Role Success Profile
Delegation level	Not Applicable

Position purpose

Undertake maintenance and improvement work on Unitywater's assets. This includes assisting the Mechanical and Electrical Unit Leaders by proactively implementing processes, procedures and systems in the delivery of section initiatives and establishment of technical standards.

- M&E Levels 1-3: Mechanical Fitters at these levels focus on foundational to advanced maintenance skills, gaining increasing independence and technical expertise. Responsibilities progress from performing routine maintenance tasks to conducting more complex repairs and asset management.
- M&E Levels 4-5: At these senior levels, the Mechanical Fitter performs complex, independent maintenance tasks. A team member at either of these levels supports onsite training and has a demonstrated capability to fault find, maintain and replace all mechanical asset types within the business.

Across all levels, the Mechanical Fitter role fosters a safety-first culture, ensures compliance with Unitywater's operational standards, and contributes to the long-term reliability and sustainability of essential community infrastructure.

Position accountabilities

Key functions of the role include:

- Act as a point of contact for Mechanical Services matters by providing sound advice, innovation and problem solving for Managers, Unit Leaders and Field Technical Officers.
- Maintain and improve internal and external processes for Mechanical Services.
- Ensure compliance with all legislation, approved standards, policies and procedures relating to mechanical practices and processes.

- Maintain and develop relationships with internal and external stakeholders that will increase the effectiveness of the team.
- Assist with reviewing processes within the team with an emphasis on process improvement and relationship development.
- Provide mentoring to develop the capacity of crew members (i.e. Apprentice/s and/or Trade Assistant/s).
- Provide general support and advice to the Unit Leader Mechanical Services or Field Technical Officer as required.
- Carry out mechanical trade and other specified duties associated with maintenance, repair or upgrading work on water and sewerage plant and equipment.
- Identify and report any safety, operational or maintenance issues to the Unit Leader Mechanical Services.
- Apply well-developed mechanical problem solving skills and initiative to resolve operational and maintenance issues.
- Monitor work practices and performance of contractors and service providers where applicable.
- Perform computerised maintenance and work order tasks as required.
- Effectively allocate resources to ensure timely completion of specified duties.
- Work in conjunction with other Unitywater personnel to ensure the safe and reliable operation of all water and sewage plant and equipment.
- Meet key performance indicators that reflect customer, regulatory and stakeholder demands for the Customer Delivery business unit.
- Actively participate in professional development and training activities that will assist in building the knowledge and skills required for the ongoing performance of the position.
- Meet all HACCP (Hazard Analysis Critical Control Point).
- Meet relevant ISO standard.
- Support and role model the WH&S policies, procedures, and practices of Unitywater as amended from time to time.
- Participate in Unitywater safety audits and inspections to demonstrate visible safety leadership and participation.
- Such other relevant duties as required from time to time which would generally fall within the skill and knowledge requirements for this position.

Key relationships

Key working relationships internal and external to Unitywater are:

- Broader Customer Delivery team;
- Treatment Plant team;
- Network Operations team.
- Unit Leader Mechanical & Electrical
- Contractors and service providers engaged in maintenance and repair activities

Capability requirements

The requirements for the position are:

- Experience and knowledge of mechanical maintenance trade activities as applicable to water supply and sewerage infrastructure would be an advantage, but not essential.
- Sound knowledge of mechanical processes and control equipment.
- Understanding of construction, operations, maintenance and renewal methodologies and techniques associated with water supply, sewerage and recycled water assets.
- Sound knowledge of MS Software applications like Word and Excel.
- Well-developed knowledge of Workplace Health and Safety understanding of the Mechanical Services section activities and work required to be performed.

One Unitywater Behaviours

The One Unitywater Behaviours define how we work together at Unitywater. They guide our everyday interactions, influence how we make decisions, drive us to achieve our strategy and help us to create our One Unitywater culture together.

Create the Future is about seeking to learn through new ideas and innovations, planning strategically, adapting to challenges and steering Unitywater towards a sustainable future.

Care Together is about fostering a culture of safety, collaboration, and customer-focused service. It's about creating a workplace where people feel valued, work inclusively and deliver outstanding outcomes for our customers.

Own It is about taking responsibility for our actions, being transparent and accountable, and striving for excellence in everything we do. It's about demonstrating integrity, welcoming feedback and ensuring we follow through on commitments.