

Process Engineer

Pūkenga Tukanga

WHO WE ARE - KO WAI MĀTOU

We are Farmlands - Te Whenua Tāroa, a Co-operative owned by New Zealand Farmers and Growers, we have been around for 60+ years, supporting our rural communities, looking after our land and our people - we're Out Here Too. We're always backing Kiwis - rain or shine, year in, year out. We work as one – we help each other, we win together.

PURPOSE AND VISION – TE KAUPAPA ME TE MATAKITE

At Farmlands, our purpose is “To enable improved profitability and productivity for NZ farmers and growers”, and our Vision is “To be the go-to for everyone connected to our land”. Everything we do, every decision we make is with this in the forefront of our minds.

OUR VALUES – NGĀ UARATANGA

Our values of Be You, Minds Open, and See It Through help us to work as one - helping each other and winning together. We're rural people supporting our rural communities looking after our land and our people.

Be you - mōu ake

It takes all sorts to make an awesome team. Diversity, different perspectives and a fresh approach to problems make everyone in the team stronger. It's not who you are or what you look like, it's all about what you bring to the table that matters.

Minds open - hinengaro tākoha

We came from a generation of greatness. It gives us the solid foundation to move on, focus on the future and use our creativity and ingenuity to build Farmlands for the next generation.

See it through - whakamaua kia tina

We're a team. United through our love of the land and the communities we serve. We back ourselves, each other, and get behind the decisions we make together.

POSITION PURPOSE – TE PŪTAKE O TE TŪRANGA

Reports to - Kaiwhakahāere: Head of Manufacturing

Your Team – To tīma: Manufacturing

Direct reports - Kaimahi: No

The Process Engineer is responsible for

1. Developing, implementing and managing our Manufacturing Continuous Improvement Pipeline
2. Managing our Capital Project Pipeline and appropriate projects
3. Providing oversight of our SCADA / PLC systems and ensuring change requests and updates are risk assessed
4. Providing technical performance reporting from our sites (production rate, energy consumption etc.)

The Process Engineer provides commercially grounded, operationally relevant insights that connect performance to cost — enabling decision-makers to assess trends, manage trade-offs, and capture value opportunities through the Manufacturing network.

The role also supports longer-term planning through process modelling, benchmarking, and project support across our Manufacturing network

KEY ACCOUNTABILITY AREAS – NGĀ WĀHANGA MAHI

Safety and well-being - Haumarutanga

Actively contribute to a safety-first culture by:

- Keeping yourself and others safe, and participating in safety and wellbeing activities
- Ensuring safety is considered in all proposed plant changes
- Speaking up if you see something that is not and could injure yourself or others in the workplace
- Ensuring that all KPI's, policy and procedure requirements related to safety and wellbeing are completed on time and in full, every time

Continuous Improvement and Cost Reduction

Whakapikinga Tonu me te Whakaiti Utu

- Rapidly identify production efficiency and cost-saving opportunities through data analysis, observation, and stakeholder engagement.
- Quantify potential benefits ("size of the prize") and prioritise initiatives based on impact, feasibility, and alignment with business goals.
- Lead and implement process changes that improve throughput, yield, energy efficiency, waste reduction, or labour productivity.
- Support the development and execution of site-level improvement roadmaps.

Systems & Process Optimisation

Whakarite Pūnaha me ngā Tukanga

- Support the development and maintenance of tools and dashboards that provide visibility of Manufacturing performance, network efficiency, and operational KPIs.
- Analyse existing manufacturing systems (e.g., batching, automation, ERP interfaces) to identify performance gaps and improvement opportunities.
- Work with site operations teams and technical support to implement system-based changes that simplify workflows and reduce variability.
- Ensure process documentation, standard operating procedures, and control systems are updated following any change.
- Support operational teams with reporting that enables improved scheduling and decision making.

Stakeholder Engagement & Change Management

Te Whai Wāhi a ngā

Kaitake me te

Whakahaere Panonitanga

- Partner with Site Operations Leaders and their teams to ensure improvement initiatives are practical, well-communicated, and successfully embedded.
- Facilitate cross-site sharing of best practices and learning.
- Provide training or coaching on new processes or systems where required.
- Engage cross-functionally as required

Performance

Measurement & Reporting

Te Ine me te Pūrongo

Whakatutukitanga

- Develop clear metrics for evaluating process performance improvements and track realised benefits.
- Report progress to Operations leadership, highlighting value delivered, lessons learned, and future opportunities.
- Support business case development for larger capital or system improvement projects.

**Professional
Development -
Whakawhanaketanga**

Continue to develop personally and professionally by:

- Maintaining regular contact with manager to discuss progress and performance, seek feedback and address development areas
- Engaging with Farmlands performance development process, recording progress and goals
- Being a positive supporter and leader of change initiatives
- Ensuring all training requirements are completed as required

These may change from time to time to meet operational or other requirements.

WHAT YOU'LL BRING - ĀU ĀPITITANGA KI TE TŪRANGA

**Experience - Āu
tautōhitotanga**

- Proven experience in process engineering in a manufacturing or mining processing environment
- Proven experience in engaging Manufacturing teams in the continuous improvement process
- Demonstrated capability in building and maintaining financial models that support our project pipelines
- Experience working with multiple data sources and business systems, including integration of financial (general ledger) and operational datasets.
- Exposure to reporting on manufacturing process performance
- Project and project pipeline management
- SCADA / PLC programming exposure

**Qualifications –
Āu tohu mātauranga**

- Tertiary qualification in process / chemical engineering
- Electrical / Mechanical qualifications considered where strong continuous improvement experience can be demonstrate

**Knowledge –
Āu mōhiotanga**

- Deep understanding of process optimisation techniques and site Continuous improvement methodologies
- Familiarity with ERP, SCADA, PLC, LIMS and CMMS systems and business intelligence tools, and how data flows across operational systems.
- Allan Bradley PLC programming knowledge

**Skills –
Āu pūkenga**

- Understanding of LEAN Manufacturing Principles
- Interest in emerging technologies (e.g. AI, automation) to improve financial and plant performance analysis and reporting processes
- Advanced skills in Excel, Power BI, and other reporting or modelling platforms.
- SCADA / PLC programming
- Confident communicator, able to explain technical findings to non-technical stakeholders and support decision-making.
- Organised and self-directed, able to manage recurring reporting alongside project or investigative analysis.

Personal Attributes –

Ōu āhuatanga

- Strong attention to detail and a commitment to accuracy
- Able to work independently and take ownership of outcomes
- Calm and composed under pressure, with a structured approach to problem solving
- Open to feedback and alternative perspectives when forming recommendations
- Curious and motivated to continuously learn and improve
- Comfortable working in an evolving environment with changing priorities
- Brings a constructive mindset to challenges and ambiguity
- Maintains high personal and professional standards
- Can Build strong, respectful working relationships across teams
- Demonstrates a Together Stronger approach, contributing to shared success

Farmlands Leadership Behaviours

CREATE	CONNECT	DELIVER	GROW
CREATE CLARITY	BUILD CONNECTIONS	DELIVER RESULTS	GROW SELF, GROW OTHERS
Understand the bigger picture – you understand our vision, strategy and plans and what's expected on how to deliver this.	Forge connections – you have strong relationships with the people around you, your customers and communities. You create connections outside of your immediate team with those who have an influence or impact on your work. You seek broader perspectives to generate insights and opportunities.	Take people with you – you inspire people through your commitment and enthusiasm to the future of our business. You listen, seek feedback from a range of sources and involve others in your decision making, without compromising pace. You lead by example through consistency and demonstrating the Farmlands Leadership behaviours.	Have a growth mindset – your resilience helps you to be agile, persist through challenges and learn from feedback. You are curious and have flexibility of thought and perspective. You know your strengths and opportunities, actively engage in self-development and take time to reflect and apply learnings.
Have a plan – you establish a vision and course of action that's aligned to our strategy. You help others connect the dots between our vision and strategy and where they fit in achieving this. You can describe what success looks like and provide a sense of direction for others, even during times of ambiguity.	Create purpose and belonging – you create meaning for your team by uniting them around a common goal. You're authentic and prepared to be vulnerable. You promote diversity and allow others to express themselves and for all voices to be heard equally.	Think and act like an owner – you take responsibility for your performance and delivering to a high standard. You tenaciously pursue the right outcomes and don't confuse activity with results. If you lead people, you set clear expectations for every team member.	Develop capability – you coach others to build capability and achieve their potential. You know your team, their aspirations and support them to learn, grow and take ownership of their development.
Clarify the 'why' – you make clear how activities and decisions benefit the customer and the co-operative. You provide further context where further buy-in or prioritisation is needed to help overcome resistance.	Take people with you – you inspire people through your energy, commitment to our business and enthusiasm for the future. You listen, seek feedback from a range of sources and involve others in your decision making, without compromising pace. You lead by example through consistency and demonstrating the Farmlands Leadership behaviours.	Insights driven – you understand the commercial aspects of your role and make decisions based on data and insights. You draw from new sources of information to generate ideas, seeking to innovate, disrupt and grow/adapt. You are focused on building a stronger organisation tomorrow than today.	Get out of the way – you empower others by delegating and creating space for them to do their best work, trusting them to deliver and providing support where required. You make it safe for others to try new things and learn from mistakes.

HOW THIS SHOWS UP IN EVERYDAY BEHAVIOUR:

LEADS SELF

Create Clarity: <i>By understanding your role and how it contributes to the bigger picture you will make the right decisions</i>	Build Connections: <i>You have strong relationships with your team and the people you work alongside to achieve success as a</i>	Deliver results: <i>You deliver to the expectations of your role.</i>	Adapt and grow: <i>. being agile and resilient, listening and responding to feedback, and putting in the effort</i>
Align with the bigger picture – - work is directly aligned with our vision, strategy and plans. - know what's expected and how to deliver. Have a plan – - have a vision and course of action that's aligned to our strategy. - help others understand how they fit in. Clarify the 'why' – - understand and make it clear how activities and decisions benefit the customer and the co-operative.	Forge Connections – - create strong relationships with others. Create purpose and belonging – - you and your team are united around a common goal. - promote diversity and allow others to express themselves. Take people with you – - inspire people through your energy, commitment and enthusiasm - consider information from a range of sources in decision making.	Create structure – - plan and create structure to get things done. - be agile and look to work in new ways. Enable performance – - take responsibility for your performance and deliver to a high standard. Think about the business – - think and make decisions with a commercial lens - seek new information focused on building a stronger Farmlands.	Apply a growth mindset – - be agile, persist through challenges and learn from feedback. - actively engage in self-development and apply learnings. Develop capability – - coach others to build capability and achieve their potential. - know and support others to take ownership of their development. Get out of the way – - empower others by creating space for them to do their best work. - make it safe for others to try new things and learn from mistakes.

LEADS OTHERS:

Create Clarity: <i>Your role is to operationalise the strategy which means you and your team need to understand it and how to achieve it</i>	Build Connections: <i>This is about the relationships you create with your team and the teams you work closely with.</i>	Deliver Results: <i>This is about achieving results through others.</i>	Grow yourself, grow others: <i>Growth is how we make ourselves, our teams and our co-operative better.</i>
Understand the bigger picture – - understand our vision, strategy and plans. - know what's expected of you and how you should deliver this. Have a plan – - establish a vision and course of action that's aligned to our strategy - help others understand their contribution to our vision and strategy. Clarify the 'why' – - make it clear how activities and decisions benefit the customer and the co-operative. - provide further context where required to overcome resistance.	Forge connections – - create strong relationships with your team and others who have an influence on your work. Create purpose and belonging – - create meaning for your team by uniting them around a common goal. - authentic and promote diversity. Take people with you – - inspire others through your energy, commitment and enthusiasm. - lead by example through consistency and demonstrating the Farmlands Leadership behaviours.	Create structure – - plan and create structure to get things done. - agile and look to work and lead your team in new ways. Think and act like an owner – - take responsibility for your performance and delivering to a high standard - set clear expectations for every team member and hold them to account. Insights driven – - make decisions with a commercial lens and seek new information to generate ideas. - innovate, disrupt and challenge the norm. - focus on building a stronger Farmlands.	Have a growth mindset – - embrace the new and lead with agility - actively engage in self-development and apply learnings. Develop capability – - coach others to build capability and achieve their potential. - know your team and support and empower them to learn, grow and develop. Get out of the way – - empower others by delegating and creating space for them to do their best work. - make it safe for others to try new things and learn from mistakes.