



OVERVIEW OF THE ROLE

As a Fitter and Turner you will assist in the construction of new facilities. You will assist in the operation and maintenance of existing buildings and services.

Fitter and Turner are generally only employed in summer jobs. Winter positions may be available when required for a specific project.

WHAT YOU WILL DO ON THE JOB

As a Fitter and Turner you will be required to undertake some or all of the following:

- Provide specialist input to repair (in conjunction with other trades as required) and manufacture parts for machinery and industrial plant including heavy vehicles, crushing plant, power generation, fluid power systems, reverse osmosis and waste water treatment plant.
- Assist science programs with the repair or fabrication of specialised equipment.
- Prepare technical reports.
- Perform fault finding, diagnosis, design, assembly and manufacture on site to support the operation of machinery used in building construction activities and science activities.
- Assist with other tasks in the construction and maintenance of buildings and services.
- Undertake work outside your primary trade and assist other trades as directed.

As a proactive and positive member of the community you will:

- Maintain a personal and practical commitment to AAD policies and standard operating procedures (including work, health and safety and environmental policies). Training and guidance in regard to all responsibilities relevant to your position will be provided.
- Perform duties to support the community life of the expedition, such as general kitchen duties, garbage clearance, general cleaning duties, and assisting other expedition members with official programs.
- Work in areas outside of your primary role, for example, providing assistance to other areas or science projects, or participating in general labouring tasks such as clearing snow or handling cargo.

The [Application Process](#) and the [Life as an Expeditioner](#) pages contain critical information about living and working in Antarctica, and must be read in conjunction with this job description prior to applying.

Technical Criteria

1. Essential

You can only be selected for this role if you have these essential skills and licences.

Qualifications/licences (provide copies in your application):

- A suitable trade certificate, technical certificate, apprenticeship or recognised equivalent as Fitter and Turner.
- A White Card (issued after May 2009), or the ability to attain prior to commencement.
- A current, unrestricted "C" class (manual) Australian driver's licence.
- A current statement of attainment in the following units of first aid, or the ability to attain prior to commencement:
 - Provide First Aid (HLTAID003) valid for at least 12 months beyond the date of commencement; and
 - Provide CPR (HLTAID001).

Recent hands-on experience (within the last 5 years):

- Lathe and milling.
- Electric welding.
- Interpreting drawings and specifications.
- Fluid power systems.
- Diagnosis, fault finding and repair of machinery.

Broad general experience in the Fitter and Turner trade (usually at least five years post-trade).

2. Desirable

These are not essential to the role. To be suitable you do not need any of these, but they may make you more competitive against other applicants.

Qualifications/licences (provide copies in your application):

- Dogging
- Rigging

Recent hands-on experience (within the last 5 years):

- Dogging and rigging.
- Operation of heavy plant and equipment.
- General construction/building work.
- Inventory and stocktaking.



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3. Additional

Should your application be successful, it is useful to have some understanding of any additional licences you have.

- Working Safely at Heights
- Confined space
- Remove non-friable asbestos
- Supervise asbestos removal
- Scaffolding
- Forklift
- Elevated work platform
- Operation of a crane
- Telescopic materials handler
- Dozer
- Loader
- Excavator
- Skid steer loader (Bobcat)
- Skidder



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Personal Qualities Criteria

The Australian Antarctic Division assesses the personal qualities required to successfully live and work in an isolated Antarctic or sub Antarctic community. Successful candidates need to demonstrate the personal qualities criteria detailed below and this will be assessed during the selection process.

WORK QUALITIES

The personal qualities that relate to an expeditioner being able to effectively complete their work.

Versatile

Expeditioners should be able to change their processes to meet changes in their work, though they should recognise when this is impractical or unsafe. Expeditioners should be able to manage work responsibilities alongside community interests and personal time.

Proactive

Expeditioners should be able to anticipate and take control of situations rather than simply waiting to respond to a situation or task. They should demonstrate initiative in the completion of tasks which may be distinct from their work duties, including broader AAP tasks including support to science and social or community issues.

Focus on Excellence

Expeditioners should be self-motivated and have a strong sense of their self-worth without being overconfident or obnoxious. They should feel pride in the completion of work to a high standard but maintain a drive for continued improvement, both as an individual and a community. They should recognise the value which a collective sense of excellence provides and be an active contributor to it by giving and receiving constructive feedback.

COMMUNITY QUALITIES

The personal qualities that relate to an expeditioner being committed to the organization, its mission and its work.

Emotional Intelligence

Expeditioners should be able to understand and manage the emotional and physical impacts of their actions on their colleagues. In addition, they should also be able to differentiate between the intent and outcome of their colleagues' actions. Expeditioners understanding of their emotions, and the emotions of their colleagues should translate to actions which minimise conflicts and further community outcomes.

Community Mindedness

Expeditioners should be self-sufficient, but they should also be comfortable living and working alongside one another, while acknowledging and celebrating their differences. They should strive to contribute toward team outcomes which build the community while also maintaining their work responsibilities. Expeditioners should value a sense of harmony within the community but be able to respond to episodes of disharmony in a manner which is respectful of the individuals involved and builds the community



Self-Leadership

Expeditioners should show an appreciation of the work completed by their colleagues and identify areas for improvement and growth in a considered and community-focused approach. Expeditioners should be able to adapt their personal style to deal with different workplace situations, e.g., from business-as-usual activities to those required to deal with a crisis on station including those situations that require their particular skills or expertise and those of a more general nature.

Assertiveness

Expeditioners should feel comfortable expressing their views and should recognise how and when it is appropriate to do so. They should be willing and able to ask questions and seek-out answers. Expeditioners should value one another's feedback and, where appropriate, they should reach a consensus before acting.

ORGANISATION QUALITIES

The personal qualities that relate to an expeditioner being committed to the organization, its mission and its work.

Flexibility

Expeditioners should be flexible in their thought processes, procedures, and interpretations. They should recognise the complexity of situations and understand how this impacts their responses. They should also recognise how the unique nature of the AAP environment may lead to differences in the application of generic work procedures and practices in Antarctica.

Organisational Alignment

Expeditioners should value their work and understand how it contributes to the work the AAP is doing to support Australia's interests in the Antarctic. They should recognise the value of Antarctic science and Australia's continued presence in Antarctica. Expeditioners should identify with the values of the organisation and with a shared responsibility, actively contribute toward its evolution through feedback and engagement.

Safety Commitment

Expeditioners should demonstrate a proactive commitment to safety and adherence to safety guidelines. They should understand the importance of safety procedures and be prepared to work within these to deliver outcomes safely and effectively. They should actively promote the use of safety procedures to contribute toward the development of a safety-oriented workplace.



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Other Criteria

If you progress through the technical criteria and personal qualities stage of the process, the next stage will require you to undergo medical, psychological and character screening. Meeting and maintaining suitability in relation to these requirements is mandatory.

Medical

The AAD's Polar Medicine Unit will determine your medical fitness for duty in Antarctica or the subantarctic following tests conducted on our behalf by a nominated medical practitioner.

If required, this may include comprehensive drug screening for compliance to undertake Safety Sensitive Aviation Activities (SSAA).

Candidates considered for a role at Macquarie Island may be required to complete a fitness assessment.

Psychological

You may be required to undertake an adaptability assessment.

Character

You will be subject to a police records check and a reference check.



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