



Jobs Guide

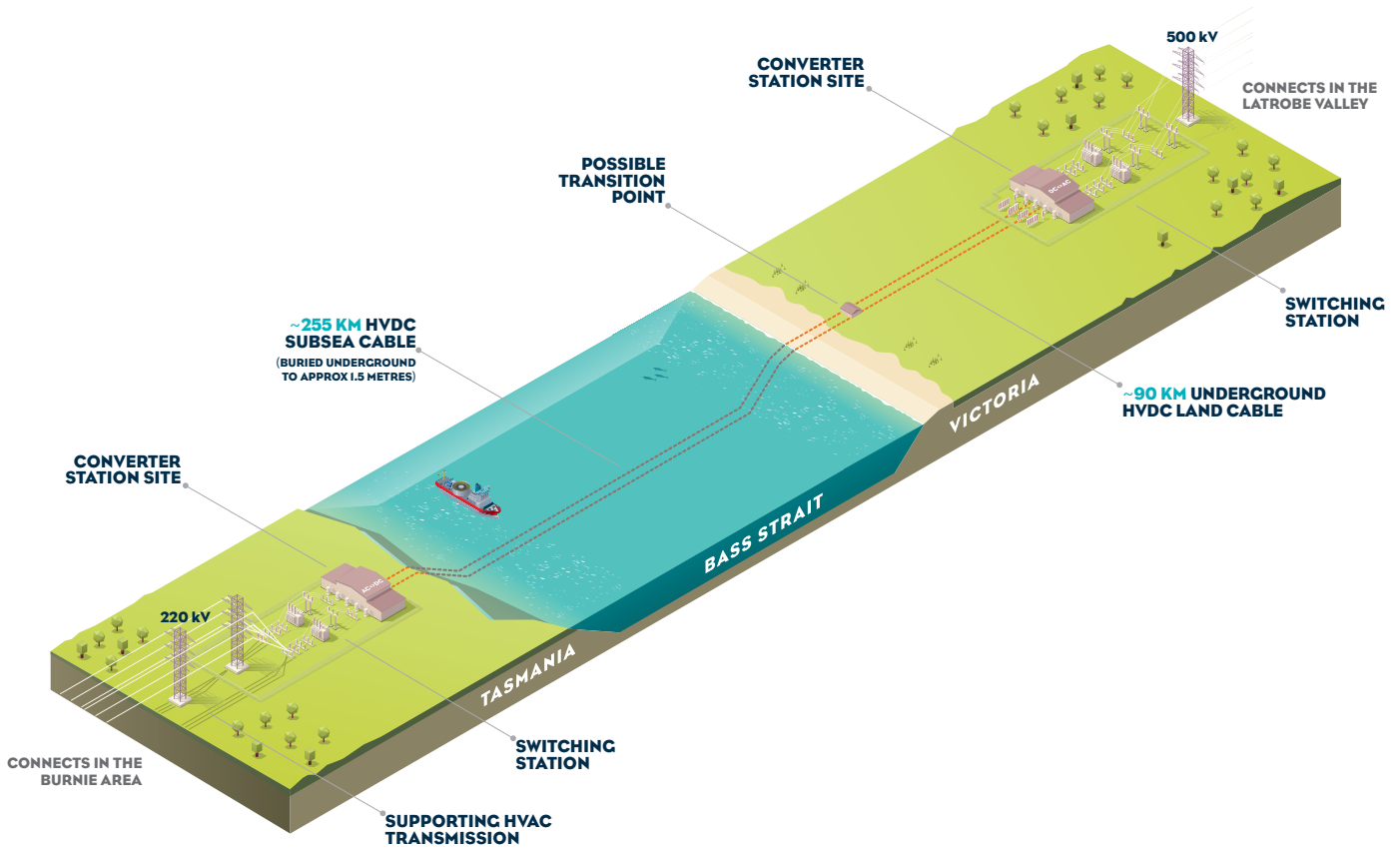
2024

MARINUS
LINK

This resource is intended as a guide only. It provides general information about the types of roles that may become available as part of the Marinus Link project. It does not reflect current job openings or provide a definitive list of future roles. The availability, nature, and requirements of future roles may vary and are subject to change based on project needs and other factors. This guide should not be used as the basis for undertaking qualifications or making career decisions.

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Marinus Link is a proposed undersea and underground electricity and data interconnector between North West Tasmania and the Latrobe Valley in Victoria.

It will enable the flow of more electricity in both directions, delivering low-cost, reliable and clean energy for customers in the National Electricity Market (NEM).

With Marinus Link, Tasmania can import low-cost renewable energy, such as surplus solar, while reserving hydropower and storing the extra energy. Green hydropower can then be exported to the mainland grid when needed most, acting like a large battery for the nation.

Marinus Link will create up to 3300 direct and indirect jobs and approximately \$3.9 billion in economic stimulus for Tasmania and Victoria.

We need to prepare early for the workforce needed to deliver this major transmission project and the pipeline of projects it unlocks.

A range of roles will become available with Marinus Link and our contractors before, during, and after construction, which is expected to commence in 2026, subject to approvals. The roles selected for this guide broadly indicate the workforce needs for this type of project.

For further information on Marinus Link, go to our website: marinuslink.com.au.

Jobs Index

Job	Location			Project Phase		Hirer			Page
	Tas	Vic	Offshore	Construction	Service Operation	Marinus Link	Lead Contractors	Tier 2 Sub-contractor	
Labourer/General Purpose Hand (GPH)	✓	✓		✓			✓		9
Leading Hand	✓	✓		✓			✓		10
Excavator Operators	✓	✓		✓			✓		11
Truck Drivers	✓	✓		✓			✓		11
Crane Operators	✓	✓		✓			✓		12
Rigger/Scaffolders	✓	✓		✓			✓		13
Painters	✓	✓		✓			✓		14
Builders	✓	✓		✓			✓		14
Fencing Contractors	✓	✓		✓			✓		15
Warehouse Manager (Laydown Area)	✓	✓		✓	✓		✓		15
Surveyors	✓	✓		✓		✓	✓		17
Welders	✓	✓		✓			✓		17
Mechanical Fitters	✓	✓		✓			✓		18
Electricians	✓	✓		✓			✓		18
HV Operator	✓	✓		✓			✓		19
Plumbers	✓	✓		✓			✓		19
Concreters	✓	✓		✓			✓		20
Drillers (Land Rig)	✓	✓		✓			✓		21
Rig Hands	✓	✓		✓			✓		21
Mud/Fluid Engineer	✓	✓		✓			✓		22
Winch Technicians	✓	✓		✓			✓		22
Administration Officers	✓	✓		✓	✓	✓	✓		24
Project Coordinator	✓	✓		✓	✓	✓	✓		24
Contract Manager	✓	✓		✓	✓	✓	✓		25
IT and Systems Support Officer	✓	✓		✓	✓	✓	✓		25
Finance Manager	✓	✓		✓	✓	✓	✓		27
Financial Accountant	✓	✓		✓	✓	✓	✓		27
Payroll Officers	✓	✓		✓	✓	✓	✓		28
Procurement Specialist	✓	✓		✓	✓	✓	✓		28
Project Planner/Scheduler	✓	✓		✓	✓	✓	✓		30
Estimator	✓	✓		✓			✓		30
Project Manager	✓	✓		✓		✓	✓		31
Construction Manager	✓	✓		✓			✓		31
Building Information Modelling (BIM) Manager	✓	✓		✓			✓		32
Operations Manager	✓	✓			✓	✓			32
QHSE Manager	✓	✓		✓	✓	✓	✓		34
Environmental Advisor	✓	✓		✓		✓	✓		35

Job	Location			Project Phase		Hirer			Page
	Tas	Vic	Offshore	Construction	Service Operation	Marinus Link	Lead Contractors	Tier 2 Sub-contractor	
Quality/Document Control Advisor	✓	✓		✓	✓	✓	✓		35
Draftsperson	✓	✓		✓		✓	✓		37
Designer	✓	✓		✓		✓	✓		37
Civil Engineers	✓	✓		✓		✓	✓		38
Electrical Engineer	✓	✓		✓		✓	✓		38
Testing and Commissioning Engineer	✓	✓		✓		✓	✓		39
Geotechnical Engineer	✓	✓		✓		✓	✓		39
Systems Engineer	✓	✓		✓	✓	✓	✓		40
Governance and Compliance Advisor	✓	✓		✓	✓	✓			42
Corporate Counsel	✓	✓		✓	✓	✓			42
HR Manager	✓	✓		✓	✓	✓	✓		44
Recruitment Advisor	✓	✓		✓	✓	✓	✓		44
Workforce Planning and Development Advisor	✓	✓		✓		✓	✓		45
Community and Stakeholder Engagement Manager	✓	✓		✓		✓	✓		47
Landholder Engagement Manager	✓	✓		✓		✓			47
Government Relations, Media, Marketing and Communication Manager	✓	✓		✓	✓	✓	✓		48
Master			✓	✓			✓	✓	50
Deck Officers			✓	✓			✓	✓	51
Engineering Officers			✓	✓			✓	✓	51
Electro- Technical Officer (ETO)			✓	✓			✓	✓	52
Crane Operators			✓	✓			✓	✓	53
Integrated Ratings			✓	✓			✓	✓	54
Marine Cook			✓	✓			✓	✓	55
Steward			✓	✓			✓	✓	55
Offshore Construction Manager (OCM)			✓	✓			✓	✓	57
Riggers			✓	✓			✓	✓	57
Deck Foreperson			✓	✓			✓	✓	58
Offshore Welders			✓	✓			✓	✓	59
Medic			✓	✓			✓	✓	59
Offshore Surveyor			✓	✓			✓	✓	60
ROV Supervisor			✓	✓			✓	✓	61
Cable Operator/Technicians			✓	✓			✓	✓	64
Cable Jointers			✓	✓			✓	✓	64
Carousel Engineer			✓	✓			✓	✓	65

About the Guide

This resource is intended as a guide only. It provides general information about the types of roles that may become available as part of the Marinus Link project.

The majority of roles outlined in this guide are expected to be provided by lead contractors, who will be engaged by Marinus Link to construct the project, following a competitive tender process.

As part of the guide, we have also provided general training requirements for each role.

We have developed a short *Work on Marinus Link* brochure, where you can express your interest in working with, supplying to, and contracting to Marinus Link.

Details submitted by individuals or organisations interested in supplying and contracting to Marinus Link will be collated and forwarded to our appointed lead contractors for their consideration.

To view the *Work on Marinus Link* brochure visit marinuslink.com.au/careers.

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Our project timelines and phases

Design and approvals

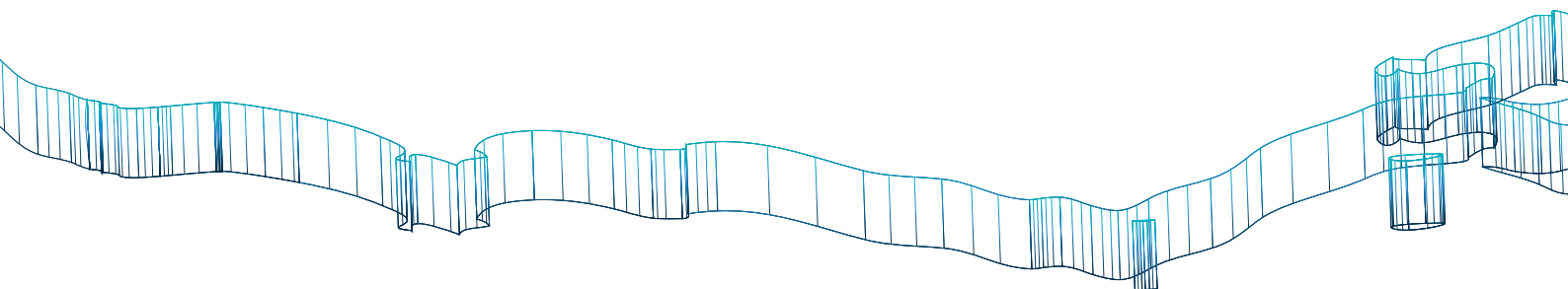
Marinus Link is currently in its Design and Approvals phase. We are undertaking various economic, environmental, technical, and engagement activities, using a mix of direct project employment and external contract support. It is expected that the Design and Approvals phase will conclude in 2025.

Construction

Once approved, Marinus Link will move into project construction. During this phase, we will see the largest number of job opportunities available on the project.

Service Operation

Once commissioned, Marinus Link will be in Service Operations. There will be an ongoing workforce required over the lifetime of the assets, expected to be up to 40 years.





Onshore Transmission and Construction Workforce

The indicative positions outlined in the first half of this guide constitute the onshore component of the project and will include, but are not limited to, the following project areas: onshore construction/labour, onshore technical trade and Horizontal Direct Drilling (HDD), contract and project support, finance and procurement, project management, QHSE, engineering, legal and governance, HR and recruitment, and communications and engagement



Onshore Construction and Labour Roles

It is anticipated that onshore construction and labouring positions will make up a large percentage of the workforce, particularly during the peak of the construction phase of the project. These types of positions are 'hands on' positions that require working in varying weather conditions, and at times, remote locations. These roles will work across many areas of the construction scope, including open trenching, creating drainage, operating machinery, and the construction of the converter stations. These types of positions require a robust and practical skill set as well as a 'zero harm' attitude to safety. These roles also require strong communication skills to ensure project delivery and a harmonious team working environment. Some of the key roles for this workforce group are expected to include:

- ◇ **Labourer/General Purpose Hand**
- ◇ **Leading Hand**
- ◇ **Excavator Operators**
- ◇ **Truck Drivers**
- ◇ **Crane Operators**
- ◇ **Rigger/Scaffolders**
- ◇ **Fencing Contractor**
- ◇ **Painters**
- ◇ **Builders**
- ◇ **Warehouse Manager (laydown area)**





Overview

GPH roles are typically labouring positions which require workers to carry out manual tasks as directed by the leading hand to support the construction of the transmission project. These types of roles are typically worked outside, in varying weather conditions on a shift type roster. GPH roles on Marinus Link are anticipated to include general construction duties, manual handling and digging trenches, as detailed further below in tasks and duties.

Locations

Heybridge in North West Tasmania, and in South Gippsland and Latrobe Valley in Victoria.

Phase

Construction

Hirer

Lead Contractors, Tier 2 Subcontractors

Qualifications

- ◇ **High Risk Licence with relevant certifications for role such as: Forklift (LF), Elevated Work Platform (EWP), Dogging (DG), Scaffolding (SB) and Rigging (RB).**
- ◇ Construction Industry White Card (required for construction phase only).
- ◇ Current Advanced First Aid certification.
- ◇ Current Australian Drivers Licence.
- ◇ Confined space entry and rescue certifications (desirable).
- ◇ Certificate I in Construction (CPC10111) or Certificate III in Civil Construction (RII30915) (desirable).

Tasks and Duties

- ◇ Preparing sites for construction.
- ◇ Using power tools, such as drills and saws.
- ◇ Operating machinery.
- ◇ Operating vehicles, such as skid loaders and forklifts (relevant certification required according to vehicle in operation).
- ◇ Shovelling materials to and from construction sites.
- ◇ Digging trenches.
- ◇ Disposing of waste materials.
- ◇ Building scaffolding.
- ◇ Loading and unloading construction supplies.
- ◇ Assisting with the construction of site buildings and areas.
- ◇ Understanding and following safe work practices.
- ◇ Keeping the worksite clean.





Leading Hand

Overview

The Leading Hand is responsible for ensuring that their team work safely and effectively, completing tasks on time within the guidelines of the project. Excellent communication skills are required for this role, as they regularly liaise with various stakeholders including managers, employees, clients, and subcontractors.

Locations

Heybridge in North West Tasmania, and in South Gippsland and Latrobe Valley in Victoria.

Phase

Construction

Hirer

Lead Contractors

Qualifications

- ◇ **High Risk Licence with relevant certifications for role such as: Forklift (LF), Elevated Work Platform (EWP), Dogging (DG), Scaffolding (SB) and Rigging (RB).**
- ◇ Construction Industry White Card (required for construction phase only).
- ◇ Current Australian Drivers Licence.
- ◇ Current Advanced First Aid certification.
- ◇ Safety for Supervisors certification (desirable).
- ◇ Confined space entry and rescue certifications (desirable).
- ◇ Certificate I in Construction (CPC10111) or Certificate III in Civil Construction (RII30915) (desirable).

Tasks and Duties

- ◇ Provide direction and support to workers to achieve set goals and maximise profit and efficiency.
- ◇ Assisting with co-ordination, management, and scheduling of activities to ensure that equipment and resources are efficiently utilised to meet production outcomes.
- ◇ Effectively communicate and manage safety and hazard assessments, ensuring employees comply with QHSE requirements.



Excavator Operators



Overview

Excavator Operators often work in a variety of outdoor weather conditions which can also be dusty, muddy, and noisy environments. The role requires precise manipulation, so excellent hand-eye coordination is important. Excavator Operators must be strong communicators who can work as part of a team, to give and accept instructions from other workers.

Locations

Heybridge in North West Tasmania, and in South Gippsland and Latrobe Valley in Victoria.

Phase

Construction

Hirer

Lead Contractors

Qualifications

- ◇ **RIIMPO320F – Conduct civil construction excavator operations (Excavator Licence).**
- ◇ Current Australian Drivers Licence.
- ◇ Construction Industry White Card (required for construction phase only).
- ◇ Current Advanced First Aid certification.
- ◇ Other earth moving certifications such as Bobcat & Skid Steer Loader, Backhoe, Front End Loader and Roller certifications (desirable).

Tasks and duties

- ◇ Use attachments such as buckets, scoops, blades, and rock breaking hammers to excavate, move and load earth, rubble, dirt, and other materials for the project.
- ◇ Safely operate machinery by adjusting manual and hydraulic controls to regulate processes.
- ◇ Work with team members, communicating effectively to ensure the job is completed in a safe and timely manner.

Truck Drivers



Overview

Truck Drivers carry goods such as cargo and materials from one place to another. Truck drivers must have a valid commercial licence and abide by traffic rules and regulations. Generally, truck drivers are contracted through a large truck/logistics company.

Locations

Heybridge in North West Tasmania, and in South Gippsland and Latrobe Valley in Victoria.

Phase

Construction

Hirer

Lead Contractors

Qualifications

- ◇ Heavy Combination (HC) Australian Commercial Drivers Licence recommended, however truck type will dictate licence required (i.e. Heavy Rigid Truck Licence, Multi Combination Truck Licence etc).
- ◇ Handle Dangerous Goods/Substances certification.
- ◇ Construction Industry White Card.
- ◇ Current Advanced First Aid certification.

Tasks and duties

- ◇ Plan and follow routes according to project requirements, ensuring logs are kept of entire trip.
- ◇ Supervise loading and unloading of goods for transport.
- ◇ Ensure integrity of cargo/material for duration of journey, from dispatch to delivery.
- ◇ Strong communication skills and ability to use a two way radio to communicate with all relevant project parties, as well as other truck drivers on the road.



Crane Operators

Overview	Crane Operators use stationary or mobile cranes to lift, move and position heavy objects.
Locations	Heybridge in North West Tasmania, and in South Gippsland and Latrobe Valley in Victoria.
Phase	Construction
Hirer	Lead Contractors
Qualifications	<ul style="list-style-type: none">◇ High Risk Licence with Crane Operator (CO) endorsement as minimum (other crane endorsements will be dictated by the type of crane being operated).◇ Current Australian Drivers Licence.◇ Construction Industry White Card.◇ Working at Heights certification.◇ Permit to Work training.◇ Current Advanced First Aid certification.◇ Manual Handling certification.◇ LEEA Lifting Equipment General (LEG) training.◇ Handle Dangerous Goods/Substances certification (desirable).
Tasks and duties	<ul style="list-style-type: none">◇ Inspect and ensure ground conditions and safety measures are suitable prior to lifts.◇ Operate cranes to lift, move or position heavy or large objects according to project requirements.◇ Perform routine inspections and maintenance on equipment as required.◇ Strong communication skills and ability to follow the signals to follow directions for load placement.





Overview Rigger/Scaffolders will set up, repair, and dismantle the rigging and scaffolding used for construction and repairs on the project.

Locations Heybridge in North West Tasmania, and in South Gippsland and Latrobe Valley in Victoria.

Phase Construction

Hirer Lead Contractors

Qualifications

- ◇ **High Risk Licence with Dogging (DG), Intermediate Rigging (RI) and Intermediate Scaffolding (SI) endorsement as minimum** (other endorsements such as forklift, EWP and crane certifications highly desirable).
- ◇ Current Australian Drivers Licence.
- ◇ Construction Industry White Card.
- ◇ Working at Heights certification.
- ◇ Permit to Work training.
- ◇ Current Advanced First Aid certification.
- ◇ Confined space entry and rescue certifications (desirable).

Tasks and duties

- ◇ Erect and dismantle scaffolding and rigging on the project in a safe and efficient capacity.
- ◇ Use mechanical load shifting equipment & associated equipment to move loads for the project.
- ◇ Complete regular repairs and routine inspections of equipment.
- ◇ Be a team player who can effectively communicate with all parties on the project.





Painters

Overview

Painters will be required to apply paint and coatings to buildings and structures that are constructed for the project. The painters will work indoors and outdoors according to the requirements of the scope(s) of work.

Locations

Heybridge in North West Tasmania, and in South Gippsland and Latrobe Valley in Victoria.

Phase

Construction

Hirer

Lead Contractors

Qualifications

- ◇ Trade qualification in Painting.
- ◇ NACE certification (or equivalent).
- ◇ Current Australian Drivers Licence.
- ◇ Construction Industry White Card.
- ◇ Working at Heights certification.
- ◇ Current Advanced First Aid certification.
- ◇ Confined space entry and rescue certifications (desirable).
- ◇ High risk licence with endorsements such as Elevated Work Platform (EWP), Dogging (DG) and Basic Rigging (RB) (highly desirable).

Tasks and duties

- ◇ Prepare and clean job areas prior to painting.
- ◇ Apply paint and coatings to structures as required for the project scope.
- ◇ Ensure safe and communicative work practices are maintained for the duration of work scopes, including working at heights, or in confined areas.



Builders

Overview

Builders will manage the construction and upgrades of structures and buildings, including converter stations and site offices for the project.

Locations

Heybridge in North West Tasmania, and in South Gippsland and Latrobe Valley in Victoria.

Phase

Construction

Hirer

Lead Contractors

Qualifications

- ◇ **Commercial Builder Licence (Victoria) or Open Builders Licence (Tasmania).**
- ◇ **Relevant qualification such as Building, Construction, Construction Management, Construction Economics, Construction Project Management, Quantity Surveying or Applied Science (Building).**
- ◇ Current Australian Drivers Licence.
- ◇ Construction Industry White Card.
- ◇ Current Advanced First Aid certification.
- ◇ Safety for Supervisors certification.
- ◇ Relevant Dangerous Goods/Hazardous Substances certification (desirable).

Tasks and duties

- ◇ Supervise and ensure safety of all workers on site, including subcontractors.
- ◇ Manage the project to ensure each scope is delivered within budget and on time.
- ◇ Effectively communicate project outcomes with all stakeholder along the course of the project.



Overview Fencing Contractors are required to install, repair and/or maintain fencing in a particular area. The fencing contractor will work in different areas of the Marinus Link project, including near buildings and other structures, according to the project requirements.

Locations Heybridge in North West Tasmania, and in South Gippsland and Latrobe Valley in Victoria.

Phase Construction

Hirer Lead Contractors

Qualifications

- ◇ Certificate 1 in Construction or equivalent (desirable not essential).
- ◇ Welding qualification (desirable).
- ◇ Current Australian Drivers Licence.
- ◇ Construction Industry White Card.
- ◇ Current Advanced First Aid certification.

Tasks and duties

- ◇ Ensure safety of workers and work areas at all times.
- ◇ Design, measure and install required fencing according to project requirements.
- ◇ Communicate effectively to team members to ensure a timely and accurate delivery of work.

Warehouse Manager (Laydown Area)



Overview The Warehouse Manager is required to manage all yard and warehouse activities to ensure operations run smoothly and safely.

Locations Heybridge in North West Tasmania, and in South Gippsland and Latrobe Valley in Victoria.

Phase Construction, Service Operations

Hirer Lead Contractors

Qualifications

- ◇ **Certificate IV in Logistics (or equivalent certification).**
- ◇ **High Risk Licence with relevant certifications such as Forklift (LF), Elevated Work Platform (EWP), Dogging (DG), Rigging (RB).**
- ◇ Current Australian Drivers Licence.
- ◇ Construction Industry White Card (required for construction phase only).
- ◇ Current Advanced First Aid certification.

Tasks and duties

- ◇ Manage day to day operations, ensuring incoming and outgoing goods are safely handled and accounted for, via regular stocktaking.
- ◇ Planning and scheduling to meet project deliverables.
- ◇ Communication with all stakeholders to update on day-to-day operations.
- ◇ Assist the warehouse and laydown area team with day to tasks including driving forklifts, maintenance tasks and cleaning.



Onshore Technical Roles

The onshore construction and transmission workforce will have a significant technical and trade-based need. These roles, just like the construction/labour positions will also make up a large number of the overall onshore workforce. Horizontal Directional Drilling (HDD) technical roles are included in this section. HDD has been identified as the method that the project will use to lay the cable in areas where it will cross environmentally sensitive areas or rivers, roads, railway, or other infrastructure. Roles are anticipated to include:

- ◇ **Surveyors**
- ◇ **Welders**
- ◇ **Mechanical Fitters**
- ◇ **Electricians**
- ◇ **HV Operators**
- ◇ **Plumbers**
- ◇ **Concreters**
- ◇ **Driller (land rig)**
- ◇ **Rig Hands**
- ◇ **Mud/Fluid Engineer**
- ◇ **Winch Technician**





Overview Surveyors measure land to define boundaries and areas of work. Surveyors use measuring equipment to locate land boundaries and obtain geographic data. Surveyors generally work as part of a team and will interact regularly with various project stakeholders to understand, define, and refine the area of work. Fieldwork is often required meaning working outside in varying weather conditions.

Locations Heybridge in North West Tasmania, and in South Gippsland and Latrobe Valley in Victoria.

Phase Construction

Hirer Marinus Link and Lead Contractors

- Qualifications**
- ◇ **Licensed Surveyor Registration in relevant state (Tasmania or Victoria).**
 - ◇ **Completion of relevant tertiary degree in surveying, spatial/geospatial science, or geographical information systems (GIS).**
 - ◇ Current Australian Drivers Licence.
 - ◇ Construction Industry White Card (required for construction phase only).
 - ◇ Current Advanced First Aid certification.

- Tasks and duties**
- ◇ Using technology such as GPS, Robotic Total Stations (Theodolites), aerial and terrestrial scanners, and/or computer software to measure distances, prepare maps and survey plots for the project.
 - ◇ Use geographical data to inform clients/project stakeholders.
 - ◇ Work with engineers to design and define geographic and land information for the project.

Welders



Overview Welders are qualified trade professionals who are engaged to assemble or repair pieces of metal using welding equipment and machinery.

Locations Heybridge in North West Tasmania, and in South Gippsland and Latrobe Valley in Victoria.

Phase Construction

Hirer Lead Contractors

- Qualifications**
- ◇ **Trade qualification as a welder/boilermaker.**
 - ◇ Current Australian Drivers Licence.
 - ◇ Construction Industry White Card.
 - ◇ Current Advanced First Aid certification.
 - ◇ Confined Space Rescue and Entry certifications (desirable).
 - ◇ High risk licence with certifications such as Forklift (LF), Elevated Work Platform (EWP), Dogging (DG) and Basic Rigging (RB) (highly desirable).

- Tasks and duties**
- ◇ Read, understand, and execute project blueprints and plans.
 - ◇ Operate angle grinders and other machinery to prepare parts prior to welding.
 - ◇ Weld components using relevant equipment and machinery.
 - ◇ Repair and perform regular maintenance on welding equipment.



Mechanical Fitters

Overview

Mechanical Fitters are qualified trade professionals who build, repair and install mechanical components. They typically are in a 'hands on' role and use a variety of tools including saws, grinders, and welding equipment to complete their tasks.

Locations

Heybridge in North West Tasmania, and in South Gippsland and Latrobe Valley in Victoria.

Phase

Construction

Hirer

Lead Contractors

Qualifications

- ◇ Trade qualification as a Mechanical Fitter.
- ◇ Welding certifications (highly desirable).
- ◇ Current Australian Drivers Licence.
- ◇ Construction Industry White Card.
- ◇ Current Advanced First Aid certification.
- ◇ Confined Space Rescue and Entry certifications (desirable).
- ◇ High risk licence with certifications such as Forklift (LF), Elevated Work Platform (EWP), Dogging (DG) and Basic Rigging (RB) (highly desirable).

Tasks and duties

- ◇ Ability to read drawings and blueprints to complete scope of work.
- ◇ Ensure accuracy and efficiency installing, repairing, and building mechanical components of machinery.
- ◇ Diagnosing and repairing machinery faults.
- ◇ Strong communication skills, team mindset and zero harm attitude to safety.



Electricians

Overview

Electricians are trade qualified professionals who install, build, and repair electrical systems and equipment. They may also perform maintenance on existing electrical systems.

Locations

Heybridge in North West Tasmania, and in South Gippsland and Latrobe Valley in Victoria.

Phase

Construction

Hirer

Lead Contractors

Qualifications

- ◇ Trade qualification as an electrician.
- ◇ Valid A grade electrical licence registered to state of work (i.e., Tasmania or Victoria).
- ◇ Welding certifications (highly desirable).
- ◇ Current Australian Drivers Licence.
- ◇ Construction Industry White Card.
- ◇ Current Advanced First Aid certification.
- ◇ Confined Space Rescue and Entry certifications (desirable).
- ◇ High risk licence with certifications such as Forklift (LF), Elevated Work Platform (EWP), Dogging (DG) and Basic Rigging (RB) (highly desirable).

Tasks and duties

- ◇ Maintaining and repairing electrical appliances.
- ◇ Installing and testing electrical systems and their components.
- ◇ Removing potential electrical hazards.
- ◇ Communicating with customers to understand problems and identify solutions.



Overview	HV Operators are technical professionals who usually hold a trade qualification, and has training in high and low voltage operations as well as control and protection devices. HV Operators are trained in the legislation regarding electrical activities onsite including work permit processes and application and removal of earthing equipment.
Locations	Heybridge in North West Tasmania, and in South Gippsland and Latrobe Valley in Victoria.
Phase	Construction
Hirer	Lead Contractors
Qualifications	<ul style="list-style-type: none">◇ Trade qualification as an electrician, mechanical fitter or equivalent (Electrical Engineering qualification, ESI Power Systems Diploma).◇ High Voltage Operator/Switching certificate.◇ Current Australian Drivers Licence.◇ Construction Industry White Card.◇ Current Advanced First Aid certification.◇ Confined Space Rescue and Entry certifications (desirable).◇ High risk licence with Dogging (DG) and Basic Rigging (RB) (highly desirable).
Tasks and duties	<ul style="list-style-type: none">◇ Develop and operate HV switching systems ensuring the relevant legislation and requirements are met.◇ Control permit to work operations.◇ Coordinate power system permit procedures and schedules.

Plumbers



Overview	Plumbers are qualified trade professionals who install and repair water, drainage, gas, sewerage pipes and systems. Plumbers will work closely with a variety of project stakeholders including other trade professionals and project management teams.
Locations	Heybridge in North West Tasmania, and in South Gippsland and Latrobe Valley in Victoria.
Phase	Construction
Hirer	Lead Contractors
Qualifications	<ul style="list-style-type: none">◇ Trade qualified plumber.◇ Handle Dangerous Goods/Hazardous Substances certification.◇ Current Australian Drivers Licence.◇ Construction Industry White Card.◇ Current Advanced First Aid certification.◇ Confined Space Rescue and Entry certifications (desirable).◇ High risk licence with Dogging (DG) and Basic Rigging (RB) (highly desirable).
Tasks and duties	<ul style="list-style-type: none">◇ Capability to read and interpret blueprints, drawings, and specifications to determine plumbing systems and materials required for project scopes.◇ Installation of hot and cold-water systems and associated equipment.◇ Connection of gas appliances, flues and pressure regulating devices.



Concreters

Overview

Concreters are technicians who mix, pour and finish concrete. Concreters will follow plans and specifications specific to the project scopes to ensure the work can be completed in a timely and efficient manner.

Locations

Heybridge in North West Tasmania, and in South Gippsland and Latrobe Valley in Victoria.

Phase

Construction

Hirer

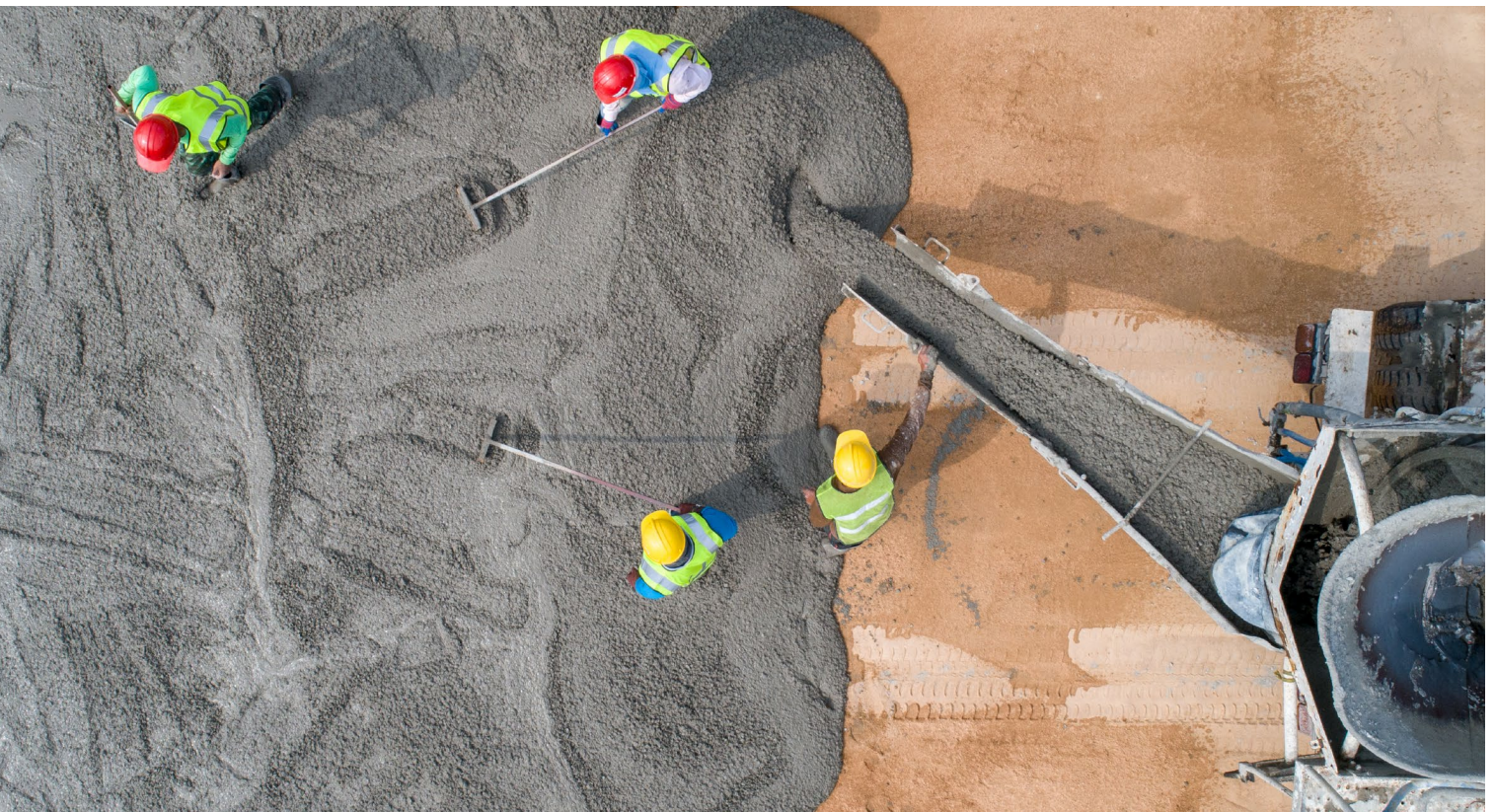
Lead Contractors

Qualifications

- ◇ **Completion of certificate III in Concreting (or equivalent).**
- ◇ **Current Victorian Concreting Licence or Tasmanian Professional Concreter Accreditation (dependent on the state of work).**
- ◇ Current Australian Drivers Licence.
- ◇ Construction Industry White Card.
- ◇ Current Advanced First Aid certification.
- ◇ Excavator Licence (desirable).
- ◇ High risk licence with Dogging (DG) and Basic Rigging (RB) (highly desirable).

Tasks and duties

- ◇ Laying steel reinforcing, plates, and bolts.
- ◇ Pour and seal concrete as required for project.
- ◇ Strong communication skills to ensure tasks are completed in a safe and efficient manner.



Drillers (Land Rig)



Overview	Drillers will operate the land rig during horizontal directional drilling (HDD) to install cables in areas that require low impact trenchless cabling. This role requires a sound understanding of underground infrastructure and assets as well as the environmental impacts of HDD operations.
Locations	Heybridge in North West Tasmania, and in South Gippsland and Latrobe Valley in Victoria.
Phase	Construction
Hirer	Lead Contractors
Qualifications	<ul style="list-style-type: none">◇ Certificate III in Directional Drilling (or equivalent).◇ IWCF Well Control for Directional Drilling certificate (or equivalent).◇ Heavy Rigid (HR) licence – manual preferred or Heavy Combination (HC) licence.◇ Excavator Licence (desirable).◇ Current Australian Drivers Licence.◇ Construction Industry White Card.◇ Current Advanced First Aid certification.◇ Handle Dangerous Goods/Hazardous Substances certification.
Tasks and duties	<ul style="list-style-type: none">◇ Read and interpret engineering plans and schedules to complete HDD.◇ Operate the land rig to install underground cable via pilot hole.◇ Ensure environmental impacts are mitigated before, during and after operations.◇ Understand and follow all safety procedures to ensure all team members are working in a safe work environment.

Rig Hands



Overview	Rig Hands will assist Drillers with setting up and operating the land rig for the HDD scope of the project.
Locations	Heybridge in North West Tasmania, and in South Gippsland and Latrobe Valley in Victoria.
Phase	Construction
Hirer	Lead Contractors
Qualifications	<ul style="list-style-type: none">◇ Heavy Rigid (HR) licence – manual preferred or Heavy Combination (HC) licence.◇ Excavator licence (desirable).◇ Current Australian Drivers Licence.◇ Construction Industry White Card.◇ Current Advanced First Aid certification.◇ Handle Dangerous Goods/Hazardous Substances certification.◇ High risk licence with relevant certifications such as Vehicle Loading Crane (CV), Forklift (LF), Dogging (DG) and Basic Rigging (RB).
Tasks and duties	<ul style="list-style-type: none">◇ Assist the driller with setting up the land rig.◇ Operate machinery such as cranes, winches and pumps.◇ General maintenance, cleaning, digging and manual tasks as directed.◇ Ensure equipment is regularly checked and maintained for the scope of work.◇ Assist with transportation of drilling rigs and equipment.



Mud/Fluid Engineer

Overview

A Mud/Fluid Engineer is responsible for overseeing the mixing, testing and the management of the drilling fluid known as 'mud' which is pumped into a HDD bore hole during the drilling operation. This role is required on site during the drilling process so will be required to work outside in varying weather conditions.

Locations

Heybridge in North West Tasmania, and in South Gippsland and Latrobe Valley in Victoria.

Phase

Construction

Hirer

Lead Contractors

Qualifications

- ◇ Tertiary engineering degree in relevant field such as chemical, petroleum or mechanical engineering.
- ◇ Borehole control certification (desirable).
- ◇ Current Australian Drivers Licence.
- ◇ Construction Industry White Card.
- ◇ Current Advanced First Aid certification.
- ◇ Handle Dangerous Goods/Hazardous Substances certification.

Tasks and duties

- ◇ Oversee and manage the operation of drilling fluids used during the HDD operation.
- ◇ Testing of mud/fluids to ensure fluid weight and chemical properties are maintained during the operation.
- ◇ Instruct and work with the drilling team to ensure drilling operation does not have any problems such as borehole collapse or frac outs.
- ◇ Waste management ensuring that the correct amount of mud is utilised at all stages of the HDD drilling process.



Winch Technicians

Overview

Winch Technicians are required to manage the winch operation during the HDD and cabling scope of the project. Winch Operator must manage lifting, tensioning, and load control during construction. Winch Technician must also have a strong mechanical and/or hydraulic background to inspect, maintain and if required, repair, the winch motor.

Locations

Heybridge in North West Tasmania, and in South Gippsland and Latrobe Valley in Victoria.

Phase

Construction

Hirer

Lead Contractors

Qualifications

- ◇ Mechanical/hydraulic qualification (i.e., Mechanical Fitter Trade or equivalent).
- ◇ Current Australian Drivers Licence.
- ◇ Construction Industry White Card.
- ◇ Current Advanced First Aid certification.
- ◇ Handle Dangerous Goods/Hazardous Substances certification.

Tasks and duties

- ◇ Oversee winch operations during the HDD and cable installations.
- ◇ Conduct regular inspections and repairs to ensure winch and winch motors are functional.
- ◇ Sound understanding of electrical, hydraulic, mechanical and pneumatic motor systems, to accurately diagnose and repair systems.
- ◇ Ensure safety of operation and the team.



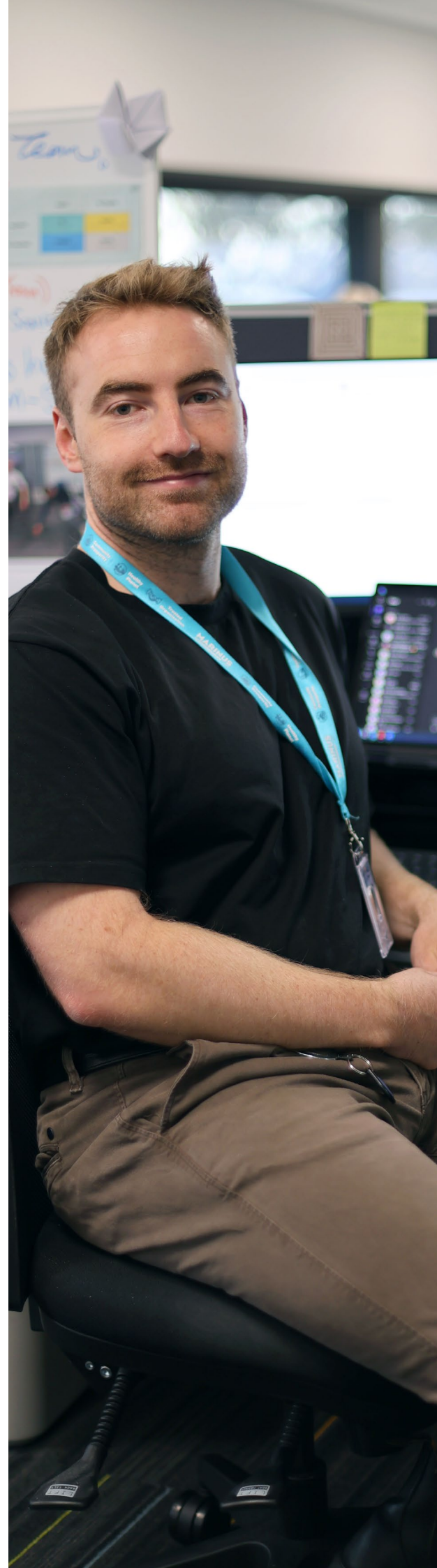
Office Based Positions

The project will require office-based personnel who will manage and support the project. It is anticipated that these roles will have office locations on both sides of the link, in North West Tasmania as well as in Gippsland, Victoria.

Contract and Project Support Team

The contract and project support team ensure day to day activities run smoothly, on schedule and meet all the project deliverables outlined in the contracts for the project, including those that are supplied by subcontractors. Key positions in this team are anticipated to include:

- ◇ **Administration Officer**
- ◇ **Project Coordinator**
- ◇ **Contracts Manager**
- ◇ **IT and Systems Support Officer**





Administration Officers

Overview	Administration Officers will provide essential support to the project and are responsible for administrative tasks such as purchasing, reporting, meeting organisation and general team support.
Locations	Heybridge in North West Tasmania, and in South Gippsland and Latrobe Valley in Victoria.
Phase	Construction, Service Operation
Hirer	Marinus Link and Lead Contractors
Qualifications	<ul style="list-style-type: none">◇ High School Certificate.◇ Qualification in business administration or logistics (highly desirable).◇ Construction Industry White Card (required if working on site during construction phase).
Tasks and duties	<ul style="list-style-type: none">◇ Administration activities as required for the project, such as data entry and reporting.◇ Database management and document control.◇ Purchasing and expense management.◇ Assist project team with appointments, meetings and bookings.



Project Coordinators

Overview	Project Coordinators will work as part of the team to facilitate planning and scheduling of resources and tasks.
Locations	Heybridge in North West Tasmania, and in South Gippsland and Latrobe Valley in Victoria.
Phase	Construction, Service Operation
Hirer	Marinus Link and Lead Contractors
Qualifications	<ul style="list-style-type: none">◇ Certificate level (or higher) tertiary qualification in relevant field such as Logistics, Supply Chain Management, Business, Project Management or Engineering.◇ Construction Industry White Card (required if working on site during construction phase).
Tasks and duties	<ul style="list-style-type: none">◇ Coordinate project team to ensure timely and efficient project delivery.◇ Ensure clear and ongoing communication with subcontractors, suppliers and other project stakeholders.◇ Provide submissions and reports on project activities and milestones.



Overview	A Contract Manager is responsible for negotiating, reviewing, and managing the contracts for the project. The Contract Manager must ensure that all parties fulfil their contractual requirements without any financial or time losses to the project.
Locations	Heybridge in North West Tasmania, and in South Gippsland and Latrobe Valley in Victoria.
Phase	Construction, Service Operation
Hirer	Marinus Link and Lead Contractors
Qualifications	◇ Tertiary qualification in relevant field such as Contract Management, Law, Commerce, Business or Finance.
Tasks and duties	<ul style="list-style-type: none">◇ Reviewing, negotiating and updating contracts for various scopes of the project.◇ Managing supplier and subcontractors, ensuring due diligence is completed prior to taking on a new business.◇ Working with the legal team for advice and feedback if there are any contractual concerns.◇ Obtain input from internal subject matter experts regarding pricing, commercial requirements and constraints, and delivery timelines.

IT and Systems Support Officers



Overview	IT and Systems Support Officers provide technical assistance for the project's IT systems. They also support system users through remote desktop software, email, and telephone queries.
Locations	Tasmania and Victoria
Phase	Construction, Service Operation
Hirer	Marinus Link and Lead Contractors
Qualifications	◇ Tertiary qualification in Information Technology or another relevant field.
Tasks and Duties	<ul style="list-style-type: none">◇ Provide technical user support, assessment and prioritisation of issues.◇ Network administration, identification, and resolution.◇ Hardware and software installation.◇ Customer service focus and ability to clearly communicate with all project stakeholders.



Finance and Procurement

The Finance and Procurement Team will provide a critical role in the overall operations of the Marinus Link project. The team will be tasked with managing the overall the commercial requirements of the project, including financial reporting and forecasting, setting, and adhering to budgets, pricing and rates. Procurement activities include budgeting, purchasing, invoicing and subcontractor payments. Roles may include:

- ◇ **Finance Manager**
- ◇ **Financial Accountant**
- ◇ **Payroll Officer**
- ◇ **Procurement Specialist**



Finance Manager



Overview	The Finance Manager is responsible for overseeing the commercial side of the project, ensuring budgets are adhered to and it's overall financial health.
Locations	Tasmania and Victoria
Phase	Construction, Service Operation
Hirer	Marinus Link and Lead Contractors
Qualifications	<ul style="list-style-type: none">◇ Tertiary qualification in finance/commercial discipline such as Financial Services, Accounting, Business Management, Commerce.◇ CPA/CA qualification and/or Master of Business Administration (MBA) (highly desirable).
Tasks and duties	<ul style="list-style-type: none">◇ Financial reporting and data analysis.◇ Budget management and forecasting.◇ Preparing financial reports for all project stakeholders.◇ Provide commercial advice to the project team.◇ Manage project milestone payments.◇ Assist with financial advice during contract negotiations.

Financial Accountant



Overview	The Financial Accountant is responsible for managing, keeping records and reporting on legislated tax requirements, transactions and overall financial performance.
Locations	Tasmania and Victoria
Phase	Construction, Service Operation
Hiring Organisation	Marinus Link and Lead Contractors
Qualifications	<ul style="list-style-type: none">◇ Bachelor's Degree in Accounting (or equivalent).◇ CPA or CA accreditation.
Tasks and duties	<ul style="list-style-type: none">◇ Financial reporting on company tax requirements.◇ Forecasting and budgeting.◇ Financial record keeping and ensuring financial requirements for auditing (internal as well as external).◇ Risk analysis and financial advice to ensure project commercial health and delivery.



Payroll Officers

Overview	Payroll Officers are responsible for processing payroll, tax calculations and deductions. They also prepare monthly, quarterly and year-end financial statements.
Locations	Tasmania and Victoria
Phase	Construction, Service Operation
Hirer	Marinus Link and Lead Contractors
Qualifications	◇ Certificate level (or higher) in Payroll Services, Accounting, Accounts Administration, Commerce or Business (highly desirable).
Tasks and duties	◇ Processing project payroll for employees. ◇ Calculating superannuation, PAYG and Payroll Tax calculations and payments. ◇ Payroll reporting including end of financial year statements.



Procurement Specialist

Overview	A Procurement Specialist manages the purchasing of goods, equipment and material required for the project.
Locations	Tasmania and Victoria
Phase	Construction, Service Operation
Hirer	Marinus Link and Lead Contractors
Qualifications	◇ Tertiary qualification in relevant field such as Supply Chain Management, Logistics, Project Management or Business.
Tasks and duties	◇ Manage and oversee suppliers and subcontractors. ◇ Ensure all project purchases meet operational needs and can respond to both short and long lead times. ◇ Monitor supplier performance through KPI reporting and corrective action. ◇ Ensure compliance with company procurement guidelines.





Project Management Team

The Project Management Team will include key personnel who must ensure day to day tasks and schedules are delivered on time, safely and within budget guidelines. Roles in this team may include:

- ◇ **Project Planner/Scheduler**
- ◇ **Estimator**
- ◇ **Project Manager**
- ◇ **Construction Manager**
- ◇ **Building Information Modelling Manager**
- ◇ **Operations Manager (O&M)**





Project Planner/Scheduler

Overview	The Project Planner/Scheduler manages the planning and scheduling of the project's activities.
Locations	Heybridge in North West Tasmania, and in South Gippsland and Latrobe Valley in Victoria.
Phase	Construction, Operation
Hirer	Marinus Link and Lead Contractors
Qualifications	◇ Tertiary qualification in relevant field such as Project Controls, Finance, Logistics, Quantity Surveying or Project Management.
Tasks and duties	<ul style="list-style-type: none">◇ Planning and scheduling activities and progress measurement updates to ensure project requirements are met.◇ Maintain the project schedule, updating and reporting as the project progresses.◇ Perform the schedule risk analysis for highly critical tasks.◇ Use relevant planning software such as Primavera P6, Microsoft project, Oracle Primavera for project activities.



Estimator

Overview	The Estimator will provide approximations of the time, money, materials, and labour required for the project.
Locations	Heybridge in North West Tasmania, and in South Gippsland and Latrobe Valley in Victoria.
Phase	Construction
Hirer	Lead Contractors
Qualifications	◇ Tertiary qualification in relevant field such as Project Controls, Finance, Quantity Surveying or Engineering or Business.
Tasks and duties	<ul style="list-style-type: none">◇ Work with engineers and the project team to plan and develop a budget for the project.◇ Ensure cost and time estimates for the project are met, verify subcontractor quotes and advise on any project tenders or submissions.◇ Interpret plans, regulations, and relevant codes of practice to ensure project budgets are adequate.

Project Manager



Overview	The Project Manager leads project planning and manages the project delivery team.
Locations	Tasmania and Victoria
Phase	Construction
Hirer	Marinus Link and Lead Contractors
Qualifications	◇ Tertiary qualification in relevant field such as Project Management, Engineering, Business, Finance or Law.
Tasks and Duties	◇ Managing project progress and delegating tasks as required. ◇ Leading project planning meetings. ◇ Responsible for project milestone delivery. ◇ Contract negotiation and delivery.

Construction Manager



Overview	The Construction Manager is responsible for managing all activities during the construction phase of the project. This includes suppliers and subcontractors, procurement activities, milestone delivery dates and budgets.
Locations	Heybridge in North West Tasmania, and in South Gippsland and Latrobe Valley in Victoria.
Phase	Construction
Hirer	Lead Contractors
Qualifications	◇ Tertiary qualification in relevant field such as Building and Construction, Engineering, Project Management or Business. ◇ Australian Drivers Licence. ◇ Construction Industry White Card. ◇ Current Advanced First Aid certification.
Tasks and Duties	◇ Strong communication skills and ability to effectively delegate tasks to all project stakeholders. ◇ Coordination of labour resources, procurement and delivery of construction materials and equipment, to meet project milestones and delivery dates. ◇ Ensuring safety of all personnel including subcontractors and suppliers working on the project. ◇ Conducting project reviews and collating detailed reports for clients and stakeholders.



Building Information Modelling (BIM) Manager

Overview

This role is responsible for overseeing the implementation and utilisation of BIM tools, standards, and processes. The goal of the BIM Manager is to improve project coordination, eliminate mistakes (ETS), optimise resource allocation, and assist in delivering high-quality, cost-effective project construction.

Locations

Heybridge in North West Tasmania, and in South Gippsland and Latrobe Valley in Victoria.

Phase

Construction

Hirer

Lead Contractors

Qualifications

◇ **Tertiary qualification in relevant field such as Building and Construction, Construction Estimation, Engineering or Architecture.**

Tasks and duties

- ◇ Develop and implement model standards, protocols templates and procedures.
- ◇ Oversee the creation of project information models, which include 3D visualisations of data, drawings, and schedules connected with a project's design and construction phases.
- ◇ Creation of LOD and BIM Management plans to address custom asset production workflow.
- ◇ Propose, design, build, and implement automated workflows that connect marketing, sales, drafting, compliance, estimating, administration, construction, and faults teams.
- ◇ Overseeing the deployment of the system, and the management of applications, macros, plugins, scripts and custom workflows.
- ◇ Train and oversee the usual activities of Revit users to ensure BIM standards are maintained.



Operations Manager

Overview

The Operations Manager is responsible for managing and overseeing all activities during the Service Operation phase of the project.

Locations

Heybridge in North West Tasmania, and in South Gippsland and Latrobe Valley in Victoria.

Phase

Service Operation

Hirer

Marinus Link

Qualifications

◇ **Tertiary qualification in relevant field such as Engineering, Business Administration, Commerce or Project Management.**

Tasks and Duties

- ◇ Develop operations and maintenance schedule.
- ◇ Ensure smooth running of day-to-day operations.
- ◇ Manage and review budgets, ensuring costs are kept within required guidelines.
- ◇ Enforcing health and safety procedures, to ensure safety of all workers, including subcontractors and suppliers.



Quality, Health, Safety and Environment (QHSE) Team

The QHSE Team are responsible for ensuring the health and safety of all workers including subcontractor personnel. The team must also take measures to reduce the company's environmental impact and ensure that quality standards are in place to measure and meet project expectations. Roles may include:

- ◇ **QHSE Manager**
- ◇ **Environmental Advisor**
- ◇ **Quality/Document Control Advisor**





QHSE Manager

Overview

The QHSE Manager is responsible for developing, implementing, and maintaining the QHSE system for the project. This includes ensuring all workers including subcontractors and suppliers are always working and following safe practices, ensuring environmental risk is mitigated and compliance to quality systems.

Locations

Heybridge in North West Tasmania, and in South Gippsland and Latrobe Valley in Victoria.

Phase

Construction, Service Operation

Hirer

Marinus Link and Lead Contractors

Qualifications

- ◇ Relevant tertiary QHSE qualification (minimum requirement Cert IV in Work Health and Safety).
- ◇ Construction Industry White Card (required for construction phase only).
- ◇ Current Australian Drivers Licence.
- ◇ Current Advanced First Aid certification.
- ◇ Safety for Supervisors certification.
- ◇ Integrated Management Systems Internal Auditor Training.
- ◇ Confined space entry and rescue certifications (desirable).
- ◇ Working at Heights certifications (desirable).

Tasks and Duties

- ◇ Provide leadership on hazard and incident reporting.
- ◇ Identify actions to reduce safety risks and support managers to implement actions that improve safety outcomes.
- ◇ Oversee Injury management.
- ◇ Responsible for managing all internal and external audits and inspections.
- ◇ Monitor legislative changes and ensure that these changes have been communicated to managers and staff for action.



Environmental Advisor



Overview	The Environmental Advisor is responsible for ensuring that the project complies with all legislation and regulation regarding environmental impact. Additionally, the environmental advisor must work with the team to minimise disruption to the onshore and offshore landscape and ensure waste is disposed of appropriately.
Locations	Heybridge in North West Tasmania, and in South Gippsland and Latrobe Valley in Victoria.
Phase	Construction
Hirer	Marinus Link and Lead Contractors
Qualifications	<ul style="list-style-type: none">◇ Tertiary qualification in relevant environmental field such as Environmental Science, Environmental Planning, Environmental Engineering, or Sustainability.◇ Construction Industry White Card (required if travelling to site, for construction phase only).◇ Current Australian Drivers Licence.
Tasks and Duties	<ul style="list-style-type: none">◇ Ensure environmental legislation and environmental approval compliance is adhered to during the project.◇ Identify areas and mitigate risk in regard to environmental impact of work required.◇ Provide regular feedback to all key project stakeholders via regular meetings, reports and other communication methods.◇ Work with First Peoples to understand cultural heritage of land and water areas in and around the project.◇ Assist with the management and monitoring of environment controls such as erosion and sediment controls within the project.◇ Ensure that the environmental management plans and other environmental management documents are implemented and maintained.◇ Conduct regular site visits, monitoring, and audits to assess and ensure environmental performance and opportunities for improvement.

Quality/Document Control Advisor



Overview	The Quality/Document Control Advisor is responsible for defining the quality standards and guidelines for the project. This role includes internal auditing and being the liaison officer for external audits. Additionally, on the document control side of the position, this role will assist with lodging and registering corporate documents such as contracts, financial reports, and tax returns.
Locations	Tasmania and Victoria
Phase	Construction, Service Operation
Hirer	Marinus Link and Lead Contractors
Qualifications	<ul style="list-style-type: none">◇ Tertiary qualification in relevant field such as Quality Management, Business Management, Records Management and Archives etc.
Tasks and Duties	<ul style="list-style-type: none">◇ Create and define quality standards, policies, and procedures for the project.◇ Conduct regular internal audits on various project departments.◇ Attend and represent the project for all external audits, ensuring all non-conformances are actioned and closed out as soon as possible.◇ Manage document access for the project, including commercially sensitive or confidential documents.



Engineering

A team of engineers and engineer supporting roles will be required for the project. Starting in the development phase of the project, this team will work across various technical disciplines to design, build and deliver the project. Across the various technical areas, the roles are expected to include:

- ◇ **Draftsperson**
- ◇ **Designer**
- ◇ **Civil Engineer**
- ◇ **Electrical Engineer**
- ◇ **Testing and Commissioning Engineer**
- ◇ **Geotechnical Engineer**
- ◇ **Systems Engineer**



Draftsperson



Overview	The Draftsperson is responsible for providing technical drawings for the project. The Draftsperson typically uses computer-aided design (CAD) to create the drawings and will work with a team of engineers who will consult on design and project requirements.
Locations	Heybridge in North West Tasmania, and in South Gippsland and Latrobe Valley in Victoria.
Phase	Construction
Hirer	Marinus Link and Lead Contractors
Qualifications	◇ Certificate IV in Engineering Drafting.
Tasks and Duties	◇ Drawing sketches, plans, and designs according to project requirements. ◇ Estimating material costs. ◇ Working to specifications, budgets and timelines.

Designer



Overview	The Designer is responsible for designing the project scope working with engineers and the project delivery team.
Locations	Heybridge in North West Tasmania, and in South Gippsland and Latrobe Valley in Victoria.
Phase	Construction
Hirer	Marinus Link, Lead Contractors
Qualifications	◇ Tertiary qualification in relevant field such as Building and Construction, Engineering or Architecture.
Tasks and duties	◇ Work with the project team to manage the design process, including design development, design review, and design approval. ◇ Interpret plans and design plans, regulations and relevant codes of practice and use relevant software to draw and mark up plans. ◇ Implement and manage the Safety in Design process. ◇ Manage and oversee design activities across multiple scopes of the projects construction. ◇ Review project specifications and contracts to identify design requirements and constraints. ◇ Identify and resolve design-related issues and escalate issues to senior management as needed. ◇ Ensure that project design records and documents are accurate and up-to-date.



Civil Engineers

Overview

Civil Engineers are responsible for the parts of the project that involve the built environment. Civil Engineers may work on structures including bridges, roads, dams, buildings, water and irrigation systems, including geotechnical works and bulk earth works.

Locations

Heybridge in North West Tasmania, and in South Gippsland and Latrobe Valley in Victoria.

Phase

Construction

Hirer

Marinus Link and Lead Contractors

Qualifications

◇ **Bachelor of Civil Engineering (or equivalent).**

Tasks and Duties

- ◇ Analysing site locations and surrounding areas to determine the feasibility for project and development approach the project scopes.
- ◇ Developing detailed designs and plans using a range of computer software programs for the project ensuring budgets and project resources are not exhausted.



Electrical Engineers

Overview

Electrical Engineers are responsible for the electrical engineering design of the project, including the design of new electrical systems, including converter stations. Power generation areas including generation, transmission and distribution are the focus of this position, with optimal design and risk management being key areas.

Locations

Heybridge in North West Tasmania, and in South Gippsland and Latrobe Valley in Victoria.

Phase

Construction

Hirer

Marinus Link and Lead Contractors

Qualifications

◇ **Bachelor of Electrical Engineering (or equivalent).**

Tasks and Duties

- ◇ Develop and design electrical systems, processes and software.
- ◇ Perform detailed calculations to ensure the project scope meets all electrical standards and specifications.
- ◇ Ensure all designs and specifications meet project budgets and deadlines, as well as mitigating environmental impact.

Testing and Commissioning Engineer



Overview	The Testing and Commissioning Engineer is employed during the construction phase of the project to test the electrical transmission systems and equipment, to ensure it is safe and in working order. This role generally requires the engineer to be on site during the commissioning and testing scope of the construction phase of the project.
Locations	Heybridge in North West Tasmania, and in South Gippsland and Latrobe Valley in Victoria.
Phase	Construction
Hirer	Marinus Link and Lead Contractors
Qualifications	<ul style="list-style-type: none">◇ Bachelor of Electrical Engineering (or equivalent).◇ Construction Industry White Card (required if travelling to site, for construction phase only).◇ Current Australian Drivers Licence.◇ High Voltage (HV) certificate (desirable).
Tasks and Duties	<ul style="list-style-type: none">◇ Testing and commissioning transmission systems and equipment for the project.◇ Lead the commissioning team to ensure that any issues are rectified as soon as feasible, ensuring the safety of all workers and notifying all project stakeholders.◇ Ensure all testing and commissioning activities are in line with relevant legislation, in regard to electricity, transmission and power generation.

Geotechnical Engineer



Overview	The Geotechnical Engineer is responsible for analysing and designing the project scope in regard to earth materials (i.e. soil, rock, sediment etc), both onshore, and offshore along the transmission line of the project.
Locations	Heybridge in North West Tasmania, and in South Gippsland and Latrobe Valley in Victoria.
Phase	Construction
Hirer	Marinus Link and Lead Contractors
Qualifications	<ul style="list-style-type: none">◇ Bachelor of Civil Engineering (or equivalent) with post-graduate specialisation in geotechnical discipline.
Tasks and Duties	<ul style="list-style-type: none">◇ Ensure geotechnical components are considered and factored into engineering design for projects transmission line.◇ Advise key project stakeholders, including other engineering disciplines, of geotechnical factors that may impact cost or project delivery timelines.◇ Troubleshoot and provide alternative options to the project team for areas that are anticipated to have geotechnical issues.



Systems Engineer

Overview

The Systems Engineer is responsible for designing and implementing the projects computer systems and technology required for the project. In addition to this, they may be required for troubleshooting and continued improvement of the projects systems as the project develops.

Locations

Heybridge in North West Tasmania, and in South Gippsland and Latrobe Valley in Victoria.

Phase

Construction, Service Operation

Hirer

Marinus Link and Lead Contractors

Qualifications

◇ **Engineering degree in relevant field such as Computer Science, Information Technology, Computer Systems or Systems Engineering.**

Tasks and Duties

- ◇ Design, implement and manage the projects computer systems across the lifecycle of the project.
- ◇ Troubleshoot and provide alternative options to the team as and when issues arise.
- ◇ Oversee the installation of hardware, software and system upgrades.
- ◇ Manage and implement data security across all project system software.





Legal and Governance

The Legal and Governance Team provide legal and compliance services and support to the project. The team must ensure the project makes informed and accountable decisions to ensure all stakeholder parties are fairly represented. This team may include:

- ◇ **Governance and Compliance Advisor**
- ◇ **Corporate Counsel**





Governance and Compliance Advisor

Overview	The Governance and Compliance Advisor is responsible for ensuring the project meets all legislation, governance, and compliance requirements.
Locations	Tasmania and Victoria
Phase	Construction, Service Operations
Hirer	Marinus Link
Qualifications	◇ Tertiary qualification in Law or another relevant field.
Tasks and Duties	<ul style="list-style-type: none">◇ Lead and advise all key project stakeholders on best practice in terms of governance, legislation, and risk management.◇ Provide standards for the project on ethical and corporate behavioural requirements.◇ Implement the corporate strategy.◇ Monitor and advise on organisational investments, environmental issues, privacy legislation and corporate structure.



Corporate Counsel

Overview	The Corporate Counsel is employed for the project and is responsible for all legal proceedings, requirements and advice throughout the project's lifecycle.
Locations	Tasmania and Victoria
Phase	Construction, Service Operations
Hirer	Marinus Link
Qualifications	<ul style="list-style-type: none">◇ Bachelor of Laws (or higher) Degree.◇ Current Legal Practising Certificate in state of practice: (PLT Admission with the Victorian Legal Admissions Boards or The Law Society of Tasmania).
Tasks and duties	<ul style="list-style-type: none">◇ Oversee company legal framework including business ethics, standards and compliance.◇ Assist in contract negotiations ensuring risk areas are identified and rectified prior to contract award (includes subcontractors).◇ Organise and submit responses to government and regulatory body requests.◇ Advise on any new legal framework or legislation as it comes into effect, ensuring all project stakeholders are across any changes to business practices.



Human Resources and Recruitment

The Human Resources (HR) department is responsible for recruiting, training and managing project staff. The HR department may also manage subcontractor arrangements with third-party labour hire companies who supply personnel to the project. Roles that will be in this team are expected to include:

- ◇ **HR Manager**
- ◇ **Recruitment Advisor**
- ◇ **Workforce Planning and Development Advisor**





HR Manager

Overview	The Human Resources (HR) Manager manages the workforce side of the business and is responsible for areas such as recruitment, learning and development, career progression, salary guidance and employee dispute resolution.
Locations	Tasmania and Victoria
Phase	Construction, Service Operation
Hirer	Marinus Link and Lead Contractors
Qualifications	◇ Tertiary qualification in Human Resources Management or related field such as Business/ Commerce.
Tasks and Duties	<ul style="list-style-type: none"> ◇ Support key project areas in recruitment, training, and career development. ◇ Support employees in dispute resolution, including providing investigations and disciplinary action if required. ◇ Ensuring company compliance to the Fair Work Act and other Australian, as well as state-based, workforce legislation.



Recruitment Advisor

Overview	The Recruitment Advisor is responsible for supporting key project areas to attract and recruit new team members.
Locations	Tasmania and Victoria
Phase	Construction, Service Operation
Hirer	Marinus Link and Lead Contractors
Qualifications	◇ Tertiary qualification in Human Resources Management or related field such as Business/ Commerce.
Tasks and Duties	<ul style="list-style-type: none"> ◇ Writing job adverts and position descriptions for new project positions. ◇ Sourcing, screening, interviewing and reference checking potential candidates. ◇ Assist with the employment offer and contract negotiation to successful candidates.



Overview	The Workforce Planning and Development Advisor is responsible for working with key project stakeholders, to predict and plan ahead for the workforce requirements for the lifecycle of the project.
Locations	Tasmania and Victoria
Phase	Construction
Hirer	Marinus Link and Lead Contractors
Qualifications	◇ Tertiary qualification in relevant discipline such as Human Resources Management, Business Analytics, Data Analytics, Commerce or Project Management.
Tasks and Duties	<ul style="list-style-type: none">◇ Work with key project areas to determine the labour requirements across the lifecycle of the project, including individual scopes in each project phase.◇ Identify key training requirements and any skill shortage areas, to ensure that this can be planned and prepared for ahead of time.◇ Identify trainee and apprenticeship pathways to support new industry entrants.





Communications and Engagement

The Communications and Engagement Team will be responsible for the development and implementation of project communications, the delivery of stakeholder focused engagement activities, and the management of key project stakeholders. Across these areas, the roles are expected to include:

- ◇ **Communications and Stakeholder Engagement Manager**
- ◇ **Landholder Engagement Manager**
- ◇ **Government Relations, Marketing, Media, and Communications Manager**



Community and Stakeholder Engagement Manager



Overview	The Community and Stakeholder Engagement Manager is responsible for communicating and facilitating relationships between the project and community stakeholders, including First Peoples. This role involves working closely in communities to ensure that the project's activities align with local needs and requirements. These relationships and interests are critical to the overall success of a project.
Locations	Heybridge in North West Tasmania, and in South Gippsland and Latrobe Valley in Victoria.
Phase	Construction
Hirer	Marinus Link and Lead Contractors
Qualifications	<ul style="list-style-type: none">◇ Tertiary qualifications in relevant field such as Communications, Public Relations, Marketing, First Nations Australia Studies or Business.◇ Australian Drivers Licence
Tasks and Duties	<ul style="list-style-type: none">◇ Manage internal and external business communications ensuring key project messaging is accurately delivered to all parties.◇ Media marketing, events and brand endorsement.◇ Community and stakeholder engagement, including complaints and consultation management.◇ Developing communications strategies, as well as writing and editing any public facing documents

Landholder Engagement Manager



Overview	The Landholder Engagement Manager is responsible for communications and relationship building with all landholders have an interest in the area in which the projects transmission line and supporting infrastructure will be built. This includes Traditional Owners, who have areas of cultural heritage and significance in and around the project.
Locations	South Gippsland and Latrobe Valley in Victoria.
Phase	Construction
Hirer	Marinus Link
Qualifications	<ul style="list-style-type: none">◇ Tertiary qualifications in relevant field such as Communications, Public Relations, Town Planning, Project Management, First Nations Australia Studies.◇ Australian Drivers Licence.
Tasks and Duties	<ul style="list-style-type: none">◇ Engage with landholders and First Peoples early on in the design and approvals stage of the project, taking a transparent, communicative and open approach to dialogue with all parties.◇ Support and work with landholders to understand areas of concern, ensuring there are channels available for support, should landholders wish to speak to someone independent to the project.◇ Provide regular consultation sessions in local communities, to provide project updates and discuss new issues or concerns.



Government Relations, Media, Marketing and Communication Manager

Overview

The Government Relations, Media, Marketing and Communication Manager is responsible for a wide range of public facing activities that influence the overall reputation of the project.

Locations

Tasmania and Victoria

Phase

Construction, Service Operation

Hirer

Marinus Link and Lead Contractors

Qualifications

◇ Tertiary qualifications in relevant field such as Media and Communications, Public Relations, Marketing, First Nations Australia Studies, Law, Political Science, Social Research and Policy or Business.

Tasks and Duties

- ◇ Manage brand and reputation management, mitigate brand and reputation risk, by being aware of stakeholder concerns and finding solutions to issues.
- ◇ Establish consultative relationships with key government stakeholders, to deliver an effective and evolving government engagement and advocacy strategy for the project.





Offshore Personnel

There will be a large and significant workforce required during the offshore subsea construction phase of the project. This workforce can be broken into different sub-sectors which is anticipated to include maritime, offshore construction, Remote Operated Vehicle (ROV) and project personnel, survey, and cable lay teams.

Maritime Roles

Maritime positions will be required during the subsea construction of the project. Maritime crew will be required on the selected Cable Lay Vessel (CLV), Burial Vessel as well as any support vessels. Key maritime positions are expected to include:

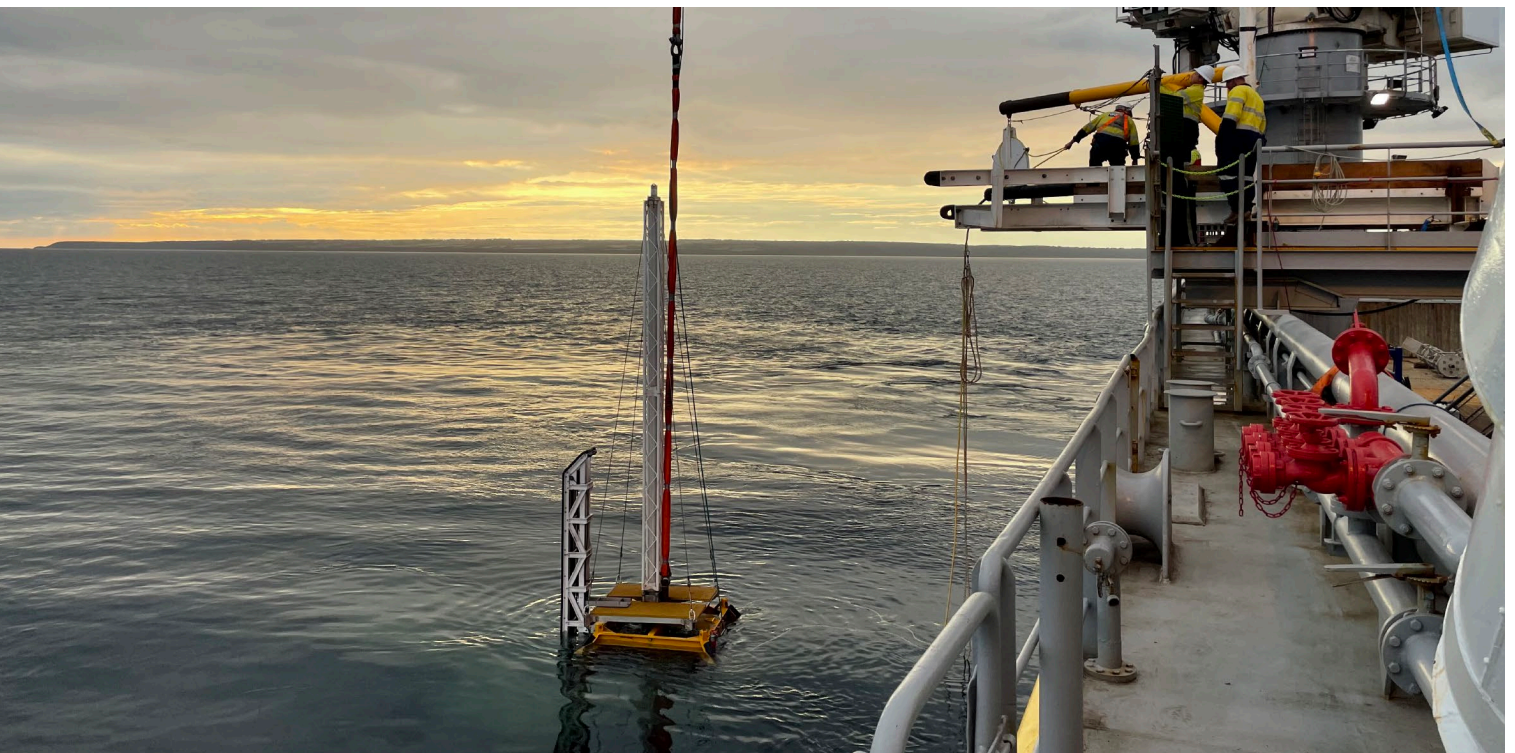
- ◇ **Master**
- ◇ **Deck Officers**
- ◇ **Engineering Officers**
- ◇ **Electrical Technical Officers (ETO)**
- ◇ **Crane Operators**
- ◇ **Integrated Ratings**
- ◇ **Marine Cook**
- ◇ **Steward**





Master

Overview	The Master has the overall legal responsibility of the offshore vessel and must ensure the safe operation of the vessel and all of it's crew onboard.
Locations	Offshore
Phase	Construction
Hirer	Lead Contractors, Tier 2 Subcontractors
Qualifications	<ul style="list-style-type: none">◇ AMSA Master 11/2 (Unlimited) Certificate of Competency (CoC) (or AMSA endorsed equivalent).◇ AMSA Medical.◇ Maritime Security Identification Card (MSIC).◇ Current Australian Passport.◇ OPITO approved Basic Offshore Safety Induction and Emergency Training (BOSIET) – only required if vessel is crew changing via helicopter.◇ Electronic Chart Display and Information System (ECDIS) certificate.◇ Flag State Endorsement and Medical (if not Australian flagged).◇ Advanced First Aid Certificate.◇ Dynamic Positioning (DP) Offshore Unlimited certification (if vessel is DP).
Tasks and Duties	<ul style="list-style-type: none">◇ Ensure vessel is complying with all state, national and international maritime regulations, including those set out under the International Maritime Organisation (IMO) and the Standards of Training, Certifications and Watchkeeping for Seafarers (STCW).◇ Manage crew to complete project scopes in a safe, efficient and harmonious manner at all times.◇ Ensure vessel is operating at all times within the guidelines set out by the vessels Minimum Safe Manning Certificate.◇ Responsible for managing adequate hours of work and rest, so that fatigue management is factored into shift rostering.



Deck Officer



Overview	Deck Officers are Chief or Second Officers who work under the guidance of the Master to navigate the vessel. The size of the deck officer team will be dictated by the size of the vessel, project scope and the Minimum Safe Manning Certificate.
Locations	Offshore
Phase	Construction
Hirer	Lead Contractors, Tier 2 Subcontractors
Qualifications	<ul style="list-style-type: none">◇ AMSA Chief Mate Unlimited CoC (or AMSA endorsed equivalent) for Chief Officer role or AMSA Watchkeeper (Deck) CoC (or AMSA endorsed equivalent) for 2nd Officer role.◇ AMSA Medical.◇ Maritime Security Identification Card (MSIC).◇ Current Australian Passport.◇ OPITO approved Basic Offshore Safety Induction and Emergency Training (BOSIET) – only required if vessel is crew changing via helicopter.◇ Flag State Endorsement and Medical (if not Australian flagged).◇ Advanced First Aid Certificate.◇ Dynamic Positioning (DP) Offshore Unlimited certification (if vessel is DP).
Tasks and Duties	<ul style="list-style-type: none">◇ Hold a navigational watch as rostered on shift.◇ Determine the vessel's navigational course considering weather, speed, and other potential hazards during the vessels journey.◇ Use radio communication and other equipment to effectively communicate with crew on board, other vessels nearby, and ports and other shore based stakeholders.

Engineering Officers



Overview	The engineering department typically consists of at least a 1 st Engineer and 2 nd Engineer who work under the guidance of the Chief Engineer. The size of the engineering team will be dictated by the size of the vessel, project scope and the Minimum Safe Manning Certificate.
Locations	Offshore
Phase	Construction
Hirer	Lead Contractors, Tier 2 Subcontractors
Qualifications	<ul style="list-style-type: none">◇ AMSA Engineer Class 1 CoC (AMSA Chief Engineer >3000KW III/2 Unlimited) or AMSA endorsed equivalent for Chief Engineer, AMSA Engineer Class CoC (or AMSA endorsed equivalent) for 1st Engineer or AMSA Engineer Watchkeeper CoC (or AMSA endorsed equivalent) for 2nd Engineer position.◇ AMSA Medical.◇ Maritime Security Identification Card (MSIC).◇ Current Australian Passport.◇ OPITO approved Basic Offshore Safety Induction and Emergency Training (BOSIET) – only required if vessel is crew changing via helicopter.◇ Flag State Endorsement and Medical (if not Australian flagged).◇ Current Advanced First Aid Certificate.◇ Confined Entry and Rescue certifications.◇ Working at Heights certification.
Tasks and Duties	<ul style="list-style-type: none">◇ Work in the engine room ensuring all technical requirements as well as legislated codes and regulations are always followed.◇ Responsible for ensuring all mechanical, electrical, and ancillary vessel equipment is working at all times including conduction routine checks and maintenance.◇ Trouble shooting and problem solving.◇ Pollution prevention and mitigation.



Electro- Technical Officer (ETO)

Overview

The ETO is responsible for all the electrical and electronic equipment on board the vessel. The ETO works under the direction of the Chief Engineer and forms part of the engine department.

Locations

Offshore

Phase

Construction

Hirer

Lead Contractors, Tier 2 Subcontractors

Qualifications

- ◇ **AMSA Electro-Technical Officer (III/6) CoC or AMSA endorsed equivalent.**
- ◇ **Electrical qualification (generally A Grade Electrician but other electrical training such as electrical technician from Australian Navy sometimes approved).**
- ◇ AMSA Medical.
- ◇ Maritime Security Identification Card (MSIC).
- ◇ Current Australian Passport.
- ◇ OPITO approved Basic Offshore Safety Induction and Emergency Training (BOSIET) – only required if vessel is crew changing via helicopter.
- ◇ Flag State Endorsement and Medical (if not Australian flagged).
- ◇ Advanced First Aid Certificate.
- ◇ Confined Entry and Rescue certifications.
- ◇ Working at Heights certification.
- ◇ High Voltage (HV) certification.

Tasks and Duties

- ◇ Provide regular maintenance on all vessel electrical and electronic equipment.
- ◇ Install and update electrical communication devices, including navigation and radio devices.
- ◇ Assist with any refrigeration, electronic and electrical components, or control room requirements, procuring parts if required.
- ◇ Provide system upgrades and shutdowns as required.
- ◇ Ensure the Chief Engineer, Master and onshore Client are given regular reports on the electronic and electric systems on board vessel.





Overview

Crane Operators are part of the maritime crew and fall under the deck (Integrated Rating) team, reporting into the Chief Integrated Rating (Bosun). Crane Operators are responsible for using cranes to lift and move heavy equipment to complete the required scope of work for the project.

Locations

Offshore

Phase

Construction

Hirer

Lead Contractors, Tier 2 Subcontractors

Qualifications

- ◇ **PMASUP 305 Operator Offshore Crane (or equivalent- Stage 3 Crane Operator).**
- ◇ **AMSA Certificate of Safety Training (COST) or AMSA endorsed equivalent.**
- ◇ AMSA Medical.
- ◇ Maritime Security Identification Card (MSIC).
- ◇ Current Australian Passport.
- ◇ OPITO approved Basic Offshore Safety Induction and Emergency Training (BOSIET) – only required if vessel is crew changing via helicopter.
- ◇ Flag State Endorsement and Medical (if not Australian flagged).
- ◇ Advanced First Aid Certificate.
- ◇ High Risk Licence with endorsements such as Dogging (DG), Basic Scaffolding (SB) and Basic Rigging (RB).

Tasks and Duties

- ◇ Operate cranes to move and position, heavy equipment and cargo.
- ◇ Ensure safety of personnel at all time monitoring and checking for potential hazards.
- ◇ Use two-way radios to communicate with ground personnel.
- ◇ Inspection and routine maintenance of cranes as required.





Integrated Ratings

Overview

An Integrated Rating is an internationally recognised qualified rating who works on the deck of the vessel, completing manual tasks and labour as directed by the Chief Integrated Rating (CIR). The Integrated Rating Team also forms part of the Helideck Operations Team, if the vessel has a helicopter landing pad on board.

Locations

Offshore

Phase

Construction

Hirer

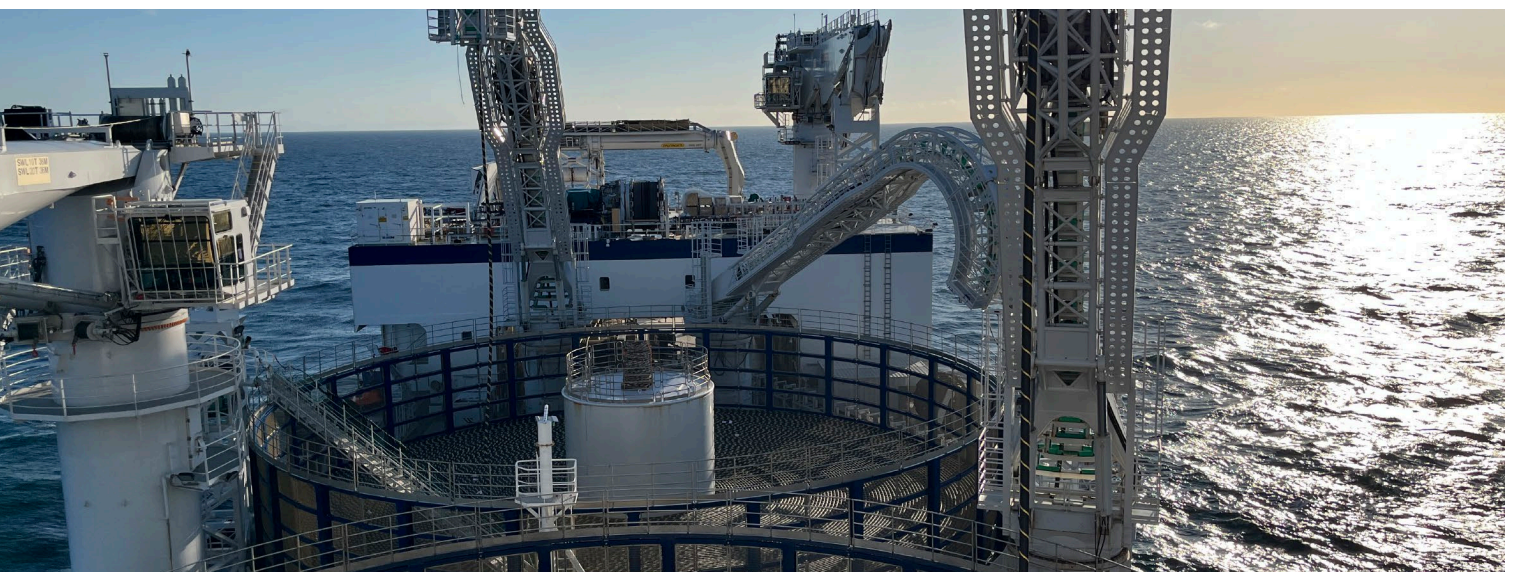
Lead Contractors, Tier 2 Subcontractors

Qualifications

- ◇ **AMSA Integrated Rating Certificate of Proficiency (CoP) (or AMSA endorsed equivalent).**
- ◇ AMSA Medical.
- ◇ Maritime Security Identification Card (MSIC).
- ◇ Current Australian Passport.
- ◇ OPITO approved Basic Offshore Safety Induction and Emergency Training (BOSIET) – only required if vessel is crew changing via helicopter.
- ◇ Helicopter Landing Officer (HLO) certification – only required if crew changing via helicopter.
- ◇ Helicopter Refuelling (HREF) certification – only required if crew changing via helicopter.
- ◇ Respond to a Helideck Incident (HD) certification- only required if crew changing via helicopter.
- ◇ Flag State Endorsement and Medical (if not Australian flagged).
- ◇ Advanced First Aid Certificate.
- ◇ High Risk Licence with endorsements such as Dogging (DG), Basic Scaffolding (SB) and Basic Rigging (RB).
- ◇ Confined Space Entry and Rescue endorsements.
- ◇ Working at Heights certifications.

Tasks and Duties

- ◇ Deck Maintenance.
- ◇ Assist crane operators hooking up loads and equipment.
- ◇ Painting and cleaning.
- ◇ Loading and unloading of stores.
- ◇ Deck watch keeping.
- ◇ Disposing of waste materials.





Overview	The Marine Cook forms part of the maritime workforce and is responsible for cooking all the food required for the crew onboard.
Locations	Offshore
Phase	Construction
Hirer	Lead Contractors, Tier 2 Subcontractors
Qualifications	<ul style="list-style-type: none"> ◇ AMSA Marine Cook CoP. ◇ Completion of Commercial Cookery qualification such as Cert III/IV in Commercial Cookery. ◇ Food Safety Level 1 Use Hygienic Practices for Food Safety. ◇ AMSA Medical. ◇ Maritime Security Identification Card (MSIC). ◇ Current Australian Passport. ◇ Food Safety Level 2 Participate in Safe Handling Practices (desirable). ◇ OPITO approved Basic Offshore Safety Induction and Emergency Training (BOSIET) – only required if vessel is crew changing via helicopter.
Tasks and Duties	<ul style="list-style-type: none"> ◇ Oversee all menus for crew on vessel, ensuring galley is serving a wide range of healthy catering options to meet all tastes, diets, allergies, and cultural requirements. ◇ Complete regular stock orders and stocktakes, ensuring that budget guidelines are kept to, as advised by the client. ◇ Manage night shift personnel including bakers. ◇ Ensure that galley is adequately stocked between meal breaks for crew to obtain snacks and drinks.

Steward



Overview	The Marine Steward supports the catering team in the galley, as well as ensuring the vessels accommodation areas are regularly cleaned and tidied. This also includes unpacking and unloading stores and running the vessel laundry.
Locations	Offshore
Phase	Construction
Hirer	Lead Contractors, Tier 2 Subcontractors
Qualifications	<ul style="list-style-type: none"> ◇ AMSA Certificate of Safety Training (COST). ◇ Food Safety Level 1 Use Hygienic Practices for Food Safety. ◇ AMSA Medical. ◇ Maritime Security Identification Card (MSIC). ◇ Current Australian Passport. ◇ OPITO approved Basic Offshore Safety Induction and Emergency Training (BOSIET) – only required if vessel is crew changing via helicopter.
Tasks and Duties	<ul style="list-style-type: none"> ◇ Assist cooks in the galley by stacking and unpacking dishwashers, unloading stores, cleaning, and wiping tables and work areas and assisting with meal preparation such as chopping fruit and vegetables. ◇ Clean cabins when personnel are on shift, including the making of beds and emptying bins. ◇ Responsible for doing laundry for all crew on board.



Offshore Construction, ROV and Project Personnel

Other offshore construction and project personnel will be required to manage, oversee, operate, and support the project. This may also include Remote Operated Vehicle (ROV) workers who will work on the vessel to support the water jetting trencher (ROV). The key positions in this area are anticipated to include:

- ◇ **Offshore Construction Manager**
- ◇ **Deck Foreperson**
- ◇ **Riggers**
- ◇ **Welders**
- ◇ **Medic**
- ◇ **Offshore Surveyor**
- ◇ **ROV Supervisor**



Offshore Construction Manager (OCM)



Overview	The OCM is responsible for all offshore subsea construction activities and will supervise all project scopes during the construction phase, to ensure the project runs on schedule and meets budget requirements.
Locations	Offshore
Phase	Construction
Hirer	Lead Contractors, Tier 2 Subcontractors
Qualifications	<ul style="list-style-type: none">◇ Qualification in relevant field such as engineering, maritime qualification, or a technical trade.◇ Maritime Security Identification Card (MSIC).◇ Current Australian Passport.◇ Oil and Gas United Kingdom (OGUK) Medical.◇ Current Advanced First Aid certification.◇ OPITO approved Basic Offshore Safety Induction and Emergency Training (BOSIET) – only required if vessel is crew changing via helicopter.◇ Construction Industry White Card.
Tasks and Duties	<ul style="list-style-type: none">◇ Ensure all offshore subsea construction activities run on schedule, following required processes and guidelines.◇ Ensure any problems are identified and rectified as soon as possible.◇ Responsible for the safety of the offshore workforce.◇ Provide regular reports back to various project stakeholders, regarding offshore activities and any anticipated time delays or set backs.

Riggers



Overview	Offshore Riggers are responsible for assisting with lifting and moving materials, ensuring safe work practices are maintained at all times.
Locations	Offshore
Phase	Construction
Hirer	Lead Contractors, Tier 2 Subcontractors
Qualifications	<ul style="list-style-type: none">◇ High Risk Licence with Advanced Rigging (RA) certification as well as other relevant endorsements such as: Dogging (DG), Advanced Scaffolding (SA) and Open Crane (CO).◇ Maritime Security Identification Card (MSIC).◇ Current Australian Passport.◇ Oil and Gas United Kingdom (OGUK) Medical.◇ Construction Industry White Card.◇ Current Provide First Aid certification.◇ OPITO approved Basic Offshore Safety Induction and Emergency Training (BOSIET) – only required if vessel is crew changing via helicopter.◇ Manual Handling certification.
Tasks and Duties	<ul style="list-style-type: none">◇ Assist the construction team with lifting and rigging techniques to move and shift loads in place for the subsea construction.◇ Working with equipment such as winches, pulleys and cranes, and operating required machinery with sound knowledge and safety practices.◇ Use technical expertise to regularly inspect equipment and ensure regular maintenance to minimise accidents and faults.



Deck Foreperson

Overview

The Deck Foreperson supervises all deck activities for the construction personnel on board the vessel. This includes assisting with crane operations, rigging and lifting, as well as other project requirements as directed by the OCM.

Locations

Offshore

Phase

Construction

Hirer

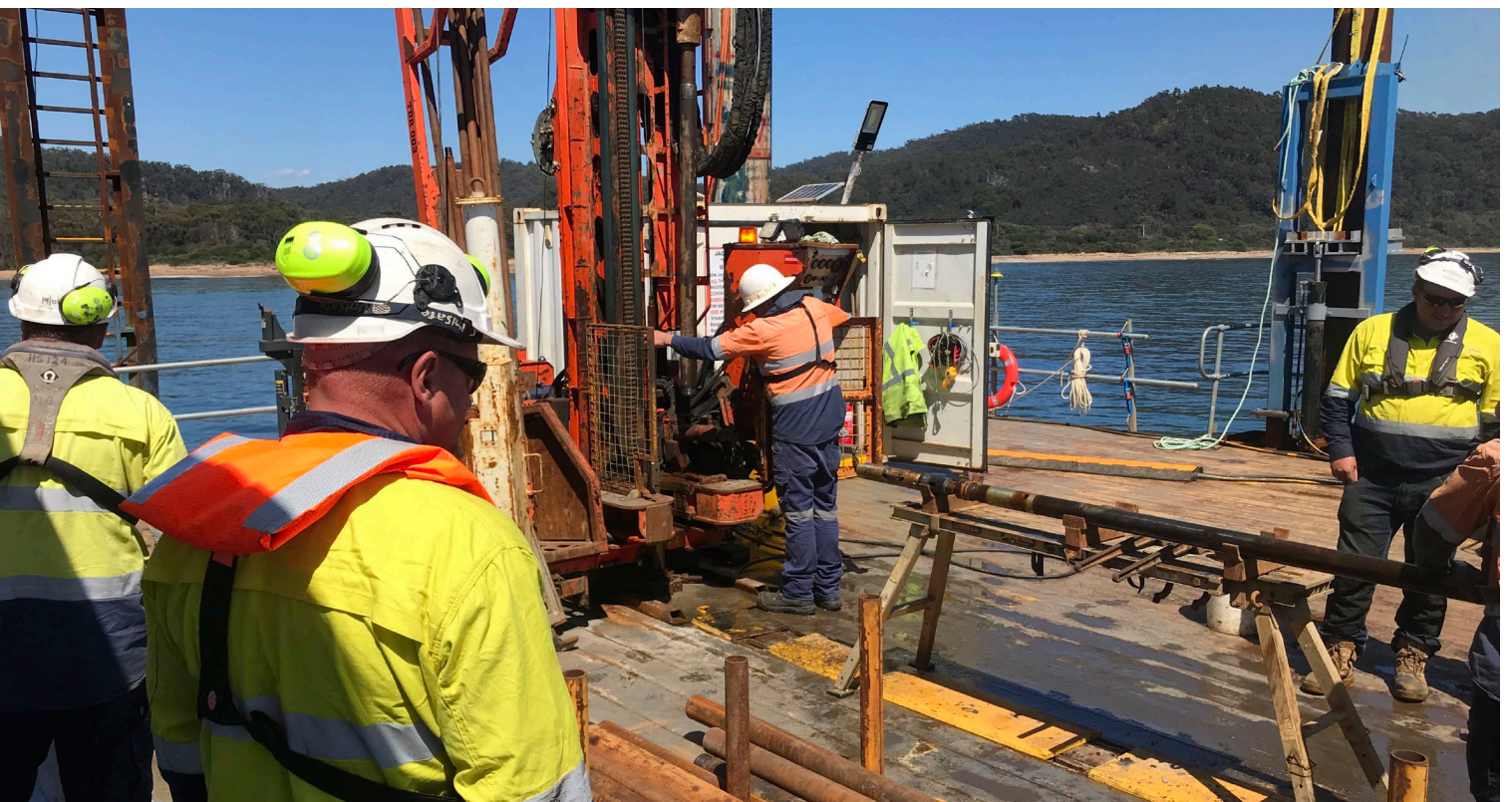
Lead Contractors, Tier 2 Subcontractors

Qualifications

- ◇ High Risk Licence with relevant certifications for role such as: Dogging (DG), Advanced Scaffolding (SA) and Advanced Rigging (RA).
- ◇ Maritime Security Identification Card (MSIC).
- ◇ Current Australian Passport.
- ◇ Oil and Gas United Kingdom (OGUK) Medical.
- ◇ Permit to Work Training.
- ◇ Working at Heights certification.
- ◇ Construction Industry White Card.
- ◇ Current Provide First Aid certification.
- ◇ OPITO approved Basic Offshore Safety Induction and Emergency Training (BOSIET) – only required if vessel is crew changing via helicopter.
- ◇ Safety for Supervisors certification.
- ◇ Manual Handling certification.

Tasks and Duties

- ◇ Manage and oversee construction personnel on deck.
- ◇ Responsible for clearly communicating project requirements, including operation of equipment.
- ◇ Supervision of loading, rigging and lifting operations.





Overview	The Offshore Welders are responsible for offshore welding activities on various structures during the subsea cable installation of the project.
Locations	Offshore
Phase	Construction
Hirer	Lead Contractors, Tier 2 Subcontractors
Qualifications	<ul style="list-style-type: none">◇ Trade qualified Welder/Boilermaker.◇ Maritime Security Identification Card (MSIC).◇ Current Australian Passport.◇ Oil and Gas United Kingdom (OGUK) Medical.◇ Construction Industry White Card.◇ Current Advanced First Aid certification.◇ OPITO approved Basic Offshore Safety Induction and Emergency Training (BOSIET) – only required if vessel is crew changing via helicopter.◇ NDT certifications (desirable).
Tasks and Duties	<ul style="list-style-type: none">◇ Assemble and weld metal components.◇ Perform regular inspections and maintenance.◇ Repair any faults/issues with metal components.◇ Ensure environmental regulations and safety standards are followed at all times.

Medic



Overview	The Medic will work on the offshore vessel and is responsible for the medical care of every person on the vessel, including crew, project team, client representatives, caterers, and any visitors to the vessel.
Locations	Offshore
Phase	Construction
Hirer	Lead Contractors, Tier 2 Subcontractors
Qualifications	<ul style="list-style-type: none">◇ Registered Nurse qualification (Paramedic qualification maybe approved on some projects).◇ Maritime Security Identification Card (MSIC).◇ Current Australian Passport.◇ Oil and Gas United Kingdom (OGUK) Medical.◇ Current Advanced First Aid certification.◇ OPITO approved Basic Offshore Safety Induction and Emergency Training (BOSIET) – only required if vessel is crew changing via helicopter.
Tasks and Duties	<ul style="list-style-type: none">◇ Respond to all incidents on vessel.◇ Provide medical care and log all incidents as required.◇ Work with the onshore team to support injury management as/when required.◇ Conduct drug and alcohol testing as required for the project.◇ Advise on the vessels COVID-19 management plan and all other communicable infections and diseases.



Offshore Surveyor

Overview

The Offshore Surveyor is responsible for ensuring the cable installation via the defined route is smoothly executed by both the cable lay vessel as well as the burial vessel. The Offshore Surveyor will manage this process directly onboard the vessel.

Locations

Offshore

Phase

Construction

Hirer

Lead Contractors, Tier 2 Subcontractors

Qualifications

- ◇ **Licenced Surveyor with Survey, Geotechnical of Hydrography qualification (or equivalent).**
- ◇ Maritime Security Identification Card (MSIC).
- ◇ Current Australian Passport.
- ◇ Oil and Gas United Kingdom (OGUK) Medical.
- ◇ Current Advanced First Aid certification.
- ◇ OPITO approved Basic Offshore Safety Induction and Emergency Training (BOSIET) – only required if vessel is crew changing via helicopter.
- ◇ Construction Industry White Card.

Tasks and Duties

- ◇ Work with the ROV team to ensure cable installation is executed accurately.
- ◇ Monitor the seabed prior, during and after cable lay, to minimise as much disturbance as possible to the sea floor.
- ◇ Immediately report any issues or divergences during the cable lay and burial to the project team.
- ◇ Maintain accurate logs and records of all subsea activities and ensure all key project stakeholders are informed along the process.





Overview The Remotely Operated Vehicle (ROV) Supervisor is responsible for managing all ROV operations, including a team of ROV Pilot Technicians, during the subsea cable lay and burial.

Locations Offshore

Phase Construction

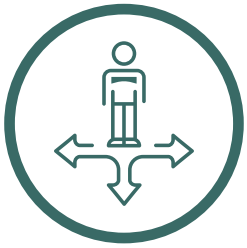
Hirer Lead Contractors, Tier 2 Subcontractors

- Qualifications**
- ◇ IMCA ROV Supervisor Competency Course RO1.
 - ◇ IMCA/MSTC logbook.
 - ◇ High Voltage Electricity certificate as per Appendix 2 of IMCA R005 or IMCA C010.
 - ◇ Maritime Security Identification Card (MSIC).
 - ◇ Current Australian Passport.
 - ◇ Oil and Gas United Kingdom (OGUK) Medical.
 - ◇ Tertiary or Trade qualification in mechanical or electrical field (highly desirable).
 - ◇ Current Advanced First Aid certification.
 - ◇ OPITO approved Basic Offshore Safety Induction and Emergency Training (BOSIET) – only required if vessel is crew changing via helicopter.
 - ◇ Construction Industry White Card.

- Tasks and Duties**
- ◇ Oversee ROV activities during subsea cable lay and burial.
 - ◇ Ensure that entire ROV team are using required systems, processes and reporting tools.
 - ◇ that the ROV is inspected prior to launching.
 - ◇ Ensure regular maintenance and servicing of the ROV.
 - ◇ Troubleshoot any technical issues that arise and mitigate risks by forward planning.







Cable Lay Personnel

The Cable Lay Vessel will require an experienced team who will oversee the cable laying from the vessel onto the seafloor. The Cable Lay Team may include:

- ◇ **Cable Operators/Technicians**
- ◇ **Cable Jointers**
- ◇ **Carousel Engineer**





Cable Operator/Technicians

Overview	Cable Operator/Technicians work on board the Cable Lay Vessel and form part of the team who manage the cable installations by operating the deck equipment and carousel.
Locations	Offshore
Phase	Construction
Hirer	Lead Contractors, Tier 2 Subcontractors
Qualifications	<ul style="list-style-type: none">◇ Technical qualification such as trade or engineering degree in Mechanical, Electrical, Maritime, Civil or other relevant discipline (highly desirable/preferred).◇ High Voltage (HV) Switching/Operator Certificate.◇ High risk licence with Dogging (DG), Rigging (RB) and Crane certifications (highly desirable).◇ Maritime Security Identification Card (MSIC).◇ Current Australian Passport.◇ Oil and Gas United Kingdom (OGUK) Medical.◇ Current Advanced First Aid certification.◇ OPITO approved Basic Offshore Safety Induction and Emergency Training (BOSIET) – only required if vessel is crew changing via helicopter.◇ Construction Industry White Card.
Tasks and Duties	<ul style="list-style-type: none">◇ Work as part of a team to operate deck equipment such as carousel, winches and tensioner to manage the cable installation.◇ Work with the team to ensure cable protection during operations.◇ Work with the termination and testing team to ensure safety and integrity of the cable at all times.◇ Ability to troubleshoot and provide repairs/maintenance as required.



Cable Jointers (Offshore and Onshore)

Overview	Cable Jointers assist in the installation of the cable joints during cable lay process including cable termination
Locations	Offshore and in South Gippsland and Latrobe Valley in Victoria
Phase	Construction
Hirer	Lead Contractors, Tier 2 Subcontractors
Qualifications	<ul style="list-style-type: none">◇ Technical qualification such as trade or engineering degree in Electrical area (highly desirable/preferred).◇ High Voltage (HV) Switching/Operator Certificate.◇ Maritime Security Identification Card (MSIC).◇ Current Australian Passport.◇ Oil and Gas United Kingdom (OGUK) Medical.◇ Current Advanced First Aid certification.◇ OPITO approved Basic Offshore Safety Induction and Emergency Training (BOSIET) – only required if vessel is crew changing via helicopter.◇ Construction Industry White Card.
Tasks and Duties	<ul style="list-style-type: none">◇ Work as part of the cable lay team to install and maintain cable joints during cable lay operations.◇ Repair and troubleshoot any cable issues during the operation.◇ Ensure safety of personnel for cable termination during cable jointing.



Overview	The Carousel Engineer is responsible for the overall engineering design of the carousel, which is used to transport and then lay the cable on the seabed. The Carousel Engineer will also join the Cable Lay Vessel to manage the cable lay operations during the cable lay process.
Locations	Offshore
Phase	Construction
Hirer	Lead Contractors, Tier 2 Subcontractors
Qualifications	<ul style="list-style-type: none">◇ Engineering degree in relevant field such as Mechanical, Electrical, Hydraulics or Subsea.◇ Post graduate study in Subsea Cables or Carousel Engineering (highly desirable).◇ Maritime Security Identification Card (MSIC).◇ Current Australian Passport.◇ Oil and Gas United Kingdom (OGUK) Medical.◇ Current Advanced First Aid certification.◇ OPITO approved Basic Offshore Safety Induction and Emergency Training (BOSIET) – only required if vessel is crew changing via helicopter.◇ Construction Industry White Card.
Tasks and Duties	<ul style="list-style-type: none">◇ Ensure engineering design for carousel meets cable, vessel selected and weight capacity for the scope of work.◇ Manage the cable lay team during the offshore subsea construction process.◇ Fault find and assist with any carousel repair requirements that may arise.◇ Regularly update and report back to key stakeholders, regarding any changes to the project scope that may impact the project, including time delays and budgets.



Registered Training Organisations

We encourage you to explore the training providers featured in this brochure and take advantage of the opportunities they offer. Whether you are a recent graduate, looking for a career change or are someone looking to advance in your current profession, there is a training program that can help you achieve your goal.

Victoria

Vocational Education and Training (VET)

- ◇ **Bendigo TAFE** bendigotafe.edu.au
- ◇ **Box Hill Institute** boxhill.edu.au
- ◇ **Chisholm TAFE** chisholm.edu.au
- ◇ **Federation University Australia (Federation TAFE)** federation.edu.au
- ◇ **Goulburn Ovens Institute of TAFE (GOTAFE)** gotafe.vic.edu.au
- ◇ **Holmesglen TAFE** holmesglen.edu.au
- ◇ **Kangan Institute** kangan.edu.au
- ◇ **Melbourne Polytechnic** melbournepolytechnic.edu.au
- ◇ **TAFE Gippsland (including Seamec, Lakes Entrance)** tafegippsland.edu.au
- ◇ **South West TAFE** swtafe.edu.au
- ◇ **Sunraysia Institute of TAFE (SWTAFE)** sunitafe.edu.au
- ◇ **Swinburne University of Technology** swinburne.edu.au
- ◇ **The Gordon Institute of TAFE** thegordon.edu.au
- ◇ **Victoria University Polytechnic** vu.edu.au
- ◇ **Wodonga TAFE** wongongatafe.edu.au

Universities

- ◇ **Charles Sturt University** csu.edu.au
- ◇ **Deakin University** deakin.edu.au
- ◇ **Federation University Australia (Gippsland and Ballarat)** federation.edu.au
- ◇ **Latrobe University** latrobe.edu.au
- ◇ **Monash University** monash.edu
- ◇ **RMIT University** rmit.edu.au
- ◇ **Swinburne University of Technology** swinburne.edu.au
- ◇ **Torrens University** torrens.edu.au
- ◇ **University of Melbourne** unimelb.edu.au
- ◇ **Victoria University** vu.edu.au

Group Training and Apprenticeships

- ◇ **Australian Group Apprentices (AGA)** aga.com.au
- ◇ **MEGT** megt.com.au
- ◇ **Skillinvest** skillinvest.com.au

Short course/certificate training/accreditation issuing bodies

- ◇ **AITAC** aitac.edu.au
- ◇ **ATTAR AQB** attar.com.au
- ◇ **AusCheck** auscheck.gov.au
- ◇ **Competency Training** competencytraining.com
- ◇ **ERGT Altona** ergt.edu.au
- ◇ **Fire and Safety Australia** fireandsafetyaustralia.com.au
- ◇ **Gippsland Employment Skills Training (GEST)** gest.com.au
- ◇ **LMATS** lmats.com.au
- ◇ **OPTEC** optec.com.au
- ◇ **Origin Institute** origin.edu.au
- ◇ **Thomson Bridge** thomsonbridge.com
- ◇ **Veritas** veritasgroup.com.au
- ◇ **Volt Edge** voltage.com.au
- ◇ **Work Safe Victoria** worksafe.vic.gov.au

Tasmania

Vocational Education and Training (VET)

- ◇ **Australian Maritime College** amc.edu.au
- ◇ **TasTAFE** tastafe.tas.edu.au

Universities

- ◇ **University of Tasmania** utas.edu.au
- ◇ **Australian Maritime College** amc.edu.au

Group Training and Apprenticeships

- ◇ **MAS National** masnational.com.au
- ◇ **MEGT Australia** megt.com.au
- ◇ **HIA Apprentices** hia.com.au
- ◇ **Skills Tasmania –** skills.tas.gov.au

Short course/certificate training/accreditation issuing bodies

- ◇ **AusCheck** auscheck.gov.au
- ◇ **Australian Red Cross Society** redcross.org.au/firstaid
- ◇ **Competency Training** competencytraining.com
- ◇ **Fire and Safety Australia** fireandsafetyaustralia.com.au
- ◇ **High Risk Work Solutions** highriskworksolutions.com.au
- ◇ **Industrial Licence Solutions** inls.com.au
- ◇ **LMATS** lmats.com.au
- ◇ **Master Builders Tasmania** mbatas.org.au
- ◇ **OnRoad OffRoad** onroadoffroad.edu.au
- ◇ **St John Ambulance Tasmania** Tasmania.stjohntas.org.au
- ◇ **Veritas** veritasgroup.com.au
- ◇ **Volt Edge** voltage.com.au
- ◇ **Work Safe Tasmania** worksafe.tas.gov.au
- ◇ **Workskills Tasmania** - workskills.org.au

References

- ◇ [Builder licence \(cbos.tas.gov.au\)](https://cbos.tas.gov.au)
- ◇ [Building practitioner registration | Victorian Building Authority \(vba.vic.gov.au\)](https://vba.vic.gov.au)
- ◇ [Community-and-Stakeholder-Information-Pack-Marinus-Link-2024-Web-final1.pdf \(marinuslink.com.au\)](https://marinuslink.com.au)
- ◇ [Eligibility for becoming a CPA | CPA Australia](https://cpaaustralia.com.au)
- ◇ [Home \(imca-int.com\)](https://imca-int.com)
- ◇ [Home - IWCF](https://www.iwcf.com)
- ◇ [How to become a Chartered Accountant | CA ANZ \(charteredaccountantsanz.com\)](https://charteredaccountantsanz.com)
- ◇ [Licensing and Registration \(cbos.tas.gov.au\)](https://cbos.tas.gov.au)
- ◇ [Nautical Institute - Maritime Industry \(nautinst.org\)](https://nautinst.org)
- ◇ [OPITO | The global, not-for-profit, skills body for the energy industry](https://opito.com)
- ◇ [Practising Certificate Application - Law Society of Tasmania \(lst.org.au\)](https://lst.org.au)
- ◇ [Practising certificates | VLSBC](https://vlsbc.com)
- ◇ [Principles of minimum Safe Manning \(imo.org\)](https://imo.org)
- ◇ [Qualifications & training \(amsa.gov.au\)](https://amsa.gov.au)
- ◇ [Register of Surveyors | Surveyors Register \(nre.tas.gov.au\)](https://nre.tas.gov.au)
- ◇ [Surveyors Registration Board of Victoria \(surveyorsboard.vic.gov.au\)](https://surveyorsboard.vic.gov.au)
- ◇ [Training and Certification \(imo.org\)](https://imo.org)

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