

SSGIN01 Gin Manager / Plant Manager

1. Job role

TCF sub-sector	Cotton Ginning
Functional area	Management
Job role	SSGIN01 Gin Manager / Plant Manager
Job role description	Leads and manages cotton ginning operations, overseeing production, safety, workforce, maintenance and logistics to ensure efficient, compliant and profitable plant performance. In the Australian cotton ginning sector—characterised by highly seasonal, high-throughput processing—the Gin Manager / Plant Manager is responsible for the overall operation of the gin facility. This includes managing peak harvest processing periods, coordinating labour and resources, and ensuring equipment reliability and production targets are met. The role integrates production, engineering, logistics and quality functions, ensuring alignment with business objectives, regulatory requirements and customer expectations across the cotton supply chain.
Performance expectations	• Delivering production targets during peak ginning season • Managing plant operations safely and efficiently • Optimising throughput, yield and fibre quality • Ensuring compliance with WHS and environmental regulations • Managing workforce planning and seasonal labour • Controlling operational costs and resource use • Maintaining plant reliability and uptime • Supporting customer and supply chain requirements
Specialisation	High-volume seasonal processing, cotton fibre quality management, plant optimisation, workforce management, integrated supply chain operations
Application in other Textile, Clothing and Footwear (TCF) sectors	• Agricultural processing industries • Grain, sugar and food processing • Manufacturing and process industries • Bulk commodity handling • Industrial plant management

2. Key tasks and critical work functions

Key tasks	• Managing daily gin plant operations • Planning and coordinating seasonal production activities • Leading production, maintenance and logistics teams • Monitoring plant performance and output
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	- Managing budgets, costs and resources - Ensuring compliance with safety and environmental standards - Coordinating with growers, transport and customers - Driving continuous improvement initiatives
Critical work functions	- Ensuring safe and efficient plant operation - Managing high-throughput seasonal production - Maintaining fibre quality and yield - Coordinating cross-functional plant activities - Managing workforce and labour requirements - Ensuring compliance with regulatory standards - Supporting business performance and profitability

3. Technical skills

Plant operations management	Overseeing ginning processes and systems
Production planning	Managing seasonal workflows and throughput
Process knowledge	Understanding cotton ginning and fibre processing
Maintenance coordination	Ensuring equipment reliability and uptime
Quality management	Maintaining fibre quality standards
Budgeting and cost control	Managing operational costs
Data monitoring	Using production and performance data
Regulatory compliance	Applying WHS and environmental standards

4. Generic Skills

Leadership	Managing teams and driving performance
Strategic thinking	Aligning operations with business goals
Problem solving	Resolving operational and production issues
Communication	Coordinating across teams and stakeholders
Decision making	Making operational and strategic decisions
Organisation	Managing complex seasonal operations
Adaptability	Responding to seasonal and operational variability

5. Emerging skills

Emerging skills	- Integration with automated and digital plant systems - Data-driven production optimisation - Advanced supply chain coordination tools - Sustainability and environmental management practices - Workforce planning for seasonal operations - Integration with Industry 4.0 technologies
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6. VET Qualifications and Skill Sets

Entry-level preparation	MSM50316 Diploma of Production Management or equivalent in agriculture, process manufacturing, operations management, engineering or business.
Advanced development	Bachelor's degree in production management, agriculture, process manufacturing, operations management, engineering or business

7. Job progression

Possible job progression	Production Supervisor → Plant Manager / Gin Manager → Regional Manager → Operations Director
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8. Classification

Australian Qualifications Framework	Level 5-6
Australian Bureau of Statistics (ABS) Skill Levels	Skill Level 1
Open Source Classification of Occupations for Australia (OSCA)	Plant Manager / Operations Manager – Cotton Ginning



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