

SSLPR11 Team Leader - Retanning

1. Job role

TCF sub-sector	Leather Production
Functional area	Leather Production
Job role	SSLPR11 Team Leader - Retanning
Job role description	Supervises and coordinates retanning, dyeing and fatliquoring operations that modify leather characteristics such as softness, fullness and colour. Builds on advanced operator-level expertise in drum control and chemical sequencing, adding frontline leadership, quality accountability and production coordination.
Performance expectations	- Coordinate daily retanning and dyeing schedules aligned with tanning throughput and finishing demand - Allocate operators across drum loading and chemical preparation - Verify formulation sheets and chemical sequencing accuracy - Monitor drum rotation, float ratios, pH, temperature and processing time - Ensure consistent colour penetration and softness outcomes - Minimise shade variation, contamination and rework - Reduce chemical waste and improve yield efficiency - Monitor WHS compliance in chemical-intensive environments - Maintain accurate digital batch and traceability documentation - Coordinate troubleshooting and maintenance escalation
Specialisation	May specialise in colour control and shade matching systems, metal-free or chrome-reduced chemistries, automated chemical dosing supervision, digital formulation monitoring or contamination prevention systems.
Application in other Textile, Clothing and Footwear (TCF) sectors	Transferable to supervisory roles in textile dyeing and finishing plants, footwear leather colouring operations, technical textile finishing environments and industrial materials processing requiring formulation accuracy and contamination control.

2. Key tasks and critical work functions

Key tasks	- Develop and implement daily retanning drum schedules - Allocate operators across dye preparation and drum operations - Validate formulation sheets and confirm chemical charging accuracy - Monitor in-process indicators via VDUs - Review digital batch logs and confirm transfer to finishing - Conduct safety inspections and toolbox meetings - Coordinate contamination prevention procedures
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	Escalate mechanical faults and coordinate maintenance response
Critical work functions	- Leadership of drum-based chemical processing environments - Oversight of colour precision and shade consistency - Control of chemical sequencing and reaction timing - Prevention of cross-contamination between batches - Integration of retanning output with finishing schedules - Monitoring of WHS and environmental compliance - Early detection of uneven dye uptake or mechanical instability

3. Technical skills

Drum process supervision	Oversee agitation speed, float ratios and cycle timing for retanning and dyeing operations.
Chemical formulation oversight	Validate dye and fatliquor formulations and confirm correct charging sequence.
Colour consistency control	Monitor penetration depth, uniformity and shade matching across batches.
Digital process monitoring	Interpret pH, temperature and cycle data from VDUs and control systems.
Contamination control coordination	Ensure effective cleaning and batch segregation to prevent cross-contamination.
Maintenance coordination	Identify drum or dosing system irregularities and coordinate corrective action.
Environmental compliance oversight	Supervise chemical handling, waste disposal and water-use efficiency practices.

4. Generic Skills

Leadership	Team leadership and work allocation.
Communication	Cross-functional communication between tanning and finishing teams.
Problem solving	Advanced problem-solving in colour and chemical control environments.
Continuous improvement	Yield optimisation and waste reduction mindset.
Digital literacy	Supervisory-level wet-processing systems.
Safety leadership	Strong safety leadership in chemical-intensive operations.

5. Emerging skills

Emerging skills	- Oversight of automated chemical dosing and programmable drum control systems - Integration of electronic work orders and ERP-linked formulation management - Use of VDUs to monitor batch progression and colour metrics - Application of metal-free and sustainable retanning chemistries - Use of digital colour measurement and evaluation tools
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	- Integration of real-time quality data into production decision-making - Adoption of lean production scheduling linking tanning, retanning and finishing
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6. VET Qualifications and Skill Sets

Entry-level preparation	MSTSS00010 Supervise Work in TCF Operations Skill Set or equivalent.
Advanced development	No qualification.

7. Job progression

Possible job progression	Senior Retanning Operator → Team Leader - Retanning → Production Supervisor → Operations Manager
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8. Classification

Australian Qualifications Framework	AQF Level 3-4
Australian Bureau of Statistics (ABS) Skill Levels	Skill Level 3
Open Source Classification of Occupations for Australia (OSCA)	Manufacturing Supervisor - Wet Processing / Industrial Production context.



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