

SSLPR15 Team Leader – Tanning

1. Job role

TCF sub-sector	Leather Production
Functional area	Leather Production
Job role	SSLPR15 Team Leader – Tanning
Job role description	Supervises and coordinates tanning operations that convert prepared hides into stable leather through chrome or alternative tanning systems. Builds on advanced operator-level competence in rotating drum operation and chemical process control, adding frontline leadership, production coordination and quality accountability.
Performance expectations	• Coordinate daily tanning drum schedules aligned with beamhouse input and retanning demand • Allocate operators and drum capacity efficiently • Verify chemical formulations and dosing accuracy prior to batch commencement • Monitor pH, float ratios, temperature and cycle duration • Ensure even penetration and fixation to prevent stabilisation defects • Minimise rework, chemical waste and process variability • Monitor WHS compliance in chemical-intensive environments • Oversee chrome management and environmental compliance practices • Maintain accurate digital batch documentation and traceability records • Coordinate downtime response and maintenance escalation
Specialisation	May specialise in chrome tanning optimisation, chrome-reduced or metal-free systems, automated chemical dosing supervision, digital process monitoring, water and energy efficiency initiatives.
Application in other Textile, Clothing and Footwear (TCF) sectors	Transferable to supervisory roles in textile dyeing and wet processing plants, technical textile treatment facilities, industrial batch-processing environments and materials processing industries requiring chemical reaction control and traceability.

2. Key tasks and critical work functions

Key tasks	• Develop and implement daily tanning drum schedules • Allocate operators across drum loading, charging and unloading • Validate chemical formulations and automated dosing performance • Monitor process indicators via VDUs and control panels • Review digital batch logs and confirm transfer to retanning • Conduct safety inspections and toolbox meetings • Coordinate troubleshooting and maintenance reporting
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Critical work functions	• Leadership of rotating drum and chemical reaction environments • Oversight of fibre stabilisation quality and shrinkage outcomes • Control of chemical sequencing and reaction timing • Integration of tanning output with retanning schedules • Monitoring of WHS and environmental compliance • Early detection of uneven penetration or mechanical instability

3. Technical skills

Drum process supervision	Oversee drum rotation speed, load balance, float ratios and cycle timing.
Chemical dosing oversight	Validate formulation sheets and confirm correct charging order and quantity.
Process control monitoring	Interpret pH, temperature and cycle data from digital displays and sensors.
Quality verification	Monitor penetration depth, fixation consistency and shrinkage temperature indicators.
Maintenance coordination	Identify drum or drive system irregularities and coordinate corrective action.
Environmental compliance oversight	Supervise chrome handling, effluent management and chemical waste disposal.
Production coordination	Align tanning throughput with beamhouse and retanning capacity.

4. Generic Skills

Leadership	Team leadership and work allocation.
Communication	Cross-functional communication across wet-end departments.
Problem solving	Advanced problem-solving in chemical-mechanical environments.
Continuous improvement	Process 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 drum control systems and real-time sensor monitoring • Integration of electronic work orders and ERP-linked tanning schedules • Use of VDUs to monitor cycle progression and stability • Implementation of chrome-reduced and metal-free tanning systems • Supervision of automated chemical dosing technologies
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	• Application of water and energy efficiency technologies • Integration of real-time quality data into production decisions • Adoption of lean workflows across wet-end stages
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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 Tanning Operator → Team Leader - Tanning → 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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