

SSCAR05 Production Team Leader

Disclaimer

These Occupational Frameworks and Skill Profiles have been developed as workforce planning, occupational mapping and skills reference resources for the Australian textile, clothing and footwear (TCF) industry. They are intended to describe the typical functions, responsibilities, skills and capabilities associated with occupations across the industry.

These documents are not intended to replace or override industrial instruments or employment arrangements, including awards, enterprise agreements, employment contracts, position descriptions, classification structures, licensing or regulatory requirements, or other statutory obligations. Where differences arise, the relevant industrial, legislative or regulatory requirements take precedence. The Skill Profiles should be used as complementary reference documents to support workforce planning, career development, training and skills recognition.

1. Job role

TCF sub-sector	Carpet and Textile Floor Covering Manufacturing
Functional area	Carpet Manufacturing Operations
Job role	SSCAR05 Production Team Leader
Job role description	Leads and coordinates production teams across carpet manufacturing operations, including tufting, backing/coating and finishing, to ensure safe, efficient and high-quality output. In Australia's carpet manufacturing industry, the Production Team Leader plays a key role in translating production plans into daily operational outcomes. The role involves supervising operators, managing workflow, monitoring performance and ensuring compliance with quality, safety and production targets. The Team Leader works closely with Production Supervisors, maintenance personnel and quality teams to resolve issues, optimise processes and maintain continuous production flow in a highly automated manufacturing environment.
Performance expectations	• Meeting production targets for output, quality and efficiency. • Leading and coordinating production teams effectively. • Ensuring compliance with WHS and operational procedures. • Maintaining consistent product quality standards. • Minimising downtime, waste and rework. • Monitoring and reporting production performance. • Supporting workforce capability and training. • Driving continuous improvement in processes.
Specialisation	Tufting operations leadership, coating line supervision, finishing line coordination, multi-line production management.
Application in other sectors	• Textile and apparel manufacturing. • Synthetic turf and flooring production. • Industrial manufacturing environments. • Food and process manufacturing industries. • Any continuous production setting requiring team supervision.

2. Key tasks and critical work functions

Key tasks	• Supervising production operators and workflows. • Allocating tasks and managing shift activities. • Monitoring production output and performance. • Ensuring adherence to safety and quality standards. • Coordinating with maintenance and quality teams. • Resolving production issues and bottlenecks. • Supporting training and development of staff. • Maintaining production records and reporting.
Critical work functions	• Ensuring safe and compliant production operations. • Maintaining continuous and efficient production flow. • Achieving production targets and KPIs. • Managing workforce performance and engagement. • Responding to operational issues in real time. • Supporting cross-functional coordination. • Driving process improvement and operational efficiency.

3. Technical skills

Production coordination	Managing workflow across manufacturing processes.
Process knowledge	Understanding tufting, backing/coating and finishing operations.
Performance monitoring	Tracking output, quality and efficiency metrics.
Quality control	Ensuring adherence to product specifications.
Safety management	Implementing WHS procedures and controls.
Resource allocation	Managing labour and equipment utilisation.
Problem solving	Diagnosing and resolving production issues.
Reporting	Preparing production and performance reports.

4. Generic Skills

Leadership	Leading and motivating production teams.
Communication	Providing clear instructions and feedback.
Decision making	Making timely operational decisions.
Time management	Managing priorities and production schedules.
Problem solving	Resolving operational challenges.
Teamwork	Collaborating across departments.
Adaptability	Responding to changing production demands.

5. Emerging skills

Emerging skills	• Use of digital production monitoring systems. • Data-driven decision making and analytics. • Integration with Enterprise Resource Planning (ERP) and Manufacturing Execution Systems (MES). • Lean manufacturing and continuous improvement methodologies. • Workforce planning and skills development systems. • Sustainability and resource efficiency practices.
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6. VET Qualifications and Skill Sets

Entry-level preparation	MSM30116 Certificate III in Process Manufacturing or equivalent.
Advanced development	MSM40116 Certificate IV in Process Manufacturing or equivalent in Production Management, Competitive Manufacturing or Leadership.

7. Job progression

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

Australian Qualifications Framework	Level 2-4
Australian Bureau of Statistics (ABS) Skill Levels	Skill Level 4
Open Source Classification of Occupations for Australia (OSCA)	7314Textile or Footwear Production Machine Operator32



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