

CS49 Maintenance Supervisor

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	Cross-sector
Job role	CS49 Maintenance Supervisor
Job role description	Supervises maintenance operations across production and processing environments to ensure equipment reliability, safety and operational continuity. In the TCF industries, where production systems range from garment manufacturing and textile processing to footwear production and automated laundry plants, the Maintenance Supervisor coordinates preventive and corrective maintenance, leads maintenance teams and ensures machinery, automation and utilities operate efficiently in compliance with WHS and operational standards.
Performance expectations	• Minimising equipment downtime and production disruption. • Ensuring preventative maintenance schedules are implemented. • Maintaining safe and compliant machinery and plant operations. • Leading maintenance team performance and capability development. • Optimising equipment reliability and lifecycle management. • Maintaining accurate maintenance records and reporting. • Supporting automation and control system reliability. • Ensuring timely response to breakdowns and faults. • Managing maintenance resources and priorities. • Driving continuous improvement in maintenance systems.
Specialisation	Maintenance supervision, reliability engineering, automation systems, mechanical and electrical systems, asset management.
Application in other TCF sectors	• Apparel production supporting sewing, cutting and finishing equipment maintenance. • Textile manufacturing supporting fibre, fabric and finishing machinery.

	• Footwear production supporting assembly and automated systems. • Leather goods production supporting cutting, stitching and finishing operations. • Laundry services supporting washers, dryers, conveyors and plant systems. • Technical textile and specialty services supporting controlled production environments. • Manufacturing and processing industries supporting maintenance supervision and plant reliability.
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2. Key tasks and critical work functions

Key tasks	• Planning and supervising preventative maintenance programs. • Coordinating breakdown repairs and fault diagnostics. • Monitoring performance of machinery, automation and plant systems. • Managing maintenance team scheduling and workloads. • Ensuring compliance with WHS and safety procedures. • Coordinating spare parts and maintenance inventory. • Reporting equipment performance and maintenance metrics. • Coordinating with production, engineering and operations teams.
Critical work functions	• Maintaining operational continuity of production systems. • Ensuring safe operation of machinery and equipment. • Reducing risk of unexpected equipment failure. • Supporting efficient production throughput. • Managing maintenance documentation and compliance. • Supervising and mentoring maintenance personnel. • Supporting continuous improvement and reliability initiatives.

3. Technical skills

Preventative maintenance systems	Implementing and managing scheduled maintenance programs.
Mechanical diagnostics	Identifying and resolving mechanical faults in equipment.
Electrical and control systems	Diagnosing electrical faults and control system issues.
Automation and PLC systems	Supervising the maintenance of Programmable Logic Controllers (PLCs), sensors, and automated systems.
Maintenance management systems	Using Computerised Maintenance Management Systems (CMMS) or other digital systems for maintenance tracking.
Spare parts management	Managing inventory and replacement planning.
WHS compliance	Applying lockout/tagout and safe maintenance procedures.
Team supervision	Leading and coordinating maintenance teams.

4. Generic Skills

Leadership	Supervising and mentoring maintenance team members.
Problem solving	Resolving complex equipment and system issues.

Communication	Coordinating with production and management teams.
Planning and organisation	Scheduling maintenance activities effectively.
Decision making	Prioritising repairs and resource allocation.
Attention to detail	Ensuring accuracy in documentation and compliance.

5. Emerging skills

Emerging skills	- Using predictive maintenance technologies. - Applying IoT-enabled equipment monitoring systems. - Supervising automation and robotics maintenance. - Using data-driven maintenance analytics. - Supporting energy efficiency and sustainability systems. - Managing digital maintenance and asset management platforms.
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6. VET Qualifications and Skill Sets

Entry-level preparation	Any of or equivalent to in a relevant trade area: - MEM30219 Certificate III in Engineering - Mechanical Trade - UEE30820 Certificate III in Electrotechnology Electrician.
Advanced development	Any of or equivalent to in a relevant trade area: - MEM40119 Certificate IV in Engineering - UEE40420 Certificate IV in Electrical - Instrumentation or equivalent - BSB40520 Certificate IV in Leadership and Management.

7. Job progression

Possible job progression	Maintenance Technician → Maintenance Supervisor → Maintenance Manager → Engineering Manager.
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8. Classification

Australian Qualifications Framework	AQF Level 3-4.
Australian Bureau of Statistics (ABS) Skill Levels	Skill Level 2-3.
Open Source Classification of Occupations for Australia (OSCA)	313331 Maintenance planner. Alternative OSCA occupational title Maintenance superintendent.



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