

SSFOT03 Chemical Compliance Specialist

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	Footwear Production
Functional area	Materials Technology
Job role	SSFOT03 Chemical Compliance Specialist
Job role description	Ensures all chemicals, adhesives, dyes and compounds used in footwear production comply with Australian and international safety, environmental and trade regulations. Manages documentation, supplier compliance, testing verification and regulatory reporting.
Performance expectations	• Ensure compliance with chemical safety regulations. • Maintain accurate and up-to-date compliance documentation. • Minimise regulatory risk and product recalls. • Support sustainable chemical management practices. • Monitor supplier compliance performance. • Provide compliance advice to technical and production teams.
Specialisation	• Hazardous substance compliance. • International trade and restricted substance standards. • Environmental and sustainability reporting.
Application in other TCF sectors	Transferable to leather goods, apparel, textiles and chemical-intensive manufacturing industries.

2. Key tasks and critical work functions

Key tasks	• Review and maintain Safety Data Sheets. (SDS) • Verify compliance with Australian and international chemical regulations. • Monitor restricted substances lists (RSL). • Coordinate laboratory testing and certification. • Audit supplier chemical compliance documentation. • Prepare compliance reports for internal and external stakeholders. • Train staff on safe chemical handling procedures.
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Critical work functions	• Maintaining compliance with WHS and environmental laws. • Preventing use of restricted or hazardous substances. • Ensuring traceability of chemical inputs. • Managing regulatory audits and inspections. • Supporting product safety and export readiness. • Promoting sustainable and responsible chemical use. • Reducing risk of fines, recalls or reputational damage.
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3. Technical skills

Regulatory knowledge	Apply Australian and international chemical regulations.
Restricted substances management	Maintain and monitor RSL compliance.
Chemical documentation review	Interpret SDS and supplier certifications.
Audit and compliance reporting	Prepare documentation for regulatory review.
Laboratory coordination	Oversee chemical testing processes.
Sustainability compliance*	Evaluate environmental impact and reporting standards.
Risk assessment	Identify and mitigate compliance risks.
Digital compliance systems*	Use compliance tracking and reporting software.

*Technical skills identified as emerging skills in TCF industry.

4. Generic Skills

Generic Skill	Brief description
Attention to detail	Ensure accuracy in compliance documentation.
Analytical thinking	Interpret regulatory requirements and test data.
Communication	Explain compliance requirements clearly.
Problem solving	Address compliance gaps proactively.
Collaboration	Work with suppliers and production teams.
Integrity	Maintain ethical and responsible compliance standards.

5. Emerging skills

Emerging skills	• Global Environmental, Social and Governance (ESG) reporting frameworks. • Digital traceability systems for chemicals. • Low-impact and green chemistry innovations. • Circular economy compliance standards. • Carbon footprint and life cycle assessment reporting. • Advanced chemical risk analytics.
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6. VET Qualifications and Skill Sets

Entry-level preparation	MSL50122 Diploma of Laboratory Technology or equivalent in Environmental Management, Chemical Technology or related field.
Advanced development	MSL60118 Advanced Diploma of Laboratory Operations or Bachelor studies in Chemistry, Environmental Science or Compliance (enterprise dependent).

7. Job progression

Possible job progression	Possible job progression: Chemical Compliance Specialist → Senior Compliance Manager → Sustainability and Regulatory Director.
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8. Classification

Australian Qualifications Framework	AQF Level 5-7.
Australian Bureau of Statistics (ABS) Skill Levels	Skill Level 1.
Open Source Classification of Occupations for Australia (OSCA)	244231 Chemist OSCA Specialisation Industrial Chemist.



Skills Insight is a Jobs and Skills Council funded by the Australian Government Department of Employment and Workplace Relations.