

SSTRR04 Textile Recycling 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	Textile Recycling and Remanufacturing
Functional area	Textile Recycling Operations
Job role	SSTRR04 Textile Recycling Team Leader
Job role description	Coordinates day-to-day textile recycling operations, supervises recycling operators, monitors material quality and recovery targets, maintains safe work practices and supports continuous improvement within recycling operations. The role coordinates sorting, grading, material recovery and recycling activities to maximise resource recovery, minimise contamination and ensure production targets are achieved. The Team Leader works closely with Production Managers, Maintenance Technicians, Quality personnel and Logistics staff to maintain efficient and compliant recycling operations.
Performance expectations	- Achieving production and recovery targets. - Leading safe and efficient recycling operations. - Coordinating labour, equipment and material flow. - Maximising material recovery and minimising contamination. - Supporting workforce capability and continuous improvement. - Maintaining production, quality and traceability records. - Ensuring compliance with WHS and environmental requirements.
Specialisation	Textile recycling, material recovery, production supervision, workflow coordination, quality assurance and continuous improvement.
Application in other TCF sectors	Waste management, plastics recycling, paper recycling, fibre recovery, resource recovery and manufacturing operations.

2. Key tasks and critical work functions

Key tasks	- Coordinate daily recycling activities. - Allocate work and supervise operators.
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	• Monitor sorting, grading and material recovery processes. • Monitor recovery targets and material quality. • Coordinate equipment operation and maintenance activities. • Maintain production and traceability records. • Implement WHS, environmental and quality procedures. • Coach and support recycling operators.
Critical work functions	• Maintain efficient material flow. • Maximise material recovery. • Prevent contamination of recovered materials. • Ensure safe operation of recycling equipment. • Maintain traceability and production records. • Support continuous improvement initiatives.

3. Technical skills

Production supervision	Coordinating recycling operations, labour and resources.
Material recovery	Understanding textile sorting, grading and recycling processes.
Quality assurance	Monitoring recovered material quality.
Production planning	Scheduling work and allocating resources.
Equipment operation	Understanding recycling equipment and safe operating procedures.
Data recording	Maintaining production and traceability records.
Continuous improvement	Identifying productivity and recovery improvements.
Safety practices	Applying WHS and environmental requirements.

4. Generic Skills

Leadership	Leading and motivating production teams.
Communication	Coordinating with operators and supervisors.
Problem solving	Resolving operational issues.
Teamwork	Supporting collaborative recycling operations.
Planning and organisation	Managing workflow and priorities.
Decision making	Responding to operational issues.
Attention to detail	Maintaining quality and recovery standards.
Adaptability	Responding to changing material inputs.

5. Emerging skills

Emerging skills	• Automated sorting technologies. • AI-assisted material identification. • Digital production monitoring. • Advanced fibre recovery systems.
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	- Digital traceability. - Circular economy performance reporting.
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6. VET Qualifications and Skill Sets

Entry-level preparation	MSA30208 Certificate III in Manufacturing Technology or equivalent.
Advanced development	MSA40108 Certificate IV in Manufacturing Technology or equivalent.

7. Job progression

Possible job progression	Textile Recycling Operator → Senior Operator → Textile Recycling Team Leader → Production Manager → Operations Manager.
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8. Classification

Australian Qualifications Framework	Level 2-3.
Australian Bureau of Statistics (ABS) Skill Levels	Skill Level 3.
Open Source Classification of Occupations for Australia (OSCA)	731432 Textile or Footwear Production Machine Operator.



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