

SSLPR14 Team Leader – Finishing

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	Leather Production
Functional area	Leather Production
Job role	SSLPR14 Team Leader – Finishing
Job role description	Supervises and coordinates surface finishing operations including drying, staking, buffing, plating, sanding and spray coating processes. Combines advanced technical understanding of finishing machinery and surface treatment systems with frontline leadership responsibilities, including workflow coordination, quality assurance interface, digital production monitoring and safety compliance.
Performance expectations	• Coordinate daily finishing production to meet schedule and quality targets. • Allocate machines, operators and work sequences across drying, staking and coating stages. • Monitor digital work orders and confirm finishing specifications prior to batch commencement. • Oversee automated spray systems and high-speed finishing machinery. • Ensure consistent surface quality, colour accuracy and thickness compliance. • Minimise rework, defects and material waste. • Monitor WHS compliance in high-speed mechanical and spray environments. • Maintain accurate digital batch, traceability and QA interface records.
Specialisation	May specialise in automated and robotic spray line supervision, surface measurement and quality verification systems, low-volatile organic compound (VOC) and water-based finishing chemistry implementation, conveyerised high-volume finishing line coordination, or digital production dashboards and enterprise resource planning (ERP)-linked finishing systems.

Application in other TCF sectors	Transferable to supervisory roles in textile finishing plants, technical textile surface treatment operations, footwear upper finishing, leather goods coating operations and industrial coating facilities using automated spray systems.
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2. Key tasks and critical work functions

Key tasks	• Allocate finishing sequences and machine assignments based on production schedules. • Verify work orders and finishing specifications prior to processing. • Supervise drying systems, staking machines and buffing operations. • Oversee automated and semi-automated spray finishing systems. • Monitor surface inspection processes including thickness, gloss and colour verification. • Coordinate workflow between finishing, QA and dispatch functions. • Coordinates with maintenance teams. • Escalates mechanical issues. • Conducts first-line troubleshooting. • Conduct safety inspections and toolbox talks.
Critical work functions	• Leadership of high-speed mechanical and spray-coating environments. • Oversight of surface quality standards and specification compliance. • Integration of digital scheduling systems with physical production workflow. • Prevention of finishing defects (streaking, uneven gloss, coating faults). • Monitoring of WHS and environmental compliance in spray and drying operations.

3. Technical skills

Finishing coordination	Supervise drying tunnels, toggle frames, vacuum dryers and staking machines to ensure optimal sequencing and throughput.
Automated spray system oversight	Monitor robotic or conveyorised spray lines, ensuring correct coating parameters and material application rates.
Surface measurement systems	Oversee use of digital gloss meters, thickness gauges and visual inspection tools to confirm specification compliance.
Machine parameter supervision	Review and confirm pressure settings, feed rates, airflow and temperature controls across finishing equipment.
Digital production monitoring	Interpret data from visual display units (VDUs) and production dashboards to adjust workflow and address performance issues.
Quality and compliance integration	Coordinate with QA teams to manage non-conformance, export standards and documentation requirements.

4. Generic Skills

Leadership	Team leadership and work allocation across finishing operations.
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Communication	Clear cross-functional communication with QA and dispatch.
Problem solving	Advanced problem-solving in quality and process control.
Continuous improvement	Identify efficiency and waste reduction opportunities.
Digital literacy	Operate supervisory-level digital production systems.
Safety leadership	Strong safety leadership in high-speed environments.

5. Emerging skills

Emerging skills	• Oversight of robotic and programmable spray finishing systems. • Integration of electronic work orders and enterprise resource planning (ERP) based finishing schedules. • Use of visual display units to monitor line efficiency and defect rates. • Implementation of low-volatile organic compound (VOC) and water-based coating systems. • Use of digital surface measurement and inspection technologies. • Integration of real-time quality data into production decision-making. • Adaptation to lean and just-in-time finishing workflows.
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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 Finishing Operator → Team Leader - Finishing → Production Supervisor → Operations Manager.
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8. Classification

Australian Qualifications Framework	AQF Level 2-4.
Australian Bureau of Statistics (ABS) Skill Levels	Skill Level 4.
Open Source Classification of Occupations for Australia (OSCA)	731432 Textile or Footwear Production Machine Operator.



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