

Career Opportunities in the New South Wales Sugar Industry

Sunshine Sugar is the only 100% Australian grown, made and owned raw and refined sugar manufacturer. Our Australian ownership is a proud partnership between the grower-owned NSW Sugar Milling Co-operative and the Australian family-owned business, Manildra Group. Sunshine Sugar owns and operates sugar mills at Harwood, Broadwater and Condong and a refinery co-located at Harwood. As well as employing over 1,000 direct and indirect local people, the sugar milling operations are a training ground for local youth, with numerous apprenticeships and traineeships offered each year.

Pathways into the sugar industry

Work Experience or Work Placement

Students may nominate the sugar industry as their preference based on:

- School work experience
- School mandatory work placement if completing Primary Industries, Automotive, Business Services or Metal & Engineering as a HSC VET Course
- TAFE work experience or work experience with a Jobs Australia provider

School

Schools offer a range of subject choices aligned to a transition into farm, mill/refinery or other support sectors, such as machinery operations, maintenance, administration and finance. A solid understanding in Maths and English is helpful, particularly for work place communication and dealing with every day work place situations.

Apprentice or Trainee

A range of apprenticeships & traineeships are available in the sugar industry and open to people of all ages. Apprenticeships align with traditional trades such as electrical and machinery maintenance. Traineeships are shorter and may include production, farming operations, transport & logistics, office management and retail operations.

University Students or Graduates

There is a range of employment opportunities across a wide variety of occupations and professions for tertiary graduates. Refer to the jobs in the industry list for more details.

Employment Service

Job Services Australia is the Australian Governments national employment services system for job seekers. Agencies contracted to provide services offer a host of benefits to eligible job seekers and can provide benefits to employers in the sugar industry that employ jobseekers through an arrangement with a Job Services Australia service provider.

Employers and Workplaces in the sugar industry

Farm – Growing & Harvesting

The majority of roles on the farm are in the field. Employment is typically on a casual and seasonal basis with duties such as tractor and equipment operations, herbicide applications and farm & machinery maintenance. Other roles include farm supervisors and managers. Generally farms are smaller owner/operator enterprises that are contracted to the mill to provide the raw materials for milling.

Sugar Milling & Refining

The sugar mills in NSW are located at Condong (Tweed Shire), Broadwater (Richmond Shire) and Harwood (Clarence Shire). The crushing season runs between July and November. The Refinery, co-located at Harwood, operates all year round, refining raw into white sugar. Roles in sugar mills include tasks such as crushing, clarification, evaporation crystallisation, separation by centrifuge and drying.

Research & Development

This important part of the industry explores more efficient growing practices, to ensure growers remain competitive and sustainable. Roles within this segment require mostly tertiary or higher education qualifications. Sugar Research Australia is an example of a research body that funds and undertakes critical R&D. plant breeding, biosecurity, natural resource & water management.

Sales & Marketing

Harwood Refinery produces sugar under the brand 'Sunshine Sugar'. Sunshine Sugar is supplied to both retail and industrial customers including food and beverage manufacturers. People employed to sell and market sugar products work towards opening up new markets domestically and globally.

Transport & Warehousing

Transport of sugarcane from farms to mills, and distribution of finished product from warehouse to customers is vital. Harvesting groups handle the crop from paddock to pad. Road transport moves cane bins from farms to mills. Raw sugar is stored and transferred to the refinery as required. Roles in this sector include harvesting and haul-out operators; truck drivers; logistics and warehouse managers.

Policy ,Issues, Committee's

Those employed or affiliated with the sugar industry are eligible for involvement in committees, associations and peak bodies. These groups provide policy advocacy platforms covering a range of instruments and legislation, including environment & resource management, sustainability, urban & regional planning, work place health & safety, transport, energy, research & development, international trade and industrial relations.

Other opportunities for professional development

Specialist skills gained through additional training or on the job professional development:

Qualified Tradespeople including;

Electricians, Boilermakers, Fitters, Welders, Machinists
Workplace Health and Safety Officer
Farm or Mill Team Leader
Farm or Mill Supervisor
Farm or Mill Manager

Other related roles aligned to the sugar industry;

Mechanical Engineers
Electrical Engineers
Marketing, Retail, Trade & Export Sales
Research & Development

Useful Links

Sunshine Sugar	www.sunshinesugar.com.au
CaneGrowers	www.canegrowers.com.au
Australian Cane Farmers Association	www.acfa.com.au
Australian Sugar Milling Council	www.asmc.com.au
Rural Skills Australia	www.ruralskills.com.au
Agrifood Skills Australia Industry Skills Council	www.agrifoodskills.net.au
Transport & Logistics Industry Skills Council	www.tlisc.com.au
Auto Skills Australia	www.autoskillsaustralia.com.au
EE-Oz Training Standards	www.ee-oz.com.au
Training Database on Vocational Education & Training	www.training.gov.au
NSW VET in Schools	www.det.nsw.edu.au/vetinschools
Job Services Australia Job Seekers Guide	www.deewr.gov.au/Employment/JSA/JobSeekerSupport



Training and Related Jobs in the New South Wales Sugar Industry

Certificate I	Certificate II	Certificate III	Certificate IV	Diploma & Advanced Diploma	Higher Education
Farm / Agriculture					
Cert I in Agrifood Operations Farm Hand Farm Worker Farm Labourer	Cert II in Agriculture Chemical Handling Certification Agricultural Chemical Handling Advanced Chemical Spray Application Senior Farm Hand, Farm Worker or Farm Labourer	Cert III in Agriculture, Field Officer Cert III in Rural Machinery Operations, Mobile Plant Equipment Technician Cert III in Rural Operations Welder or Metal Fabricator Farm Machinery Maintenance Worker	Cert IV in Agriculture Farm Team Leader Farm Supervisor Farm Manager Crop Protection Officer	Diploma & Advanced Dipl of Agriculture Corporate Farm Manager Diploma and Advanced Dipl Agribusiness Management Corporate Farm Manager	Bachelor of Agriculture/Bachelor of Business Corporate Services Manager Agricultural Manager Extension Officer Agricultural Services Manager
Sugar Mill & Refinery					
Forklift Ticket &/or Mobile equipment operators certificate Storeperson (Warehouse Assistant, Dispatch Clerk, Stores Assistant) Rigger/scaffolder, Administration Officer, Sugar Bagger, General Mill Worker	Logistics Clerk, Office Administrator, Payroll Clerk, Receptionist, Fugal Operator, Evaporator Attendant	Diesel, Heavy Vehicle, Plant or Light Vehicle Mechanics Mobile Plant Equipment Technician Fitter, Boilermaker, Boiler Attendant, Electrician Laboratory Analyst, Crush & Boiler Assistant, Pan Boiler, Leading Hand	Training & Assessing Supervisors Electrical Superintendent Safety Officer Purchasing Officer	Quality Assurance Officers, R&P Engineer, Maintenance Engineer Production Superintendent Mill Accountant, IT Officer, Cane Supply Superintendent, Purchasing Manager, Payroll Manager	Chief Executive Officer Site Operations Manager, Chief Engineer, Human Resources Manager, Production Superintendent, Cane Supply Manager, Engineering & Production Manager, IT Manager, Quality Assurance Inspector
Research & Development					
 Our Corporate Brand				 Our Retail Brand	
Marketing, Trading & Export				Bachelor of Ag Science - Extension Officer, Agronomist, Research Officer Bachelor of Ag Business Management - Commodity Trading Bachelor of Rural Science - Regulatory and research posts in all agricultural fields in both the private and public sectors Bachelor of Science & Bachelor of Engineering - Research Scientist, Research Engineer	
Transport & Warehousing				Sales Representative, Retail Buyer, PR & Communications	Economist, Commodity Trader
Ancillary Services					
Inventory and Supply Officer (Stock Clerk), Storeperson (Warehouse Assistant, Dispatch Clerk, Stores Assistant), Payroll Clerk, Forklift Operator, Logistics Clerk, Office Administrator	Cert III in Auto Mechanical, Technology, Heavy Vehicle Mobile Equipment - Heavy Vehicle Mechanic	Heavy Vehicle Truck Driver Heavy Haulage Truck Driver Office Manager Packing & Warehouse Supervisor	Logistics Manager	Chief Executive Officer Transport and Logistics Manager Human Resources Manager	
(many of these services to the agricultural sector may be based within a government department such as the NSW Local Land services, NSW department of Primary Industries or private business under a consultancy arrangement)	Cert III in Conservation & Land Management. Cert III in Weed Management - Pest Management Technician (Weed Controller)	Cert IV in Agribusiness - Agribusiness Administrator	Bachelor of Ag Science - Agronomists, Ag Merchandise Representatives, LandCare Coordinators/Managers, Consultants, Marketing Professionals, Rural Financial Officers, Extension Officers Bachelor of Ag Business Management - Commodity Trading, Agribusiness Specialist (Banking), Agribusiness Manager Bachelor of Rural Science - Regulatory & research posts in private and public agricultural fields		