



The Modra Technology Difference

EXPERTISE: Developing smart solutions to problems in the soft flooring industry

RESPONSIVE: Remote support & local technicians (AUS, USA, CHINA & EU)

TRUSTED: 30 years' experience, trusted and well known to deliver

PROVEN: Global results with machines sold across 30+ countries

modra

Automation & Mechatronics Engineer

Position Information	
Employment Type:	<i>Full Time, Ongoing</i>
Hours of Work:	<i>38 hours per week plus reasonable additional hours (incorporated into salary)</i>
Location:	<p><i>This role is based on-site in Warragul, Victoria.</i></p> <p><i>Due to the hands-on nature of the work - including system integration, equipment development, and commissioning - regular on-site presence is essential. This enables close collaboration across engineering and production teams, as well as direct involvement with physical systems and machinery.</i></p> <p><i>Occasional interstate or international travel may be required (typically 1–3 times per year) to support commissioning and customer deployment.</i></p> <p><i>Relocation support may be available for the successful candidate.</i></p>
Reports to:	<i>Product Development Manager</i>
Award:	<i>Aligned with the Professionals Award 2020 (Level 4), reflecting the technical capability required for the role.</i>
Remuneration Structure:	<i>\$120,000 – \$130,000 base salary (dependent on experience and capability) + 12% superannuation and up to 10% annual performance incentive (based on individual and company KPIs)</i>
Organisation Information	
About Us:	<p>Modra Technology is an Australian-owned engineering and manufacturing business based in Gippsland, delivering advanced automation solutions to a global customer base. With over 25 years of industry experience, we design and build specialised equipment that supports some of the world's leading carpet manufacturers.</p> <p>Our systems are deployed in over 35 countries, with more than 400 machines operating worldwide. We are recognised for our innovation, engineering capability, and commitment to solving complex customer challenges through practical, high-performance automation solutions.</p>
Why This Role is Different:	<p>This is not a typical automation engineering role - and that's intentional.</p> <p>At Modra, you will work across the full lifecycle of bespoke automation systems — from concept and design through to commissioning and global deployment. You will have direct visibility of your work in operation, collaborating closely with a small,</p>

	<p>highly capable team to solve real-world engineering challenges.</p> <p>Unlike larger organisations, this role offers:</p> <ul style="list-style-type: none"> ● End-to-end ownership of automation solutions ● Direct involvement in machine design, build, and commissioning ● Exposure to globally deployed, custom-built equipment ● The ability to influence technical direction and engineering outcomes ● A low-bureaucracy environment where decisions are made quickly and practically
<p>Our Culture:</p>	<ul style="list-style-type: none"> ● Values <ul style="list-style-type: none"> ○ Innovation and Excellence ○ Customer-Centric Approach ○ Collaboration and Teamwork ○ Global Reach, Local Touch ● Modra is advancing the carpet manufacturing industry through decades of expertise and focused research and development. More recently, this focus has been around creating innovative automation solutions for the industry. ● The company is focused on solving customer problems and provides a high level of customer service. ● The health and safety of our team is always a priority as well as providing an environment where equal opportunity and non-discriminatory practices are embedded in the company.
<p>The Role:</p>	<p>The Automation & Mechatronics Engineer plays a key role in designing, developing, and delivering high-performance automation systems that support Modra's globally deployed products.</p> <p>This role is responsible for contributing to the development of bespoke automation solutions, integrating mechanical, electrical, and software components into reliable, high-quality systems. Working closely with the Product Development Manager and broader engineering team, you will contribute to technical outcomes across design, integration, and commissioning activities, with increasing ownership as capability is demonstrated.</p> <p>You will operate with a high degree of autonomy, applying sound engineering judgement to solve complex problems, support product innovation, and ensure successful system delivery from concept through to deployment, supported by the Product Development Manager.</p> <p>This role suits an engineer who enjoys hands-on involvement, values practical problem-solving, and is motivated by seeing their work implemented in real-world industrial environments.</p>
<p>Responsibility Areas:</p>	<p>System Design & Integration</p> <ul style="list-style-type: none"> ● Design and integrate mechatronic systems combining mechanical, electrical, and software components. ● Develop and maintain control software in C# and Python for Modra's custom automation solutions. ● Program and configure Beckhoff PLCs and motion systems (TwinCAT 2/3).

	<ul style="list-style-type: none"> ● Support the design and commissioning of automation equipment, ensuring system reliability and performance. ● Collaborate across disciplines to deliver fully integrated solutions aligned with project goals. <p>Testing, Commissioning & Support</p> <ul style="list-style-type: none"> ● Conduct in-house and on-site testing, debugging, and system commissioning. ● Support installation, commissioning, and troubleshooting, ensuring all design work meets Modra’s safety and quality standards. ● Prepare and maintain testing documentation and commissioning reports to ensure traceability and compliance with Modra quality processes. <p>Continuous Improvement & Innovation</p> <ul style="list-style-type: none"> ● Contribute to product and process improvement initiatives. ● Participate in R&D activities to support innovation in automation and machine control. ● Maintain up-to-date knowledge of relevant technologies, standards, and best practices. <p>Documentation & Compliance</p> <ul style="list-style-type: none"> ● Produce detailed engineering documentation including design files, schematics, and technical manuals. ● Ensure all systems comply with Modra’s engineering standards and applicable safety regulations. ● Ensure documentation is maintained in line with Modra’s configuration management and version control systems. <p>OHS & Compliance</p> <ul style="list-style-type: none"> ● Promote and model safe work practices. ● Ensure all engineering and design work complies with relevant safety, regulatory, and industry standards. ● Support integration of OHS requirements into design practices and project execution.
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Role Information

The role includes but is not limited to the following key duties, standards and compliance requirements:

About You:	<p>You are a practically minded Automation or Mechatronics Engineer with experience delivering automation solutions within industrial or manufacturing environments. You bring a strong foundation across control systems, system integration, and commissioning, and are comfortable working across mechanical, electrical, and software domains to solve complex engineering problems.</p> <p>You are confident operating with a level of autonomy appropriate to your experience, applying sound engineering judgement and taking ownership of your work through to resolution. You value seeing your solutions implemented in real-world applications and contributing to reliable, high-performance outcomes.</p> <p>You enjoy hands-on environments where you can work closely with equipment and collaborate within a small, capable team. You communicate effectively, contribute to shared problem-solving, and are motivated to continue developing your capability across</p>
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	<p>new technologies and systems.</p> <p>Ideally, you bring experience with PLC-based control systems and motion control, with exposure to technologies such as Beckhoff, C#, Python, or similar platforms considered advantageous. You are committed to quality, continuous improvement, and safe engineering practices.</p>
Working at Modra – Regional Opportunity:	<p>This role offers the opportunity to build a meaningful engineering career in a regional setting, without sacrificing technical challenge or global exposure.</p> <p>Warragul and the broader Gippsland region provide a high quality of life, with access to natural environments, reduced commute times, and a strong community feel - while remaining within reach of Melbourne.</p> <p>For engineers seeking a more balanced lifestyle while continuing to work on complex, globally deployed systems, this role offers a unique combination of professional and personal benefits.</p> <p>Relocation support may be available for the successful candidate.</p>
Work Environment and Physical Requirements:	<p>This position primarily operates within an office and workshop environment. Some physical tasks such as lifting, standing, or working with machinery may be required.</p> <p>Physical and safety considerations specific to this role include:</p> <ul style="list-style-type: none"> ● <i>Sedentary tasks with occasional standing, walking and light lifting duties</i> ● <i>Use of standard office equipment including a computer and digital tools as well as workshop equipment use where appropriate.</i> ● <i>Work may occasionally require attendance at customer sites, production areas, or external supplier facilities.</i> ● <i>Ability to travel domestically and internationally as needed for system commissioning and client support.</i> <p>Employees are expected to maintain their health and well-being by adhering to ergonomic and OHS practices, taking regular breaks, and promptly reporting any concerns or incidents to management.</p> <p>This position is expected to demonstrate a proactive compliance with and contribute to, Occupational Health and Safety policies, procedures and practices at Modra Technology.</p>
Compliance Requirements	<p>All employees are required to:</p> <ul style="list-style-type: none"> ● Follow any reasonable instruction that enables us to comply with legislative requirements affecting Victorian workplaces and customer stated requirements of operation ● Follow our policies, procedures and systems of work for effective and safe work practices either as outlined in our handbook, individually documented or verbally instructed by suitably skilled persons
Professional Standards:	<p>All employees have a responsibility to maintain professional standards, including:</p> <ul style="list-style-type: none"> ● Model the business's values ● Maintain a professional standard of dress, communication, and workplace conduct. ● Maintain a clean, safe and efficient workplace ● Ensure professional and informative communication ● Safe and legal operation of any vehicle used for work purposes

	<ul style="list-style-type: none"> • Assist with other duties for which you are suitably skilled, without detriment to essential deliverables • Be free from the influence of illegal drugs and alcohol while conducting work activities
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Candidate Eligibility
 People being considered for this role should be reviewed against the following requirements:

Employment Eligibility:	<p>The person in this role is required to have the following:</p> <ul style="list-style-type: none"> • Be an Australian Citizen, Permanent Resident (with a current Australian Passport) or otherwise, applicants must have valid and unrestricted work rights in Australia at the time of commencement. The business is not currently positioned to offer visa sponsorship. • National Police Records Check which will comply with the 100-point proof of Identity Check • Drug and alcohol screening • Full and Unrestricted Drivers License and; • Unrestricted ability to travel domestically and internationally if required.
Qualifications & Licences:	<p>Essential Qualifications & Licences</p> <ul style="list-style-type: none"> • Bachelor’s degree in Mechatronics, Mechanical, or Electrical Engineering (or equivalent). <p>Desirable</p> <ul style="list-style-type: none"> • Current membership, or at minimum, eligibility for membership with Engineers Australia as a Professional Member
Skills & Experience	<p>Essential:</p> <ul style="list-style-type: none"> • Demonstrated experience in the design, integration, and commissioning of automation and control systems within industrial or manufacturing environments • Strong capability across PLC-based control systems, motion control, and system integration • Proven ability to diagnose, troubleshoot, and resolve complex technical issues across mechanical, electrical, and software domains • Experience contributing to automation solutions across the full lifecycle, including design, development, commissioning, and operational support • Strong systems thinking, with the ability to understand how components interact within complex automated solutions and optimise performance accordingly • Ability to operate with a high degree of technical autonomy, exercising sound engineering judgement and accountability for outcomes • Clear and effective communication skills, with the ability to collaborate across multidisciplinary teams and stakeholders <p>Highly Desirable:</p> <ul style="list-style-type: none"> • Experience with Beckhoff PLCs and TwinCAT (2/3) • Experience developing control software using C# within industrial or automation environments

	<ul style="list-style-type: none"> ● Exposure to Python scripting for automation, data processing, or system optimisation ● Knowledge of industrial communication protocols (e.g. EtherCAT or similar) ● Experience working with advanced motion control systems <p>Advantageous / Trainable:</p> <ul style="list-style-type: none"> ● Exposure to robotics, industrial vision systems, or advanced automation technologies ● Experience working within bespoke or customised automation environments, rather than purely standardised systems ● Exposure to system architecture, solution design, or technical decision-making processes ● Experience supporting on-site commissioning, troubleshooting, or customer-facing technical environments <p>Behavioural Attributes</p> <ul style="list-style-type: none"> ● Practical and solutions-focused, with strong attention to detail and quality ● Proactive and adaptable in a dynamic engineering environment ● Collaborative, with the ability to contribute effectively within a small, multidisciplinary team ● Accountable and self-directed, able to manage complex technical work with minimal supervision ● Committed to safety, quality, and continuous improvement
<p>Key Selection Criteria</p>	<ol style="list-style-type: none"> 1. Demonstrated post-qualification experience delivering automation and control solutions within industrial or manufacturing environments, including exposure to the design, integration, and commissioning of complex mechatronic systems across the full lifecycle. 2. Strong capability in PLC-based control systems and motion control, with the ability to troubleshoot and resolve complex technical issues across mechanical, electrical, and software domains to deliver reliable, high-performance automation outcomes. 3. Proven ability to operate with a high degree of technical autonomy, accountability, and sound engineering judgement, contributing to successful system delivery within a collaborative engineering team. 4. Experience supporting automation system development, including PLC platforms and exposure to control software development (e.g. C#, Python), with experience in Beckhoff PLCs and TwinCAT (2/3) or similar platforms considered highly desirable. 5. Effective communication and collaboration skills, with the ability to contribute technical expertise within a small multidisciplinary team, supporting continuity, knowledge sharing, and continuous improvement initiatives.

How to Apply

1. Prepare your Resume and Cover Letter, addressing the Key Selection Criteria
2. Submit your application via Seek link

Please note: No agency referrals accepted. Shortlisted candidates may be contacted for interviews throughout the vacancy period.

I have read and understood the expectations of this role as outlined in this document:	
Employee Name:	
Employee Signature:	
Date Signed:	