HydGene Renewables

POSITION DESCRIPTION

Engineering Technician (Demo Plant & Lab)

Reports to	Head of Engineering	**Location**	Lane Cove, Sydney, NSW
Employment type	Casual	**Start date**	December 2026

ABOUT HYDGENE

HydGene Renewables is reinventing how the world makes chemicals. Our proprietary synthetic biology upcycles agricultural waste into low-carbon hydrogen and other high-value chemicals. We are a Sydney-based deep-tech company, taking our proven catalyst technology from pilot scale to demonstration and commercial scales, and partnering with industry. We value Innovation, Integrity, Sustainability, Transparency, Intelligence and Rigour - and we hire people who share these values.

THE ROLE

Our technology is moving out of the lab and into the real world, and we need a practical, hands-on technician to help the team get it there. You'll support the day-to-day running of our in-house pilot plant and manufacturing facilities, while you help build, commission and run our first demonstration plant: initially in our Lane Cove workshop, then on site near Bathurst, NSW.

We are looking for someone with solid practical experience who can hit the ground running, take initiative and work independently once trained. This is a hands-on role supporting our engineering and laboratory teams across a range of practical tasks.

It's a rare chance to put your hands on the first field deployment of a technology that turns waste biomass into green fuels, fertilisers and chemicals.

KEY RESPONSIBILITIES

- Support the team in the lab and in-house pilot plant with fermentation, laboratory and production activities, as needed.
- Undertake regular physical tasks, including lifting, carrying and moving materials and equipment using safe manual handling practices, and prepare buffer solutions and other process liquids to recipe and SOP.
- Carry out cleaning-in-place (CIP), flushing and cleaning of tanks, lines, valves and other process equipment, following approved SOPs.
- Carry out routine checks, basic maintenance and simple troubleshooting, proactively identify maintenance needs and practical issues, and report faults or unusual operating conditions.
- Support the in-house fabrication and assembly of the demonstration plant.
- Assemble, connect and replace hoses, pipes, fittings and valves.
- Help with start-up and commissioning of the demonstration plant, first in-house and then on site near Bathurst, NSW.
- Take ownership of assigned practical tasks, working independently where appropriate and helping the team identify and complete work that needs doing.
- Work safely and follow HydGene Renewables' Work Health and Safety (WHS) policies and procedures.

Indicative time split: The balance of activities will vary depending on project priorities and operational needs but likely comprise **50%** Pilot & demo plant maintenance · **30%** build out of pilot & demo plants · **20%** fermentation & other activities

ABOUT YOU

	Essential	Desirable
Qualifications	• Trade cert (Cert III+) or equivalent experience	• Cert IV or Diploma in engineering or science • Australian driver's licence • Forklift, first aid, White Card or working-at-heights tickets
Experience	• 2+ years of practical, hands-on experience in a workshop, plant or similar (mechanical assembly, equipment maintenance, production, manufacturing) • Demonstrated ability to work independently, use initiative and complete practical tasks with minimal supervision.	• Practical experience assembling, operating, maintaining or troubleshooting pumps, tanks, piping or other process equipment • Chemical or biochemical manufacturing or laboratory experience

Skills & knowledge	• Hand and power tools; pipe, tube, hose and valve fitting • Able to interpret basic engineering drawings and equipment assembly instructions • Safe work practices (Following Job Safety Analyses and Safe Work Method Statements) • Able to follow SOPs, instructions and checklists • Practical experience in basic equipment operation, maintenance and troubleshooting, with the ability to learn new systems quickly.	• Basic chemical / biochemical lab skills (buffers, sampling, aseptic technique) • Basic electrical and instrumentation know-how
Personal attributes	• Proactive, practical, tidy and safety-minded, with strong initiative and the ability to identify what needs doing without being constantly directed. • Team player who gets things done • Willing to travel to site near Bathurst • Able to safely undertake regular physical work, including lifting, carrying and moving materials and equipment, with appropriate handling support and assistance where required. • Comfortable with repetitive cleaning, preparation and physical tasks	• Previous startup experience • Curious about clean tech and biotech • Thrives in a fast-paced start-up where priorities change and everyone pitches in!

WHAT SUCCESS LOOKS LIKE

- **First 4 weeks:** Demonstrates practical competence, initiative and safe working practices, quickly becoming a productive member of the team with limited supervision.
- **First 90 days:** Contribute effectively to the build and commissioning of the demonstration plant, while independently managing assigned maintenance, assembly and operational tasks
- **6 months:** Successfully supported the demonstration plant deployment, and the scale-up of HydGene's catalyst manufacturing facilities.

WHAT WE OFFER

Salary	Competitive hourly rate based on experience and qualifications, inclusive of casual loading, plus superannuation.	**Work pattern**	Flexible, depending on operational needs, up to 38 hrs/week
Travel	Travel to our demonstration site near Bathurst, as required by project needs	**Expected duration**	Initially 6 months, with potential for ongoing employment based on performance and business needs

HOW TO APPLY

Send your resume and a short cover letter outlining your relevant hands-on experience and telling us why this role excites you to contactus@hydgene.com, with the position title in the subject line. Applications remain open until position filled, targeting close-off date of 7/12/2026. Earlier applications are encouraged. **Applicants must have unrestricted rights to work in Australia. HydGene is unable to offer visa sponsorship for this position.**