

## **MAINTENANCE/RELIABILITY MANAGEMENT POSITIONS**

### **Maintenance Manager *New! Oklahoma Location***

Global aerospace manufacturing company is seeking a maintenance manager for its 250 person 24/7 OK operation. Operations works with chemical processing, coatings and industrial mechanical processes. There is not a cohesive/maintenance program on site, so the person will be responsible for implementation of an integrated CMMS and maintenance/reliability program. Maintenance manager works with general management, site manager and site safety officer to integrate a strategic maintenance program. Maintenance planners, reliability/NDT personnel and technicians report to this position. Position is a high-visibility in the company. Must have a mechanical, manufacturing or similar degree, 5+ years of applicable experience.

### **Maintenance Manager *New Mexico Location***

Oversees management of the Refinery Maintenance Department to ensure standards of safety, maintenance and reliability for all processing, utility equipment and facilities are achieved. Ensures all planning of maintenance and project activities are executed from inception to completion in a safe, cost effective manner. Responsible for achieving optimum labor, and the least amount of overhead and material costs. Directs Maintenance, Reliability, Turnaround, and Inspection Supervision at the Refinery to ensure that safety and reliability of company assets are maintained and/or improved to provide optimal performance. Interfaces with Operations, Technical, and other departments to assure timely and quality repairs. Develops and executes asset strategies to achieve business objectives, including regulatory compliance. Directs technical team to develop and execute repair strategies. Directs all turnaround related activities including planning and scheduling, bid package preparation. Develops craft training programs to assure development of future craftsmen. Hires, trains and develops and appraises staff effectively. Takes corrective action as necessary on a timely basis and in accordance with company policy. Consults with Human Resources as appropriate. Develops managers and staff by providing leadership, guidance, and training for responsible areas. Develops, monitors, and reports on operating costs within functional areas. Alerts management of cost and labor over run. Advanced knowledge of department operations. Substantial knowledge of refinery maintenance and engineering, practices and procedures -- including refining recognized and generally accepted good engineering practices. Advanced mathematical and statistics skills to calculate and interpret complex data or develop forecasts and computer models. Ability to develop and execute Primavera schedule. Working knowledge of API, ASME, ISA, IEEE, NBIC, NFPA, recommended practices, standards, and codes. Written communication skill to compose written performance feedback, memos and reports. Oral communication skill to communicate with customers, co-workers, vendors, and business contacts in a courteous and professional manner. Interpersonal communication skill to negotiate agreements favorable to the Company, reconciling differences to arrive at acceptable solutions. Ability to read, analyze, and interpret documents, such as procedure manuals, reports, and correspondence. Ability to develop and administer an expense budget for several departments or profit centers. Ability to interpret a variety of instructions furnished in written, oral, or schedule form. Ability to provide a high level of customer service by answering questions, providing accurate information and responding to requests on a timely basis. Ability to support other employees by being directly responsible for improving information, services, or support other employees need to do their jobs. Ability to persuade others to a course of action by instructing, convincing, or influencing through professional guidance using logic and example. Ability to plan and schedule activities over a year or longer. Regular review and analysis of events are required to maintain the momentum of the planning process and to ensure ongoing organizational commitment and implementation. Ability to develop new ideas and approaches for the creation of new methods, systems, policies or services. Ability to define problems, collect incomplete and difficult to obtain data, establish facts, and draw valid conclusions. Ability to work effectively with broad guidance and review by upper management. Precedents, professional standards, and general Company practices are utilized. Ability to maintain confidentiality. Bachelor's Degree in Engineering or related science and 10+ years related experience.

### **Maintenance Superintendent *Eastern Tennessee Location***

Greenfield project where individual is going to be able to build their own, brand new maintenance program. Maintenance department consists of: 10 mechanics, 5 I&E technicians, 1 contract welding group (3-5 people), 2 maintenance superintendents (1 over mechanics and 1 over I&E). Position reports to plant superintendent. Responsible for the safety and direction of the maintenance teams serving the facility. Also

works with engineers and operations team members to understand their maintenance needs for daily work and shutdowns as well as providing the necessary resources to meet those needs. Plans, organizes, controls, integrates and evaluates the work of the maintenance team. Develops and monitors short and long term goals and objectives focused on achieving the company's mission and assigned priorities. Contributes to the development and monitors performance against the department's budgets. Participates in developing, implementing and evaluating plans, work processes, policies and systems to achieve goals. Maintain protection of the environment and the health and safety of employees, customers and communities as highest priority. Prepare and administer programs, methods, systems and practices for reducing costs and improving employee and plant efficiency, safety, productivity and reliability. Coordinate all maintenance (mechanical, electrical and instrumentation) activities for proper, safe execution of plant turnarounds. Aggressively seek to minimize cost and duration of shut-down activities. Establish and monitor key measures to ensure that a comprehensive and effective maintenance and reliability program is in place and practiced. Direct and manage site maintenance staff to implement best maintenance practices and provide technical expertise to reduce costs and improve process uptime and mechanical reliability. Direct the planning and scheduling program, and its effectiveness, through the use of established benchmarks and parameters. Control maintenance expenditures within budget requirements by monitoring expenditures, adjusting priorities, and forecasting maintenance needs. Coordinate and direct the use of outside resources and contractors assigned to the plant. Coordinate with engineering group for capital project executions to ensure effective use of capital funds. Familiarity with chemical manufacturing processes and equipment. Knowledge of PSM Mechanical Integrity, piping and pressure vessel codes and jurisdictional requirements. Knowledge and tracking of relevant maintenance metrics (KPI's). Bachelor's degree in Engineering preferred. 7+ years in maintenance. Excellent verbal and written communication skills. Must possess strong interpersonal skills, the ability to work as a team, as well as be able to coach and mentor others. Maintenance experience in the chemical processing industry.

## **OPERATIONS/ENGINEERING/PLANT MANAGEMENT POSITIONS**

### **Operations Manager *New! Baton Rouge, LA Area Location***

Position reports to VP/GM. Must be degreed with refining experience and previous/present supervisory/leadership experience. Direct the supervision of all Refinery Operations to ensure the highest level of safety, environmental, productivity, and reliability compliance. Participates In developing and establishing operating objectives, policies, and procedures to improve efficiency, minimize operating costs, protect assets, and ensure quality control. Prepares budget for the Operations Department including Complex Maintenance and control expenses to ensure that costs are within budget. Maintains effective organization to meet both short and long term goals. Sets safety goals and objectives for the operations Department and manage a safety program to meet or exceed those goals and objectives. Participates in the planning of production goals with the Refinery Services Department and is accountable for meeting those goals. Develops operating procedures for all new units or equipment and assist Engineering in the review and selection of new units or equipment. Select, develop, and motivate subordinates to ensure that the Operations and Complex Maintenance staff is reliable and competent. Review individual performance and direct necessary training to ensure that goals and objectives are met. Maintain good employee relations through communications and counseling. Maintain a current succession plan for personnel. Maintain effective procedures and training that ensure meeting environmental and other regulatory requirements. Attends meetings devising policy and details of refinery operations. Writes reports detailing aspects of the refinery operations. Develops and implements organizational changes within the department. Coordinates troubleshooting of major refinery operating problems. Participates in incident investigations. Bachelor of Science in Chemical or related engineering degree required. 12+ years of experience in Refinery Operations required. 5 +years of management experience required

### **Plant Manager *New! Nevada Location***

Will manage and supervise overall plant operations. Reports to President/General Manager. Supervise and manage overall plant management system including Environmental, Health, Safety, & Security, Production, Maintenance, Quality Assurance Laboratory, Quality Systems Compliance and Administration. Control manufacturing operating and capital budgets, improve process performance, optimize operating costs, maximize reliability of operations, prepare monthly and annual production reports required by President/General Manager. Function as the ISO900 & QS 9000 Quality system Management Representative. Function as the ISO 14000 system Management Representative. Accountable authority for

all manufacturing site regulatory compliances. Develop and maintain training plans for all direct and indirect staff members. Supervise and instruct all manufacturing and operations departments. Maintain staff performance through routine feedback, training plans, performance appraisal systems and recognition/discipline systems. Leader and accountable owner of the Management of Change system. Accountable for implementing and maintaining compliance of all safety and environmental systems. Maintain strict housekeeping standards at all times. Implement and proactively manage continuous improvement plans for all departments. Implement and maintain SPC plans for all departments. Communicate with other Company departments to optimize organization performance and build teamwork. Responsible for all managing manufacturing and capital budgets. Communicate with local neighbors and regulatory authorities to maintain positive and proactive relationships. Work with Sales Manager to implement new products, specifications and special contractual requirements through the Management of Change system. Satisfy all customer demands as determined by the Sales Manager in a spirit of teamwork and cooperation and ensure the staff reflects the same. Manage the plant output and highest quality to meet customer and market demands while meeting expense budgets. Maintain the physical assets of the facilities to ensure investor satisfaction and highest customer demands. Minimum of Bachelor's degree in Chemical Engineering or related technical degree and/or equivalency in technical operations management experience. Proven communication and leadership skills are a must. Distillation/Absorption Unit operation experience is strongly preferred. Proficient in the use of Microsoft Office software including Word, Excel, Powerpoint, & Project needed. Experience with ERP system use needed. Good knowledge of accounting/financial management practices, Statistical Process Control (SPC), 6 Sigma, 5S, ISO9000, QS9000, ISO18000, ISO 14000 and material supply chain management needed. Experience working internationally in a chemical manufacturing environment is a plus. Possible travel required up to 30% of time on average. Minimum 10 years as Production Supervisor/ Superintendent in petrochemical, chemical plant, refinery or semiconductor fab operations. Experience with Environmental permitting and compliance requirements for chemical operations needed. Experience in managing large teams of salaried and hourly employees in a direct and indirect capacity needed (50 – 100 pax). Knowledge about high purity chemicals and the wet chemical processes used in the semiconductor/TFTLCD industry is a plus.

#### **Operations Manager *New! Nevada Location***

Manage and supervise overall production operations and the coordination with Lab; Quality; EH&S; Production Planning, Shipping and Receiving & Maintenance Departments. Has overall accountability for day to day plant production. Reports to Plant Manager. Directly supervise process engineers to operate all process areas at maximum efficiency. Maintain staff and sub-staff performance through routine feedback, training plans, performance appraisal systems and recognition/discipline systems. Submit weekly activity reports to the Plant Manager. Leader of Process Control system, non-conforming product system, product storage and preservation, delivery and service systems. Manage the routine logistics required to stock warehouses. Manage the routine logistics required to provide onsite delivery service to customers. Manage the warehouses to conform to outstanding product preservation from stocking through delivery. Lead the production scheduling council between production areas and the customer service, Sales and purchasing groups. Maintain compliance and responsibility for all safety and environmental systems. Maintain strict housekeeping standards at all times. Implement continuous improvement plans for all process areas. Implement and maintain SPC plans for all process areas. Communicate with other departments to optimize organization performance and build teamwork. Interact and cooperate with Lab Manager to maximize process control plans with optimum sampling efficiency. Interact and cooperate with Quality systems engineer to maximize compliance with quality systems and continuously improve systems. Interact with EH&S engineer to maximize compliance with regulatory systems and continuously reduce environmental impact and improve safety performance. Daily interaction with the Maintenance Supervisor to maintain optimum equipment condition and performance. Proactively implement preventive maintenance systems. Minimum of a Bachelor's degree in Chemical Engineering, or other technical degree preferred. Proven leadership and communications skills is a must. Distillation/Absorption and other chemical operation experience strongly preferred. Proficient in the use of Microsoft Office software including: Word, Excel, Powerpoint, & Project needed. Experience with ERP systems is a plus. Knowledge of SPC, six sigma, 5S, ISO9000, QS9000, ISO 14000, and ISO18000 is needed. Minimum 5-7 years of working experience as process/production engineer in Petrochemical, Chemical Plant, Refinery, or semiconductor fab operations desired. Experience working internationally is preferred. Involvement of chemical plant operations/engineering/construction will be plus. Knowledge about SPC; high purity chemicals and the wet chemical

process for semiconductor/TFTLCD industry desired.

**Lab Manager *New! Nevada Location***

Accountable for the supervision and management of all daily Laboratory activities and all laboratory personnel. Develop analytical methods for high purity chemical analysis. Familiar and experienced with quantitative analysis methods and techniques associated with ICP-MS; ICP-OES; IC; GC; GFAA; and Liquid particle counting. Duties include supporting production activity, creating and managing budgets; monthly reporting activity to the Plant manager, and supporting customer and sales requirements and requests. Position reports to the Plant manager. This position works closely with Operations and Quality Departments to continually improve product quality and production efficiency. Accountable for full compliance of all laboratory personnel with safety and environmental protocols and procedures. Directly supervise Chemists and Technicians to operate all lab areas at maximum efficiency. Signature authority to approve product test data. Maintain staff and sub-staff performance through routine feedback, training plans, performance appraisal systems and recognition/discipline systems. Attend the production scheduling council between production areas and the customer service, Sales and purchasing groups. Maintain compliance and responsibility for all safety and environmental systems in the Lab. Maintain strict Cleanroom protocol. Maintain strict housekeeping standards at all times. Implement continuous improvement plans for Lab. Implement and maintain SPC plans for Lab data. Communicate with other departments to optimize organization performance and build teamwork. Interact and cooperate with Operations Manager to maximize process control plans with optimum sampling efficiency. Interact and cooperate with Quality systems engineer to maximize compliance with quality systems and continuously improve systems. Interact with EH&S engineer to maximize compliance with regulatory systems and continuously reduce environmental impact and improve safety performance. Participate in technical trade organizations relating to advanced materials and testing methods, standards and systems. Minimum of BS in Chemistry, or other technical degree, MS preferred, or a minimum of 5 years directly related work experience. Must be proficient in the use of Microsoft Office software including: Word, Excel, & Powerpoint, as well as Laboratory Information Management Systems (LIMS). Knowledge of statistical process control (SPC), 6 Sigma, ISO9000, & QS9000 needed. Minimum of 5 years working in a chemical analysis Lab. Tenure should include a minimum of 2 years as a supervisor. Experience in the field semiconductor or TFT-LCD industries, ICP-MS analysis, and working in a cleanroom environment preferred. Knowledge and experience with high purity chemical analysis methods, understanding of the operation of Cleanroom environments desired.

**Operations Manager *North Louisiana Location***

Reports to Plant Manager. Responsible for leading and coordinating the site operations for the Primary Crude unit and the Hydrocal Complex that includes the Hydrogen Generation Unit, Hydrotreater, Amines Unit and Sulfur Recovery Unit. Responsible for the operations of all site utilities and water treatment. Reporting to this position are 4 Shift Supervisors, 12 Primary Crude Unit Operators, 12 Hydrocal Operators and 4 Water Operators, Relief Supervisor & Training Coordinator, Operations Engineer and OMC (Operations & Maintenance Coordinator). This role also provides process and technical knowledge and support to the operations of these units. Responsible for ensuring all HSE requirements are met, product quality meets specifications, production schedules are developed and executed, daily/weekly and turnaround maintenance activities are coordinated with operations to ensure mechanical integrity and maximum plant reliability. This must all be done while maximizing profitability through production optimization, implementing new products and capacity and by controlling costs as appropriate. Is a key member of the site leadership team and is expected to interact with all plant personnel to solve problems and make substantial decisions to effect improvement throughout all areas of the refinery. The incumbent in this role will also fill in for the Plant Manager. BS in Engineering; 5-10 years of experience preferred as an Operations Engineer or similar; 3-10 years leadership/management experience preferred; 10 years' experience in the oil and gas industry preferred.

**Improvement Engineering and Quality Supervisor *Buffalo, NY Location***

Technical Bachelor's degree required; 5+ years previous manufacturing experience. Demonstrated knowledge of mechanical and chemical processes and methodologies applicable to a manufacturing operation. Experience with Quality Management Systems. Experience in interfacing with internal and external suppliers and customers through audits and customer complaint investigations. Strong

interpersonal skills to both network and to be an effective team leader. Solid demonstrated analytical and problem-solving skills. Ability to motivate others to achieve results. Ability to handle multiple tasks and a high-volume workload with shifting and competing priorities. Strong teamwork and organization skills. Understanding of Six Sigma methodology. Experience with Process Safety Management. Other desired experience: Prior experience in manufacturing technology support. Prior experience as a quality resource. Six Sigma Green or Black Belt certified. Lean manufacturing experience is a plus

### **Operations Leader Kentucky Location**

Plant is a union facility with about 65 direct employees. Role has 10 direct reports: 4 Shift Leaders, 1 Product Engineer, 1 operations Specialist, 1 Materials Coordinator, 3 Hourly Workers. Reports to Plant Manager. Must have at least 3 years (at minimum) of leadership experience. Manage daily operations to ensure unit performance is aligned to business objectives. Develop and manage yearly budget for operations cost center. Lead and Supervise Production Shift Supervisors. Review production reports and other performance data to measure Key Performance Indicators to identify areas needing improvement. Optimize plant performance through appropriate utilization of manpower, equipment and resources. Ensure the Standard Operating Procedures and Processes are being utilized to meet safety and environmental regulations, product quality specifications, and production volumes. Participate and lead programs/activities (such as Kaizen and 5S) that promote a safe work environment, a culture of compliance, effective goal accomplishment, productivity & morale. Provide technical support, troubleshoot and resolve equipment and process issues. Actively support the plant safety programs via participation and leadership in PHA, MOC, incident investigations, resolution of action items and other activities to ensure safe operations and regulatory compliance. Prepare weekly/monthly reports detailing significant production activities and update on operating plan and objectives. Maintain familiarity of safe handling, regulatory compliance and emergency response for products in responsible production area. Maintain and enforce good housekeeping and keep the plant free from debris, spills and waste. Train, coach and mentor Production Shift Supervisors and Production Operators; strong participation in the selection of team members, as required. Work in a team environment as well as function independently. Bachelor's Degree in Chemical Engineering is required. 5 years of chemical plant experience with strong knowledge of continuous production, strong PSM knowledge. Minimum 3 years Operations Management/Leadership experience.

### **Operations Superintendent West Texas Location**

Must have an engineering degree, someone with management potential, innovative and self-motivated. Requirement is to have a minimum of 5 years refinery specific experience and must have had supervisory responsibilities. Responsible for ensuring safe, environmentally sound, and efficient operation of Crude & Northside operating areas. Supervise union wage roll employees. Good communication skills and problem solving abilities along with strong technical abilities are necessary. Strong leadership and inter-personal skills are essential. Supervise Operators in Crude and Northside operating areas - 36 reporting roles. Ensure all units operate safely to produce products that meet specifications. Provide safety leadership and be a safety culture role model for operating unit personnel. Ensure safety procedure adherence by establishing a proactive safety culture within the operating units. Review operation of units on a daily basis. Direct, coordinate, or participate in the Management of Change process. Ensure operating permits, rules and regulations are complied with. Participate in the HSE Committee meetings. Provide training and daily guidance, maintain operating procedures and update training materials, and ensure personnel training requirement/documentation are up-to-date. Focus on continuous improvement and process enhancements. Analyze & resolve work problems or assist operators in solving problems. Work with maintenance & project engineering to: Prioritize daily maintenance items, Develop turnaround work scopes for units, Develop start-up and shut down timeline for unit outage, Work with capital/maintenance group on timing and scope for maintenance/capital projects, Develop and promote safety, environmental, and operation improvement projects, Actively participate in PSM, VPP, safety, and environmental compliance assignments. Manage operations budget categories: Operation supplies, Safety supplies, Uniforms, Radio maintenance & repair, Lead incident investigations for operating units, Support plant emergency response efforts, Create & maintain productive working relationships at all levels in the organization.

### **VP of Engineering Southern US Location**

The VP Engineering will be responsible for multi-site Plant, Project, and Process Engineering for a large chemical company. BS Degree in Chemical Engineering and a minimum of 15 years progressive management experience in a large specialty chemical manufacturing operation or company is required. Please inquire for more details if you believe you are qualified and are interested.

**Plant Manager Texas Location**

Review daily production schedule and activities to meet customer needs. Initiate process changes to improve production efficiency. Identify and implement cost reduction opportunities. Facilitate the introduction of new products, equipment and services into Production activities. Work with SQRA to schedule and complete all employee training required by regulatory agencies and/or policies. Participate in all incident investigations and customer complaints, providing corrective and preventative action as requested. Identify and communicate operational process improvement and/or cost reduction activities to Management. Participate in RCRA, regulatory, health & safety and process training activities as required. Perform all duties outlined in relevant SOPs and all other duties to be assigned. Guides employee performance and development through the use of daily communication and annual performance evaluations. College degree in business, science or engineering related vocation preferred. Minimum five years chemical experience with supervisory or management experience in a chemical or manufacturing environment. Position is open due to promotion. Reports to Regional Operations Manager. Recently purchased facility by current organization. 30 person plant site.

**Plant Manager Wisconsin Location**

Lead and mentor production supervisors and building managers. Manage the day-to-day activities for the manufacturing at Cottage Grove as it pertains to operations, safety, environment, compliance, filling customer orders, and administrative functions. Support the introduction of new products, processes and equipment, and drives efficiency improvements for existing production methods. Coordinate and direct daily activities of all CG production. Review daily production schedule and direct activities to meet customer needs. Ensure plant equipment capacities and plant resources are aligned with product demand. Evaluate and recommend necessary staffing levels to support production. Review all expenses and maintain costs in support of annual budget. Continually evaluate, recommend and implement process changes to improve production efficiency. Identify and implement cost reduction opportunities. Responsible for supporting the implementation and maintenance of all CG and corporate policies, procedures and required ISO documentation. Follow-up and document incident investigations and customer complaints. Work with the SQRA corporate department to ensure safety, regulatory, and compliance training is conducted to meet Regulatory agency requirements. Guides employee performance and development through the use of daily communication and annual performance evaluations. Maintains programs and policies to ensure a highly effective and motivated workforce. Support the overall Strategic Plan effort and goals for the entire facility, including safety, cost reduction, quality, backorders, budget, etc. Project development and management. Develop new and existing product SOPs, as needed. Active member of Emergency Response Team. An Engineering Bachelor's Degree or equivalent is required. Minimum of 5 years of experience in manufacturing and supervision is required. 180 person plant site with 2 plants on site. Each plant has a plant manager and both report into the Site Leader. Position has 8 direct reports (4 Production Managers, 4 Building Managers; All degreed Engineers).

**EHS MANAGEMENT POSITIONS**

**EHS Manager Northern Illinois Location**

Position is ideal for a senior individual contributor ready to step into the next level position. This position reports to the Plant Manager. Site has approximately 75 people on site. 1 direct report: EHS Specialist. 70% safety; 30% environmental. Requires demonstrated occupational/industrial health education and experience as well. This position will be accountable for all health, safety, and environmental activities at the site, with a primary focus on improving the site's safety performance, and maintaining environmental regulatory requirements. This position will be responsible for the development and implementation of site specific safety programs and will provide leadership for incident investigations and process safety reviews. Responsibilities include: Provide safety leadership. Lead site compliance with OSHA standards, providing guidance to production and maintenance personnel on occupational safety and health issues. Ensure site is fully compliant with all state and federal environmental regulations, and own execution of all compliance related activities. Implement corporate safety standards with support from corporate EHS group. This

includes the development, update and implementation of site specific programs, policies, and procedures as well as development of any required training programs. Monitor the safe condition audit process – ensuring that all audits are completed and properly documented. Track safety actions and safety work orders to ensure timely completion. Manage the daily/weekly/monthly Safety and Environmental metrics and reporting for the site. Ensure execution of routine audits of safe work management systems, especially life critical standards (LOTO, Hot Work, Elevated Work, etc.). Drive improvement in behavior based observation systems and culture. Manage site industrial hygiene monitoring program. Lead incident investigations to ensure they are properly classified and fully investigated to identify root causes, and drive the implementation of corrective actions. Assist in the safety evaluation of new projects and ventures; evaluate and recommend actions to improve safety performance and to reduce risk. Participate in any process safety reviews conducted on site operations. Lead the emergency response team and all emergency response team activities. Requirements: Bachelors or advanced degree preferable in occupational safety, environmental health, engineering or the physical sciences. Minimum of 5 years in EHS within industry. Detail oriented and consistently meets commitments. Possesses good organizational and planning skills, can multi-task and prioritize effectively. Is able to document and execute against short and long term plans to achieve objectives. Can lead, direct, and coach managers, technical professionals, and hourly employees. Familiar with manufacturing production processes and driving safety within the plant environment.

### **Manager, Process and Occupational Safety Excellence Oklahoma Location**

Newly created position. Must have good supervisory experience in operations and exposure to refinery operations, as well as good understanding of PSM. In addition to supervision experience, must have good execution skills and broad knowledge of refinery work process. Responsible for development and implementation of comprehensive process safety management (PSM), risk management program (RMP), training, health and occupational safety programs and procedures at the facility level to ensure regulatory compliance and to support a safety oriented culture. Will lead the facility to implement industry best practices that are consistent with company policies and procedures for safe work practices, injury prevention, emergency preparedness and response, contractor safety management and PSM/RMP. Will regularly interface with stakeholders including site leadership, employees, contractors, and industry peers. Will manage processes concerning health and safety for both employees and contractors. Will lead the health, safety, training and PSM department to ensure compliance with Federal, State and local regulations. This position is supported by the corporate process safety and health & safety directors and is responsible for planning, assessing, and developing department operating budget. B.S. in safety, chemical, or mechanical engineering or relate science field is required. Minimum of 15 years of process plant experience; 10+ years of field leadership, development, and implementation of programs; 10+ years of supervisory experience. Demonstrated strong communication, interpersonal, leadership, and teambuilding skills. Must be able to communicate effectively with all stakeholders, and contractors. Experience in risk evaluation and mitigation. Demonstrated knowledge and application of regulatory health, safety, fire prevention, and process safety management compliance requirements and industry practices. Technical writing skills required. Ability to efficiently manage time and resources; ability to prioritize tasks. Will manage a team of Safety, Process Safety, Health, Emergency Response, and Training personnel. Provide leadership in motivation of staff including opportunities for expanding knowledge base and monitoring individual performance. Implement assurance assessments and conduct regular planned inspections for compliance with company and regulatory requirements to improve safety and process safety performance. Oversee the site training programs for competency development, progression, and certification of operations and maintenance personnel. Establish and maintain a dynamic process for regulatory compliance initiatives on risk management and loss control recommendations and objectives. Oversee incident reporting, investigation, trend analysis and monitoring of corrective actions. Administer and maintain current and effective procedures, practices and processes consistent with company compliance and safety culture objectives. Manage and assure the integrity of information residing on multiple databases documenting various activities involving PSM, RMP, training, injury/illness prevention and emergency response. Collect, process, and analyze data. Recommend solutions for issues or potential areas of concern. Manage expenditures, track and adhere to department expense and capital budgets. Interface and regularly communicate with facility management to meet goals and objectives. Provide facility senior management guidance on regulatory compliance concerning health, safety and PSM/RMP programs. Implement and maintain/enhance health, safety, PSM, RMP programs to assure alignment with industry

best practices. Develop competency across the facility in the implementation of health, safety, PSM and RMP program. Engage site leadership to develop a culture in which health, safety, fire prevention, and process safety are fully integrated in day to day operations. Adhere to all Federal state, local regulations and company policies concerning health, safety, PSM and RMP requirements.

## **MAINTENANCE ENGINEERING POSITIONS**

### **Maintenance Engineer *Baton Rouge, LA Area Location***

Day-to-day activities will normally support the maintenance and mechanical goals of the site. The position will report to the Maintenance Manager. Oversight of small capital projects originating from the maintenance department needs. Develop mechanical equipment specifications, as needed. Initiate and manage action items for activities requiring a Management of Change. Develop and manage maintenance procedures. Supervise daily maintenance activities, when needed. Participate in commissioning of new production units. Assist with CMMS management, including development of pre-commissioning checklists and preventative maintenance schedules. Conduct field surveys to gather and confirm equipment information. Participate in equipment troubleshooting activities. Ensure that maintenance purchases adhere to applicable specifications and codes. Assist with maintenance quality assurance efforts. BS degree in Mechanical Engineering; 10 years minimum applicable experience. Experience in maintenance of PSM regulated processes preferred. Maintenance of mechanical equipment and piping systems handling flammable and combustible liquids and handling solids. Plant maintenance including use of CMMS (SAP preferred).

## **RELIABILITY ENGINEERING POSITIONS**

### **Mechanical/Reliability Engineer *New Orleans, LA Area Location***

Provide mechanical engineering support for a Chemical Manufacturing Unit. Lead unit's mechanical reliability to achieve increase reliability. Provide mechanical engineering support for most reliable operation and lowest life cycle cost for rotating and fixed equipment in world class solids manufacturing and handling facility. Support Reliability Centered Manufacturing to improve occupancy and to reduce costs to best in class. Safety 1st mindset. Demonstrated successes related to mechanical equipment such as cost improvements projects, improvements in MTBF and elimination of chronic problems through root cause analysis. Must be self-motivated, highly skilled, team player with exceptional cost focus. Individual should be results oriented with continuous improvement mindset. Must have excellent cost focus and desire for continuous improvement. Must be capable of drawing others to action; able to influence others to targeted outcomes. 2+ years of related experience in a Chemical, Petrochemical or petroleum production or refining facility (desired). Should excel technically and be familiar with all aspects of rotating and reciprocating equipment and vessel and piping systems common in Chemical plants. Familiar with all ASME, API standards and reliability best practices. Bachelors of Science in Mechanical Engineering from an accredited university.

### **Mechanical Reliability Engineer *Baton Rouge, LA Area Location***

Position is open due to growth. In plant position. 300+ person plant site. BS Engineering degreed required. 5-10 years of related mechanical reliability Maintenance area experience. Minimum 3 years of chemical plant operations experience and prior reliability experience required. Experience with Root Cause Analysis and rotating equipment is preferred. Mechanical Reliability experience in a PSM facility is preferred. Experience in leading investigations of equipment reliability including troubleshooting activities that lead to issue resolution. Able to use equipment analytical tools for predictive and preventative maintenance program, as well as IT-systems and databases for work orders and maintenance records. Knowledge and expertise in RCA methodologies. Strong safety and environmental performance. Strong bias for action to identify potential problems and coordinate the resolution before it becomes an issue. Prepares policies, budgets, broad plans, programs and schedules to guide activities within the Mechanical Maintenance Department. Responsible for performing moderately complex engineering projects; performing project engineering work from design to implementation in accordance with company policies; participates as a key contributor on project and technical teams and providing technical guidance to others as assigned; works independently and makes technical decisions based on full awareness of viability, cost and other benefits; and developing and implementing innovative solutions. Performs engineering studies with the view of improving plant operations, productions capacity, efficiency, etc. Initiates action for engineering and construction of fixed capital projects. Responsible for providing focus on improving equipment reliability by



making recommendations, refining and auditing preventive/predictive maintenance measures, completes reliability investigations, evaluates data, and monitors craftsmen and contractor performance; works in a team environment with operators, mechanics, and exempt professionals; provides mechanical engineering support to operations and maintenance organizations; defines and implements enhancements to improve operations and reliability; leads Root Cause Analysis Investigations of failures and develops corrective action to prevent reoccurrence; assists in the implementation reliability programs; tracks compliance within the plants to ensure mechanical integrity; works with teams in developing shutdown/turnaround work scopes; and reviews proposed changes to equipment, and provides mechanical engineering support for project work. Works with production, maintenance Department personnel and maintenance of plant including contractors performing maintenance or minor construction work. Inspects equipment which, has malfunctioned repeatedly and works with other sections to eliminate cause of malfunction. Establishes and maintains Mechanical Integrity Program under PSM with maintenance and operational personnel. Works with vendors and contractors as needed. Studies spare parts requirements and maintain necessary materials in the warehouse with aim to provide adequate protection. Establishes and assists appropriate personnel in the functioning of productive maintenance programs such as vibration analyses and other non-destructive testing programs. Assists maintenance and operating supervision in troubleshooting problems with critical machinery. Contacts service engineers in order to determine best methods of repairing equipment, if applicable. Develops maintenance repair procedures for critical machinery. Reviews equipment repair to detect required design changes in cases where abnormal maintenance is being incurred. Maintains an up-to-date work order data base on all equipment in the plants. Prepares and collects, reports and analyzes unit performance data to track unplanned losses and identify opportunities for improvement.

## **PROJECT MANAGEMENT/PROJECT ENGINEERING POSITIONS**

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### ***Project Development Manager Houston, TX Location***

Direct technical project development for projects, specifically strategic capital projects. Coordinate the project to increase the raw material capacity for a key intermediate in the process and company's project governance team for the Business Unit. Develop, scope and oversee strategic projects and work with the leadership team of the BU to meet the short and long term targets of the projects and business. Reports to the Director of Business Development. Under general supervision from Manager, operates with discretion, autonomy and latitude in decision making. Coordinate and Lead the project team for the BU. Implement strong project governance through influence and team building with company's partner. Work with the Business Development Director to provide and implement strategic direction for the project. Collaborate with development partners and provide strategic and high level operational direction and guidance with external BU Partners to meet company goals and the goals of the project. Guide the project team to manage changes to the project including scope, planning, resourcing, budgeting and partnering requirements. Carefully and positively manage external partnerships toward solutions and successful accomplishment of the goals. Develop and implement key project controls around scope, schedule, cost, actions and changes for the project. Implement and manage project management plans including schedules, actions, communications and deliverables both internally and externally with company's partners to keep projects moving on scope, on time and on budget. Suggest and work with the Business Development Director as well as other members of leadership team to make directional changes toward the project goals when warranted. Assist the Business Development Director and the BU in developing projects, cost/benefit analysis, strategic project portfolio analysis and planning. Oversee compliance and adhere to the Management System, Integrity System and all policies and procedures related to position assignment. Bachelor's degree and comparable training in Chemical Engineering, or similar field and over 15 years of progressive project experience in large scale (\$100M+) Process Plant Projects, advanced degree (MBA, MPM, etc.) a plus. 10 years' management experience over related groups or projects. Detail oriented. Strong in organizing and maintaining project documentation/files. Excellent communications and relationship building skills, including writing. Strong Project Team mentoring/coaching experience/skills. Successful capital management experience including budgets and operations. Strong business acumen and knowledge of multidiscipline business processes. Strong planning and execution skills and track record of achieving agreed upon results. Advanced project management skills and experience with negotiating commercial agreements. Lead the project governance team through various forms including direction, action, collaboration, mentoring and team building etc. Foster an empowered and engaged project team and partnership at the project level adhering to core values with ongoing training and

practicing of the Management System. Enhance the effectiveness of the organization through appropriate recruitment, development, and management of people as needed. Plan the work of the project team. Discuss the planning options with team members seeking their suggestions. Assign clear and tangible tasks with specific QQTRs. Set context for team members on a regular basis, providing the larger picture within which they are working. Manage task assignments and personal effectiveness appraisal within region and respective teams. Provide frequent, accurate, specific and timely feedback as well as accurate and straight forward reporting. Coach individuals and team members to ensure an integrated and collaborative effort to competently service customers. Engage in the training and development of team members and manage succession plans. Foster process improvement and cross-functional collaboration. No direct reports, but will lead a team of 7 members. Company has a strong management system in place.

### **Project Manager New Jersey Location**

Position is part of the corporate engineering team, and will provide Project Management on select large projects throughout multiple domestic and international locations. Individual contributor role, no direct reports. Reports to Associate Director of Capital projects. Budget responsibility will range from \$2-\$50 Million. Will lead multi-disciplinary teams as projects progress through scope definition, execution, and startup. Responsibilities include overseeing engineering & construction contractors, and provide onsite supervision on regular basis to ensure successful completion of projects. Capital projects are related to variety of industries including crop protection and specialty chemicals. Responsibilities: Lead and manage project through scoping, design, procurement, modular fabrication, site construction, and startup. Develop and manage globally spread cross functional project team and lead team through project completion. Collaborate with leadership in Business, Finance, Operations, and Technical Center to define ideas and develop them into projects. Develop necessary project management related documentation. Identify emerging issues and trends on project work and communicate effectively with the established team, stakeholders, and leadership. Prepare and provide updates on project status and issues to business and management via presentations. Work actively with Procurement to develop contracting strategies and oversee contractor management. Manage award of PO's, review, approve and process invoices. Actively seek opportunities for cost savings through innovations in scope and execution strategies. Experience and Qualifications: Bachelor's Degree in Engineering. Minimum 15 years of project management experience; preferably in manufacturing and industrial type projects. Prefer experience with leading and managing large capital projects outside of US, but not required. Track record of delivering projects safely and meeting project objectives. Demonstrated ability to work in multi-cultural team situations. Strong partnering skills to lead, influence, and drive behavior change. Familiarity with stage-gate work process. Excellent written & verbal communication skills. Strong planning & organizational skills. Self-starter and be able to work with limited direction. Ability to travel internationally (Asia and South America) frequently and stay abroad for multiple weeks on regular basis – Domestic and International travel estimated to be around 30%.

## **CHEMICAL ENGINEERING POSITIONS (PROCESS/PRODUCTION/OPERATIONS)**

### **Process Engineer New! Washington State Location**

Provide technical support for refinery operating and maintenance activities and engineering projects. Provide technical support to other refinery departments (Operations, Maintenance, Environmental, Safety). Monitor and evaluate process unit performance. Perform process optimization studies. Develop economic justification for refinery improvements. Make recommendations for modifications to improve refinery operations. Participate in all phases of engineering projects from conceptual studies, process design, detailed engineering, procurement, construction and startup. Participate in process hazard analyses. Administer and/or manage assigned refinery engineering/inspection programs. Perform equipment inspections. Prepare engineering specifications including instrument specifications, equipment specifications, construction specifications and bid packages. Solicit and evaluate bids for equipment and construction. This individual will join a staff of 12 other engineers/designers in the Engineering Department who perform refinery engineering, design and inspection activities. Areas of support include crude distillation, hydrotreating, naphtha reforming, isomerization, asphalt blending, sulfur recovery units and refinery utility systems. This individual will have a wide range of process and project engineering duties that include providing technical support to refinery operating and maintenance personnel, performing process design associated with refinery improvements, and performing and/or managing all aspects of capital

improvement projects from conceptual design through startup. Bachelor of Science, Chemical Engineer, 3-5 years process engineering experience. Performs routine refinery engineering tasks. Receives close supervision on new aspects of assignments. Good oral and written communication skills.

**Senior Process Engineer *New Orleans, LA Area Location***

Reports to the Process Design Superintendent. Responsible for process engineering, project development, and project front-end-loading for Refinery capital projects. Accountable for assuring projects achieve objectives and are technically sound. Utilizes front end loading work processes and accepted best practices to assure timely and cost effective project development. Provides leadership in development of project scope, benchmarking, and control of project design to the approved scope. Provides process engineering support during mechanical design to ensure original process intent is met. Reviews projects with internal, external and industry discipline experts to ensure projects are technically sound and cost effective. Reviews projects with appropriate plant personnel to ensure all health, safety and environmental compliance requirements are met. Actively promotes the latest technologies and problem-solving solutions. Provides process interface with Prepare To Operate and Operations in project scope development and execution. Shares and leverages technical expertise across other sites and other forums. Establishes and validates project priorities, deliverables and deadlines with supervision. Manages competing priorities and multiple projects. Accountable for managing time to deliver on commitments. Bachelor's degree or higher in Chemical Engineering. 5 or more years of experience working for refinery owner. 3 or more years of experience working Area Process Engineering support.

**Manufacturing Technology Chemical Process Engineer *Buffalo, NY Location***

Provides technical support for process safety, improved yield, capacity and uptime performance. Supports capital execution of process technology changes; maintains process technology documents; supports day to day operations, and assists in safety, quality, and environmental incident investigations. With sufficient training and experience, the successful candidate will serve as a first responder to assist with plant technical issues when trouble shooting process or equipment issues are required. Solves operating problems with process systems, including an extruder, heat exchangers, oven and tenter chain, pumps, pumping systems, and improves the performance of the systems. Provides process, materials, and/or equipment engineering support to manufacturing operations to maintain production performance or restore process capability. Leads improvements in safety, quality, productivity, equipment reliability, and capacity, either through technology, process, and equipment upgrades. Authors Process Safety Management and Management of Change documentation. Learns the technology and operating processes which they help support and the key variables effecting quality and productivity. Assists Operations and Maintenance with troubleshooting, root cause analysis and problem solving. Helps to identify and implement solutions to manufacturing issues related to technology . Leads Manufacturing Technology and productivity related improvements. Participates in, develops basic data, and executes activities related to capital projects (including commissioning, de-commissioning, start-up, shut down) Understands and conducts cost benefit analysis. Identifies system and equipment improvement opportunities and improves performance of equipment systems. Minimum Requirements: B.S. in Engineering from an ABET Accredited Program . 5-7 years in the area of chemical/process manufacturing desired. Strong technical, analytical and functional skills. Demonstrated problem solving/analytical ability. Experience and knowledge in the manufacture of Film. Demonstrated knowledge of chemical processes and methodologies applicable to a manufacturing setting. Demonstrated experience and knowledge of chemical manufacturing unit operations. Demonstrated ability to troubleshoot chemical processes Demonstrated ability to plan, prioritize and manage multiple, complex, time-sensitive projects. Ability to positively influence others through high personal standards and operating discipline. Demonstrated ability to manage and lead both strategic long-term programs/projects as well as address short-term operational issues. Strong interpersonal skills with the ability to influence leadership, peers, and mechanics; able to take a "hands-on" approach with operators and mechanics to drive change and get results. Desire to work in a fast paced, customer focused environment. Effective verbal and written communication skills. Good interpersonal and communication skills must work well in both self-managed and team environments.

**Production Engineer *Georgia Location***

Provides production engineering and Continuous Improvement leadership for plant. Position provides critical process troubleshooting and process improvement support for operators, managers, and engineering. Ensures powder plant quality performance standard are maintained, Overall Equipment Effectiveness is maximized while operating and maintenance costs are optimized. Will utilize Six Sigma and Lean Manufacturing tools to support/facilitate the Continuous Improvement teams throughout the powder plants. Tracks manufacturing performance to identify, communicate, and eliminate production performance issues (efficiency, on-stream-time, off-spec, and waste/yields) with Production/ Engineering/ Maintenance in order to continually maximize production capacities. Monitor Maintenance Reports and come up with the corrective actions. Work on long term plant projects (not capital). Apply troubleshooting/problem solving techniques as required to quickly respond to many varieties of operational issues that may occur. Coordinate/lead continuous improvement activities/teams for all aspects of the manufacturing processes. Provide support for R&D/new product trials. Develop, maintain, and update all operator training procedures. Facilitate/support continuous improvement teams/projects. Provide technical training for powder plant operators, supervisors, and managers. Develop/improve/sustain the powder plant preventive maintenance and Total Product Maintenance programs. Maintain the powder plant safety files. Coordinate powder plant process change documentation. Support plant start-ups as required. Routinely assume responsibility for tasks outside the department to ensure plant objectives are met. BS in Chemical or Mechanical degree is required. 1-3 years of chemical manufacturing experience. Mechanical/Troubleshooting Skills and high degree of Safety Awareness. OSHA PSM covered chemical manufacturing experience. Lean Manufacturing and Six Sigma exposure.

#### **Operations Superintendent Tennessee Location**

Supervises activities directly related to the production facility at the direction of the Operations Manager. Reviews inventories, shift logs, process plant logs and other data to measure productivity and to determine areas needing attention and improvement. Performs root cause analysis on incident, accidents and serious process interruptions. Works with operators and shop personal to ensure equipment is available and prepared for scheduled maintenance activity. Ensures operating procedures and training manuals are updated as needed. Responsible for all aspects of operator training including, safety, PSM, environmental, safe work procedures, operating procedures and emergency response. This is accomplished with the coordination with the other departments at the site. Participate in PSM activities including PHA, MOC, PSSR, and Investigations. Bachelors degree preferred in Chemical Engineering or other related discipline. Prefer 3+ Years of supervisor or leadership experience. Preferably in a chemical manufacturing environment. Working knowledge of Process Safety Management and a good understanding of general process control preferred. Project management and budget management experience preferred.

#### **Process Engineer Tennessee Location**

Responsible for providing technical expertise in order to improve our operations. Should be proactive, energetic and inventive, with strong analytical and problem-solving skills. Impeccable organizational skills and a willingness to learn and stay ahead of industry advances, as well as collaborating with the team is essential to this role. Design, develop and implement new and improved processes. Conduct tests to evaluate the efficiency of processes. Evaluate processes and equipment to ensure regulatory compliance. Troubleshoot problems with process and implement changes as required. Assist in the supervision of plant operations. Bachelor's Degree in Chemical Engineering or similar required. 2+ years in a similar chemical plant environment. Experience with Nitric Acid preferred.

#### **Production Supervisor Upstate New York Location**

Ensure compliance with all safety rules and use of proper PPE. Supervise and facilitate efficient use of manpower. Monitor operations to ensure compliance with ISO-9001 and SPC utilization. Review production reports, verify production reporting. Issue work orders, document accident reports, monitor plant, office buildings and surroundings for security. Provide and assist in training per ISO-9001 and ensure compliance with company policies as outlined in the Associate Guidelines. Execute special projects as assigned. Ensures processes are running according to standard best practices, reviews process yields, mixing color, rework and other reports to determine deviations from expected results. Ensures positive effective employee relations. Provides employee coaching and development; regularly reviews performance and holds timely discussions. Resolves employee issues through problem resolution. Partners with Human Resources on people related issues. Provide communication to plant leadership, warehouse, plant

scheduling, shipping, QC, and research and development. Four year technical degree or equivalent experience. Minimum 3 to 5 years of manufacturing experience. Excellent leadership and communication skills. Working knowledge of powder manufacturing and knowledge of SPC/TQM would be helpful. Shift work position that includes 4/3's.

#### **Technical Manager Dallas Area Location**

Coordinate the development of site capex project list. Manage site capex projects from start to finish including developing the project scope, cost estimate, and economic evaluations, submitting the project for approval, coordinating the implementation of the project, maintaining the project budget, and closing the project. Coordinate the site MOC program. Submit MOC's as appropriate and ensure other's submit as appropriate. Provide support as necessary to evaluate and/or approve MOC's. Provide support as necessary for troubleshooting, project development/evaluation, process improvement, and any issue requiring engineering expertise. Be a proactive member of the site's quality meeting. Provide statistical data for key products on a site and corporate level, to help determine fitness-for-customer use. Act as an advisor to site personnel and business management, related to certain business strategies. Coordinate the site scale up process. Interface with the R&D organization to provide feedback to R&D to validate manufacturing capability, and to ensure that the necessary manufacturing requirements are met by R&D. Ensure new raw material, regulation, HSE, etc. needs are addressed during the new product/process development phase. Manage the QC Technicians to ensure performance and attendance meet or exceed expectations. Provide technical support for the development and implementation of QC / lab methods as well as troubleshooting QC issues. BS Chemical Engineering. 5-10 years of experience in a chemical manufacturing setting. 50 employee site. 5 direct reports : Plant Engineer, Project Engineer and the employees in the QC Lab. Position reports to the Site Manager. Will consider someone that is looking to take the next step in their career into management/leadership.

### **PROCESS CONTROL ENGINEERING POSITIONS**

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#### **Senior Process Control Engineer Amarillo, TX Area Location**

Provides recommendations for improving refinery operations based on technical information, and raw process data. Functions as a process troubleshooter and provide refineries with forward thinking and technological advancements that will provide a competitive edge. Performs process analysis, process improvement, scoping studies, front-end process design work, and/or collaborates on process designs with contractors and consultants. Troubleshoots and maintains DCS database, software and configuration of Yokogawa, Honeywell, PLCs, or similar systems. Tunes existing process controllers. Develops and implements process control schemes and control techniques. Assist project engineers and develop new control schemes. Develops and reviews control logic for project designs, including P&ID and logic review. Identifies opportunities for APC in selective applications providing good business returns. Maintains and optimizes advanced process control programs. Provides startup assistance and control modifications for new projects. Bachelor of Science degree or higher degree in Chemical, Electrical Control Systems, or Mechanical Engineering or related field required. Minimum five years of process control and/or control systems engineering experience required. Minimum two years of DCS control experience required.

#### **Automation & Process Control Engineer New Jersey Location**

Will provide tactical level automation and process control technical services to businesses in support of top line growth, asset effectiveness improvement programs and capital projects. Apply engineering principles and knowledge to support the development, implementation, commissioning and validation of the successful operation of applications and solutions. Work on project teams and with full service design contractors to realize the objectives of technical programs and projects involving automation and process control technology. Lead and/or support challenging and exciting programs to improve safety, quality, reliability, uptime, capacity, yields and reducing emissions and cost. Drive improvements through Lean/Six Sigma, small capital projects, advanced control techniques and various automation tools. Involvement in day-to-day and after hour troubleshooting to assure safe, continuous operation is a must. Provide technical support for new project start-ups, test runs, and special procedures as needed. Will share the responsibility for providing weekend and off-hour support for the plant-wide automation needs. B.S. Electrical Engineering and 5+ years of experience in developing and commissioning process control applications. Fundamental understanding of

Process Safety Management (PSM) systems and High Hazard Processes. Desire to work in a manufacturing environment. Experience championing and implementing improvements in systems capabilities in a manufacturing plant environment. Demonstrated expertise and understanding of PLC architecture and demonstrated skills in configuring, documenting and troubleshooting. Familiar with: Allen Bradley Control Logix 5, 500, and 5000. AB Factory Talk View Studio. AB Factory Talk Batch. AB PowerFlex drives. AB Kinetix drives. WonderWare. Understanding of the principles of operation, reliability and performance characteristics of process measurement instrumentation, analyzers, control valves and VFDs. Familiar with PID controls and cascading controls. Experience in S88 Batch Control systems and applications. Knowledge of various interfacing technologies such as Ethernet, Modbus, OPC, DeviceNet, etc. Demonstrated knowledge of instrumentation systems and electrical infrastructure. Experience with process control and instrumentation tuning. Demonstrated success in managing and leading both long-term programs/projects as well as address short-term operational issues. Demonstrated ability to develop instrument and control mechanics/technicians. Understanding of the principles of operation, reliability and performance characteristics of instrumentation, measurements, analyzers and control valves. Experience with process safety standards (DX\_S, RAGAGEP, IEC) and their application to chemical manufacturing facilities.

## **ELECTRICAL ENGINEERING POSITIONS**

### **Senior Electrical Engineer *New! Northern California***

No relocation provided, local candidates only. Provides or coordinates electrical engineering services for engineering projects to ensure that electrical portion of projects are on schedule, under budget, safe, reliable and energy efficient. Provides electrical engineering, testing, inspection and troubleshooting services to Maintenance Department to ensure maximum reliability and safety of the Refinery Electrical System. Provides electrical engineering assistance to Operations to ensure that the Refinery power generation and distribution system is operated at maximum efficiency and reliability. Performs electrical engineering activities at the Refinery including projects and contract electrical engineering. Performs Project manager/Engineer duties on capital projects that are primarily electrical in nature, including AFE preparation, equipment and material purchasing, budget attainment, status reporting, project implementation, commissioning and completion. Provides technical liaison. Oversees all phases of electrical work on all capital projects. (Responsible are listed in Section VII) Assists Operations and Maintenance Departments during major electrical system disturbances. Assists Operations and Maintenance during incidents involving electrical equipment failures. Reviews electrical distribution system operation procedures and participate during switching operations under routine and emergency situations. Participates in incident investigations and generating incident reports or failures analysis for adverse incidents involving plant electrical system disturbances and electrical equipment failures. Bachelor of Science degree (or higher) in Electrical Engineering required. 5 years of related electrical engineering experience required. Experience in electrical distribution up to 69KV, industrial cogeneration above 10MW, large project execution both engineering and field construction, protective relay coordination, application and testing, and hazardous area classifications required. Experience in refining or petrochemical environment preferred. Working knowledge of the National Electrical Code (NEC) and API RP 500. Working knowledge of power system analysis software including ETAP or SKM for arc flash analysis, short circuit studies, motor starting, and load flow analysis. Experience with power system protection and coordination studies at the 230kV level and below. Experience with Electromechanical and microprocessor based protection relaying. Experience with specifying electrical equipment at 12kV level and below. Motor control centers, switch gear, transformers, medium & low voltage cable systems, cable tray and other raceway systems. Working knowledge of the NFPA 70E, OSHA 1910, and electrical safety requirements in the industrial setting.

### **Senior Instrument Engineer *California Location***

Provides daily technical support for the specification, design purchase, installation and commissioning of instrument and low voltage electrical systems. Support operations during troubleshooting, upset or emergencies, improving instruments in the area, as well as capital and expense projects. Provides ongoing technical support to operations and maintenance departments on instrumentation, analyzers, PLCs and control valves problems. Troubleshoots performance and make recommendations to improve safety, reliability and operability for related areas. Provides scoping, cost estimates and preliminary design work for both capital and expense projects AFEs. Provides orifice calculations/specifications, valve sizing/

specifications, and various instrument specifications for Operations, Maintenance, Capital Projects and Process Engineering. Reviews and approve design changes to ensure conformance to refinery standards. Monitors and direct activities of engineering contractors for progress and quality to ensure compliance to the refinery and industry standards. Develops and maintain multi-year obsolescence plan for instruments and analyzers. Bachelor of Science degree (or higher) in Electrical or Chemical Engineering required. Minimum of 5 years of experience in all phases of instrument/electrical systems design and installation required. PLC Programming and troubleshooting experience required.

**Instrument Control Specialist Eastern Tennessee Location**

Reports directly to the Maintenance Manager for an Eastern Tennessee chemical production facility. Responsible for control and instrument systems and equipment design, procurement, planning, and support. Assists with planning technical studies, evaluations and design of plant projects and modifications to improve and enhance plant efficiency and improve equipment reliability. Enhance plant safety, environmental compliance and maintenance. Improve communications between departments. Direct subcontractors, develop work scopes, and supervise activities associated with plant projects. Responsible for supporting instrumentation/CEMS/ automation equipment at all levels, including training, analysis, and documentation of associated computer automation systems (PLC or DCS). Support continuous improvement efforts, daily operations, and capital projects using an applied technical knowledge of the manufacturing processes, instrumentation and computer automation equipment. Retrieve and evaluate process & environmental data; troubleshoots logic diagrams and drafts reports. Participate in safety and environmental initiatives to ensure overall employee safety and regulatory compliance. Review and update required instrument PM & Calibration procedures. Document and update loop drawings, interlocks and data sheets. Uses personal computers, Microsoft Office suite products and specialty computer software used for process instrumentation, control equipment and DCS/ICS equipment. Support Maintenance and Operations departments to ensure personnel safety and maximize plant uptime, including after-hours support if needed. Works with appropriate personnel and plant systems to ensure plans, schematics and diagrams are maintained accurate and up to date. Performs/assists in the programming of additions and changes for PLC/DCS systems. Troubleshoot and recommend solutions to recurring instrumentation problems on critical equipment. Provide field supervision support on critical equipment. Work with the Maintenance, Technical and Operations Managers to establish, track, and achieve equipment reliability goals and objectives for the facility. Provide daily technical support to craftsmen, supervisors and other engineers to resolve equipment design, maintenance and operating issues for immediate and long term solutions. Assists in planning and execution of turnaround activities; provides technical input in determining priority and scope of equipment repairs; leads root cause failure investigations for instrument/control related incidents. Reviews engineering projects to ensure compliance with plant standards, and other applicable industry standards; Assists in developing and maintaining plant mechanical engineering/safety standards. Completes engineering design and documentation for small plant improvement and modification projects. Knowledgeable in the theory and workings of all types of instrumentation – control valve assembly, level, flow, pressure, temperature, pH, conductivity, and all types of gas analyzers. Ability to read and understand blueprints, schematic diagrams, wiring diagrams and technical manuals; do detailed work with a high degree of accuracy and neatness; keep records of equipment and machinery repair; follow oral and written instructions; communicate and coordinate work effectively with a wide variety of people; maintain cooperative working relationships. Experienced with smart instrumentation, pneumatics, hydraulics. DCS, PLC, HMI, Historian, database programming and management. Experience with Emerson DeltaV and Rockwell Software products a plus. Exceptional reliability and defect elimination skills and aptitude. Exceptional instrumentation and control logic troubleshooting skills. Strong organizational and communication skills. Training and experience in RCFA, RCM or equivalent methodology. Strong computer skill – CMMS, database management, analysis software, etc. Knowledgeable in LOTO. Basic understanding of compressor control systems. Foundation Fieldbus experience a plus. HS Diploma and more than eight (8+) years of experience in instrumentation and control in the chemical process industry. Experience inspecting, maintaining, and specifying control, SIS, and instrumentation systems and equipment. Prefer 5+ Years of engineering experience. Preferably in a chemical manufacturing environment. Working knowledge of Process Safety Management and a good understanding of general process control preferred. Project management and budget management experience preferred. This is a safety sensitive position which requires employees to disclose the use of any prescription medications that may affect the Employee's ability to perform safely the essential functions of his or her position to Human Resources.

## **ENVIRONMENTAL ENGINEERING POSITIONS**

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### ***Environmental Engineer Arkansas Location***

Entry level position; 0-8 years experience. Reports directly to the refinery Environmental Engineering Manager, the Environmental Engineer is responsible for environmental compliance in assigned areas of responsibility in support of refining operations. Works within the Environmental Department and assures compliance with all applicable State and Federal Air, Water, Waste Management and/or Remediation regulatory requirements and provides direction and guidance to refinery personnel on specific areas of environmental compliance responsibilities. Apply specific regulatory and/or operating permit knowledge and works closely with refinery personnel and management to assure environmental regulatory compliance. Develop training materials and conduct environmental awareness training as necessary to update refinery personnel on upcoming or changing environmental regulatory requirements. Assist in the coordination of emissions stack testing and/or CEMS CGA and RATA testing and reporting as required by operating permits and maintain database of historical testing results. Assist in the evaluation, response, and reporting of excess emissions events including the submittal of Upset Condition Reports, and initial CERCLA/EPCRA notifications to regulatory agencies as needed for spills or releases greater than the reportable quantity. Ensures that refinery CEM systems are maintained and calibrated and assist in the preparation of quarterly CEM reports. Assists in the evaluation, investigation, and reporting of operating permit violations that require Upset Condition reports to be submitted to the state regulatory agency. Develops and submits monthly Discharge Monitoring Reports in accordance with NPDES permit requirements. Coordinates with regulatory agencies in maintaining all necessary environmental regulatory licenses and permits, to include timely renewals and assessed fees payments. Assists in the development and submittal of permit modifications in support of refining operations. Interacts with refinery personnel to become aware of changing operational needs and communicate their impact on environmental regulations to ensure compliance. Develops applicability and compliance assessments on applicable environmental regulations, understand the requirements defined in the permits and obtain necessary permits. Maintains documentation necessary to demonstrate compliance with required federal, state and local record keeping requirements, as well as required external submission reports. Assists in the reporting of environmental incidents, participate in incident investigations, assists in drafting investigation reports and assist in the coordination and development of corrective actions based on corrective action recommendations. Stays abreast of Federal, State, and Local environmental regulations that may affect refining operations. Assists in the development and implementation of guidelines, procedures and work practices to ensure compliance with regulatory obligations. Ensures that regulatory reports are developed with accurate information and that these are submitted on-time. Assists, as necessary, in compliance review audits undertaken by corporate, governmental agencies and/or third party personnel. Bachelor's degree in Chemical Engineering. Eagerness to pursue a career in environmental engineering. Proficient in utilizing computer and Microsoft Office applications including MS Excel, Word, Power Point, and Outlook. Solid verbal and written communication and technical writing skills. Strong interpersonal and organizational skills. Ability to interact effectively and positively with all levels of Company personnel. Ability to work independently and in a team environment. Strong attention to detail. Ability to anticipate and adapt to dynamic situations. Proficiency in oil refining processes (process flow diagrams/mechanical flow sheets, chemical phase separations, and reactions, etc.)

## **SAFETY POSITIONS**

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### ***Process Safety Engineer New! North Houston Location***

Supports operations and engineering teams with direct responsibility for coordinating process safety efforts at company facilities. Through close interaction with Project Engineering, Operations, and Corporate Process Safety groups this position provides technical expertise and leadership in all aspects of process safety. Promotes a strong process safety culture by providing process safety expertise and ensuring that management systems are established and effectively used to maintain compliance. Champions and promotes a strong process safety culture. Excellent written and verbal communication skills. Prepares and organizes written presentations, documentation and reports pertaining to process safety activities. Identifies process safety improvement opportunities through interaction with all process safety stakeholders. Makes recommendations and justifies new tools and work process improvements. Ensures that process safety-related Standard Maintenance Procedures (SMPs), Standard Operating Procedures (SOPs), engineering standards and guidelines are developed, reviewed, and updated as needed. Participates in Process Hazard Analyses (PHAs) when necessary and maintains the qualifications of a PHA facilitator. Reviews PHAs to



ensure consistency with company policy and tracks recommendations. Participates in key incident investigations and maintains the qualifications of a Root Cause Analysis (RCA) facilitator. Participates in key Pre-Startup Safety Reviews (PSSR). Participates in process safety audits/assessments. Assists in the development and delivery of process safety training. Supports the Management of Change (MOC) process by ensuring that management systems are in place and effective. **Qualifications:** M.S. or B.S. degree in Chemical Engineering, Petroleum Engineering, Mechanical Engineering or Process Safety Related Field. Five (5) years' experience in a process safety engineering or leadership role. (5) years' experience in an operating facility working in an operations and or engineering support role of an OSHA PSM covered process in the industrial gas, refining or chemical industry. Familiar with Process Hazard Analysis (PHA) requirements and methodologies. Familiar with Facility Siting and Human Factors requirements. Familiar with the many forms of Process Safety Information (PSI), how PSI is used in operating facilities, and how it should be maintained. Familiar with Critical Safety Systems (CSS), Safety Instrumented Systems (SIS), Safety Integrity Levels (SIL), and Layers of Protection Analysis (LOPA). Familiar with EPA's Risk Management Program (RMP). Knowledge of various Recognized and Generally Accepted Good Engineering Practices (RAGAGEP) related to process safety. An understanding of how dispersion, fire and explosion modeling is used. Proficient in the use of Lotus Notes, Microsoft Word, Excel, PowerPoint and SharePoint. Flexible and willing to travel globally as necessitated by future business needs.

### **EHS Specialist Upstate New York Area**

Maintain consistent level of communication with all employees and ensure that they understand and follow all company policies and EHS rules. Works closely with Operations Manager and Supervisors to discuss overall facility safety and to promote a safe work environment. Perform or designate equipment and building safety inspections in accord with all current regulations. Acquire and maintain required inspection records and permits. Conduct new employee, visitor, and on-site contractor EHS training. Prepare materials for Safety Committee meetings. Scheduling and conducting safety meetings, classes and facility inspections. Facilitate the development and maintenance of required facility related safety documents including but not limited to, chemical listings, SDS's, ISO program and equipment safety procedures, OSHA log. As applicable, maintain knowledge of Federal, State, Local and site permit requirements in the areas of occupational health and safety, air quality, solid and liquid waste management, hazardous material and waste management, water quality, including storm water. Maintain site EHS plan. Create and execute monthly EHS training plan. Compile, analyzes, and interpret data related to near-miss, incidents, injuries and illnesses. Participate in Root Cause Analysis (RCA) for injury/incident investigations and obtain accident and injury reports. Other duties and responsibilities may be assigned including special processes or projects. Bachelor's degree in EHS or related field, will consider non-degreed professional with applicable experience. At least 3 years of manufacturing safety experience. Reports to the Plant Manager. 1 direct report, Waste Water Technician. Heavier on the Health and Safety side, but they want someone with Environmental experience as well. Non Union Facility.

### **Process Safety Engineer New Orleans, LA Area Location**

Provides guidance and technical knowledge related to process safety to assist facility staff in properly maintaining systems for compliance, to ensure the safety of employees and integrity of the safety programs at the site. Provides technical safety and engineering insight for the management of facility Process Safety Management (PSM) and OSHA systems and programs. Provides support for the maintenance of facility PSM systems and programs to comply with current and future PSM requirements. Coordinates with unit Process Compliance Coordinators to achieve uniformity in approach and compliance. Participates in Management of Change (MOC) programs including conducting Process Hazard Analysis (PHA) reviews, administering PCA, maintaining and/or creating PSM standards/procedures, and conducting training as needed. Participates in/Conduct Root Cause Analysis and provide timely follow-up of corrective actions. Performs technical analysis of process safety programs and metrics to identify opportunities for improvement. 5 + years of industrial experience within engineering or Safety, Health, & Environmental with emphasis on PSM or OSHA. Professional registrations and certifications desired. Process Safety Certification desired. Minimum Required: BS in Engineering, Chemistry, or related science field.

### **Safety Supervisor Baton Rouge, LA Area Location**

Position requires people management experience. 4 year degree from an accredited University in a field of study involving occupational safety and health with one or more of the following certifications: *ASP, CIH,*

*CSP, Etc.* Accredited safety and auditor training. Demonstrated Leadership skills. Planning, organization and time management skills. Interpreting applicable safety codes, standards, guidelines and relevant legislation/regulations. 5+ plus years hands on supervisory experience. Communication proficiency. Responsible for reviewing and updating existing safety Standard Operational Procedures (SOPs). Develop and implement policies, standards, and procedures relating to the safety of employees and the protection of plant facilities. Work in accordance with the OSHA safety regulations. Support the handling, reporting, and maintenance of safety records, accidents, incidents, and government reports as required by federal and state regulations. Assist with monitoring of safety related equipment by on-site and outside services inspections, as set forth by the Plant Manager. Supports established training programs for non-exempt and exempt personnel utilizing audio/video equipment techniques, graphics, classroom, field instructions, and written materials. Assist with performance of safety/health audits of the plant facility to identify personnel hazards and evaluate compliance with state and federal regulations. Supports necessary testing programs, maintenance procedures, operations procedures, and testing activities to ensure the ongoing safeguarding of the plant facilities. Promptly reports to superior any fire or accident as well as any equipment malfunction which will disrupt production. Reports to plant manager.

## **NON-TECHNICAL ENGINEERING, BUSINESS TYPE ROLES**

### **District Sales Manager-Latin America *New! Houston, TX Location***

Bachelor degree in business, science, or engineering. Fluent in both Spanish and English. Willing and able to travel extensively to Mexico and other Latin American countries. At least 5 years of experience marketing and selling polymers. Knowledge of modified asphalt for road paving and roofing applications, hot melt Adhesive formulations, Shoe Sole, and other Compounding markets like automotive, appliances and soft-touch consumer goods. Proficient in MS Office including Excel and PowerPoint. Will gather information on customers and competitors. Generate leads for possible sales. Make management proposals to develop/grow business. Manage sales results to achieve budgeted expectations. Prepare presentation materials. Travels, customer visits, and trade shows. Guides R&D, Production, and Technical.

### **Lead Production Planner *Upstate New York Area***

Develop realistic, capacity feasible monthly production plans that cover the full S&OP horizon based on the demand forecast, customer orders, current inventory, and stock strategies. Guide the production schedulers such that the production schedule follows and aligns exactly with the production plan within the freeze zone of the planning time fence. Develop and maintain DRP plans and raw material requirement plans that support production plans and customer demand. Respond to customer order availability requests with realistic commitment dates based on available capacity, previous commitments, and raw material availability. Participate in and provide supporting information for the monthly plant pre-S&OP process as required. Manage inventory against targets and analyze changes to inventory month to month. Support the monthly slow moving and aged inventory reduction processes. Manage production planning related master data in the supply chain systems, including stock strategies, safety stock targets, and capacity parameters working in conjunction with Demand Managers, Production Managers and Schedulers. In conjunction with Demand Management, resolve and implement any demand priority decisions when supply cannot meet all demands. Work with R&D/Applied Technology to appropriately incorporate trials into the production plan. Follow globally and regionally developed standard supply chain work processes and best practices. Participate in Supply Chain improvement projects within company. Perform any/all other Production Planning/Supply Chain duties as necessary. Bachelor's degree in Supply Chain, Engineering or Finance preferred. At least 3 years' experience in Supply Chain required. Candidates must have thorough knowledge of MRPII and/or APICS supply chain processes. Must possess a thorough working knowledge of SAP or similar ERP system. Position is open due to a promotion. Team consists of this position, 1 Sr. Planner, 2 Jr. Planners and the Supply Chain Manager, who this position reports to. This role will have lots of materials to keep track of. Must be able to manage details and equipment.