

## **MAINTENANCE/RELIABILITY MANAGEMENT POSITIONS**

### **Refinery Maintenance Manager Arkansas Location**

Member of the Refinery Leadership Team that provides leadership, direction, and overall accountability for management of the maintenance function within the refinery. Directs the efforts of maintenance work selection, planning, scheduling, and work execution and is responsible for the maintenance expense budget. Responsible for oversight of craft workforce, planners, schedulers, and supplemental contractors. This position is a key in establishing and promoting a culture focused on safe, environmentally compliant, and reliably centered operations. As such is responsible to drive implementation and continuous improvement established procedures and practices and champion initiatives. Manage and lead the activities of the Maintenance Team to ensure process safety, safety, environmental, reliability, and cost goals of the refinery are achieved. Champion initiatives, projects, and programs that support refinery vision. Assure Maintenance Team performs work safely and in compliance with environmental regulations. Utilize sound human relations and communications skills to provide development of direct reports and motivation of staff resulting in a reliable and competent work force. Interview candidates, determine development needs, evaluate performance for compensation, and address personnel issues including training, coaching, mentoring and disciplining of subordinates. Drive continuous improvement using metrics and benchmarking to validate performance and by understanding root causes of failures. Establish reliability goals, communicate status and gaps compared to goals these goals, and forecast progress. Develop and implement corrective action initiatives and programs to improve maintenance performance as required. Responsible for managing preventive and predictive maintenance initiatives and programs. Oversee contractor activities and performance as utilized to supplement Maintenance Department. Develops and manages the maintenance operating and capital project budgets and supports other departments with developing spending plans. Oversee and manage expenditures and continuously track, manage and adjust spending to ensure performance to budget plans. Support turnaround and unit shutdown planning and execution through active participation in scope development, providing justification for work items, and providing support during commissioning of equipment, shutdown/startup and outage timeframe. Participate in setting strategic direction, policies, and assist in overall decision-making, regarding operation of the entire facility as a contributing member of the Refinery's General Manager's direct staff. Manage all personnel issues across the Maintenance group including employee complaints and concerns, disciplinary activities, annual performance appraisals, and training needs. Ensure all Corporate & HR personnel policies and practices are understood and enforced. Establish a working relationship with other staff and departmental managers to be sure activities across the Maintenance team support their needs as customers. Ensure maintenance resources are properly staffed and managed to meet refinery expectations. Capable of multi-tasking and running more than one project simultaneously, set aggressive but realistic schedules, able to balance supervisory responsibilities along with engineering support as needed. Bachelor's degree in Engineering or Technical discipline, or Associates degree in Technical discipline along with maintenance supervisory experience or military equivalent experience. Ten (10) years of progressive maintenance & reliability experience in refining petrochemical, or chemical facility including Five (5) years of experience in a supervisory/management role. Considerable knowledge of safe work practices, OSHA and environmental regulations. Working knowledge of industry safety, design, and inspection standards and procedures. Knowledgeable in process safety programs including incident investigations, management of change, and mechanical integrity. Proven ability to lead, influence, and mentor all levels of the maintenance organization including staff not under direct supervision.

### **Reliability Engineering Superintendent East Texas Location**

Provides leadership, direction and guidance for the Refinery's Reliability Programs, and overall mechanical and electrical technical needs. Directs the reliability efforts in support of Safety, Process Safety, Environmental, Plant Operations, Maintenance, Inspections, and Turnarounds. Supervises reliability engineering and reliability specialists by prioritizing work and by providing coaching and performance evaluations. This position is essential in establishing and promoting a culture focused on safe, environmentally compliant, and reliably centered operations. Evaluates plant operating performance, implements recommendations for reliability advancements, and champions initiatives in support of long term sustainable profitability and performance. Manage and lead the activities of the Reliability engineers and specialists, to ensure process safety, safety, environmental, reliability, and cost goals of the refinery are achieved. Champion initiatives, projects, and programs that support the refinery reliability vision. Champion defect elimination program by promoting Root Cause Failure Analysis process. Serve as team lead on

critical and high-risk analysis events. Utilize sound human relations and communications skills to provide development of direct reports and motivation of staff resulting in a reliable and competent work force. Interview candidates, determine development needs, evaluate performance, and address personnel issues including training, coaching, mentoring and disciplining of subordinates. Ensure process safety, safety, and environmental compliance by supporting process hazard analysis, incident investigations, procedure development, management of change, and providing technical assistance for work scope development and assessment of reliability impacts on equipment. Provides engineering and reliability technical assistance for all rotating equipment and associated systems, fixed equipment and piping systems, instrumentation and safety shutdown systems, and electrical power distribution systems. Establishes department goals creating an atmosphere of continuous improvement. Champion ownership of all equipment related guidelines and adoption of engineering best practices for refining industry. Ensure compliance for engineering practices and standards as required. Participate in the development of the predictive and preventive maintenance programs for reliability of critical and essential equipment. Support vendor qualification process for evaluating outside service contractors and for qualification suppliers of parts and equipment. Support turnaround and unit shutdown planning and execution through active participation in scope development, providing justification for work items, and providing support during commissioning of equipment, shutdown/startup and outage timeframe. Assist capital project development, define project scopes consistent with design for reliability concepts, identify business drivers, complete project estimates, and conduct detailed economic analysis to determine feasibility, and support design and construction. Assure quality technical input throughout all project execution phases. Review projects and correspondence for technical accuracy and clarity and deliver presentations as required to support project updates, justification, and explanation. Lead reliability-related site assessments, incident and equipment investigations. Support non-reliability site assessments (e.g. Process Safety, TA plan reviews, Project constructability reviews). Develop and implement long range plans to ensure long term reliability, availability, predictability and overall profitability of the refinery. Capable of multi-tasking and of balancing supervisory responsibilities along with engineering support as needed. Assist in the development and management of department budget. Approve requisitions and contract service authorizations within the Delegation of Authority limits. Bachelor's degree in Mechanical Engineering, or Electrical Engineering or related engineering field. Ten (10) years of experience in Manufacturing, preferably in Refining or petrochemical field including two (2) years of experience in a supervisory/management role. Demonstrated experience in equipment reliability including: rotating equipment, fixed equipment, instrumentation, and electrical equipment. Knowledgeable and demonstrated fluency in reliability centered processes (Design Standards, RCFA, and Maintenance Strategies). Working knowledge of industry safety, design, and inspection standards and procedures.

**Mechanical Maintenance Manager Houston, TX Location**

Smaller facility of less than 100 people. Non-Union facility. Position is open due to growth and separating maintenance from I&E work load. Responsible for improving mechanical reliability and reducing unplanned downtime of the plant, managing predictive and preventive maintenance programs, overseeing time and material projects, managing contractors, managing work order schedules, analyzing failure codes, deciding critical parts, and managing spare parts. Responsible for ensuring compliance with the relevant equipment specifications, applicable codes, and construction standards for equipment installation and operations. Must be able to implement/refine Maintenance Programs (RBI Inspections, Testing, PM's, Procedures, etc.) for all Plant equipment to improve Plant Reliability. Assess equipment failure (including Root Cause Analysis), develop work scopes, and facilitate repairs and improvements. Research, develop, implement, and oversee PSM Mechanical Integrity programs that ensures compliance. Understand all aspects of fixed and rotating equipment, metallurgy, lubrication requirements, alignment, vibration analysis, etc. Coordinate repairs, routine maintenance, and PM activities for Plant shutdowns (including procuring and managing contractors). Understand and follow ASME and API guidelines. Propose, develop, and lead plant capital projects to improve plant reliability, safety, and environmental compliance. Direct reports: Reliability/Mechanical Integrity Engineer, Planner/Scheduler Supervisor, Mechanical Specialist. Indirect Reports: Three maintenance mechanics and about eight contractors. Minimum requirements: Mechanical Engineering degree with at least 10 years of maintenance experience in a petrochemical plant. Required Skills: Strongly committed to safety and environmental management, Knowledgeable regarding rotating equipment, chillers, pumps, rotary valves, air compressors, Strong interpersonal skills. Problem-solving and decision-making skills. Strong planning and organization skills. Ability to work as part of a multi-disciplined

team. Experienced in Process Safety Management systems. Experienced in HazOp and Hazard Analysis techniques.

#### **Reliability Manager Tulsa, OK Area Location**

Provide technical assistance to the maintenance/reliability department and be the Reliability liaison with plant engineering and operations. Lead predictive and preventative maintenance programs. Lead maintenance safety and environmental compliance initiatives. Maintain and improve mechanical systems, equipment, facilities, components, products, and systems. Direct and coordinate manufacturing, installation, maintenance, support, documentation, and testing activities to ensure compliance with specifications, codes, and customer requirements. Inspect, maintain installations and observe operations to ensure conformance to design, equipment specifications and compliance with operational and safety standards. Ensure compliance with site PSM requirements relating to proposed changes. Develop and manage site reliability maintenance budget. Lead and direct a team responsible for all site reliability and maintenance standards as well as on site contractors. Act as liaison with engineers, operations, and others to discuss existing or potential reliability improvements. Develop all Preventative and Predictive Maintenance procedures. Bachelor's Degree in Engineering (Mechanical, Electrical or Chemical). Experience in the chemical, petrochemical, agricultural, food ingredient or related industries in a plant manufacturing environment with 7+ years of overall experience in a Maintenance/Reliability Leadership role. Experience with rotating equipment design, function, and reliability. Should have extensive experience with preventive and predictive maintenance. Experience with Root Cause Failure Analysis (RCFA), mechanical and electrical systems, vibration analysis, CMMS and Bad Actor improvements highly desired.

#### **Reliability Supervisor-Rotating Equipment Kansas Location**

Position reports to Reliability Manager at the site. Position has 3 direct reports-1 Reliability Engineer, 1 Rotating Equipment Specialist and 1 Vibration Specialist. Needs strong rotating equipment background and solid demonstrated supervisory skills. Refining industry preference, but petrochemical completely acceptable. Responsible for developing and managing the rotating equipment reliability programs and supervising the rotating equipment reliability group. Provides leadership for the rotating equipment reliability group engineers and specialists. Responsible for providing operations, the capital projects group, and management with technical guidance concerning rotating equipment systems. Responsible for improving safety, establishing and maintaining maintenance best practices, improving the reliability and availability of critical equipment and controls, developing and improving the preventive and predictive maintenance programs, establishing guidelines for technical training. Provides information to maintenance planning and supervision regarding rotating equipment systems, as well as providing guidance with upgrades or changes during plant outages and turnarounds. BS degree preferred. Minimum 15 years of refinery/petrochemical maintenance/planning experience with at least 5 years' experience in a supervisory role (or equivalent) required. Good communication skills. Demonstrated ability to act as lead on TAR's and outages.

#### **Chief Inspector South Louisiana Location**

Responsible for the direct supervision of staff inspectors, engineers and support personnel, supervising and/or updating inspection plans. Accountable for reviewing corrosion and welding concerns, fitness for service assessments, construction and repair vendor surveillance data and participating on Hazops/PHA's. Accountable for developing and implementing a plant/site wide fixed equipment inspection program that is compliant with all Federal, State and local laws and compliant with Industry Codes/ Standards and meets corporate requirements. Develop department budget, scoping routine and turnaround work. Provide oversight of training and certification of inspection personnel, scheduling/maintaining all inspection activities. Assumes overall responsibility for the RBI work process (coordinating input between Corrosion, Materials, Inspection, Process, Maintenance, and Operations staff), which generally include the review and analysis of equipment design, operating and condition data resulting in a risk ranking and prioritize of inspection plans. Accountable for making sure all inspection plans are being managed in an efficient manner and ensuring all equipment is inspected within a timely manner. Provide input/oversight to Fitness for Service program to determine the remaining life and need for repair, replace or re-inspection of fixed equipment. Reviewing T/A inspection plans and recommendations. Support capital project inspection needs. Maintain and report on department Key Performance Indicators and Corporate Metrics. Develop and revise inspection procedures to keep up with industry advancements and new code requirements. Requires 10+ years of direct refinery or petrochemical work experience. 5+ years of supervisory

experience. 5+ years of experience with Inspection Data Management Systems programs (prefer PCMS). 3+ years of experience working or supervising an RBI Mechanical Integrity program. Current API 510 and API 570 Certifications.

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

### **Gulf Coast Operations Manager *New! Houston, TX Location***

Has full operational accountability for the HYCO production assets in the Gulf Coast region (Louisiana and Texas). Primary responsibility for the safety of all personnel in their organization. Must establish an atmosphere of safety and motivate personnel to remain focused on safety. Ensures that safety programs are executed, hazard identification processes are instituted, and initiates the proper strategic action items to enhance the overall safety performance of the region. Directs the maintenance activities and plant operation to minimize downtime and meet customer requirements. During periods of crisis, the Operations Manager is required to react immediately to plan, organize, and execute the proper corrective actions. Must have the technical and operational knowledge to lead the executing team and to serve as a focal point for senior leadership. Accountable for maximizing asset utilization, cost minimization and performance improvement for the region. Directs, monitors, and controls the operation and maintenance of all production units to safely, efficiently, and reliably meet customer requirements. Continually interfaces with the sub-region General Manager, Business Managers, and Account Managers to optimize services and profits. Expected to develop and maintain productive working relationships with key customers and local communities. Evaluates and approves the use of capital funds for facilities and equipment; sets the goals and direction for productivity and efficiency improvements; establishes systems for cost control, and establishes manpower levels, and sets objectives for improved utilization of manpower. Must be able to lead, inspire, coach and recognize the team by empowering people to do their best work by providing regular and honest feedback, while supporting employees to confidently express their viewpoints. Needs to provide clarity around roles and responsibilities, authority, and expectations; while moving work forward by effectively managing ambiguity, removing/eliminating obstacles and non-value added work. In addition, must have a strategic mindset and be able to use understanding of cross-functional and enterprise implications of decisions to break down silos and leverage other resources and expertise for the greater good. Strong interpersonal and relationship building skills are required as interactions are with the customer at the senior management and executive level. Must be able to handle questions well in highly visible, confrontational situations. Administer EH&S standards to ensure the protection of employees, contractors, the community, and the environment. Act as a senior leader in the HyCO sub-region, partnering with the General Manager, Business Managers, and Account Managers to drive profitability and asset optimization within the geography. Act as a senior leader in the America's Operations Leadership team to continue the development of region's capabilities and personnel. Develop and maintain productive working relationships with key Gulf Coast customers and the local communities. Direct and monitor plant production to efficiently meet customer requirements. Organize and control maintenance functions to optimize cost and reliability. Bachelor's degree in engineering is preferred. 15 years of operations management progression in industrial gases or operations of equivalent complexity. Demonstrated ability to lead performance improvement initiatives in a complex manufacturing environment.

### **Director of Asset Integrity *New! Dallas, TX Location***

Position reports to SVP of Business Strategy. Requires good technical experience in the pipeline/midstream industry. Leadership skills and strategic thinking is requirement. Must be able to build an integrity organization from the ground up and then manage the development and execution of the plan. Solid understanding of pipeline integrity and familiar with regulatory agencies and codes (SIMSA, API, etc.) and their impact on the industry. Crude Pipeline experience is ideal. Assemble, organize, develop and manage resources both directly and indirectly assigned to maintain the integrity of all assets through regulatory compliant Integrity Management Plans, and inspection and repair programs. Review, update, and maintain the Integrity Management Plan initiatives including inspection planning, data integration and analysis, work plan development, budgeting, reporting and forecasting. Develop, hire, and lead staff in the development of and continuous improvement and implementation: Integrity Management Program, API 653 Tank Inspection and Repair Program, Corrosion Prevention and Control Program, Facility Assessment and Corrective Action Program, Damage Prevention Program, Data Integration, GIS, and Technical Documentation Program. Continuously evaluate staffing requirements necessary to accomplish departmental objectives. Manage and oversee compliance responsibilities as related to all state, federal,

and local pipeline and facility regulations. Coordinate preparation, facilitation, and response to all agency audits. Conduct periodic mock audits and drills to evaluate processes and practices. Coordinate, facilitate & act as Company Liaison related to all regulatory communications related to compliance. Develop and maintain the appropriate communications capabilities internally and externally to implement an effective integrity management program. Establish and communicate the team's operating strategy and philosophies to all stakeholders regarding the accomplishment of primary role. Establish team performance objectives that will support the Company's business objectives and drive the accomplishment of these team objectives to help ensure the Company's successful operation. Participate in industry leadership activities necessary to provide voice in regulatory compliance affairs. This would potentially include API, AFPM, AOPL, ASME, PRCI, NACE, or others. Participate in Company's Emergency Response Planning. Participate in the development and execution of Major Corporate Capital Projects which support the corporate integrity management strategic goals (i.e.: Expansion & Capacity projects, Corrosion Prevention, Pipeline replacement, Tank construction and retrofit, EFRD installation, and Facility Improvements). Collaborate with Engineering on the development, establishment, promotion, and implementation of Design Standards & Specifications, Equipment Specifications, Maintenance Procedures, Work Flow Processes, Testing Protocols, Acceptance Criteria, Document Management, and Integrity Management Procedures. Position requires an undergraduate degree in Engineering or related field. An advanced degree in business will be a plus, though not required. 10+ Years Oil/Gas Pipelines Industry. Management experience of at least 3 years. 5+ years of recent, direct experience managing pipeline and terminal integrity programs. Experience participating in the Incident Command System as related to hazardous liquids pipeline emergency response. Coordinate response drills in conjunction with the environmental, safety, and health department. Experience with DOT Part 195, TXRRRC, PHMSA regulations. Excellent communication skills. Polished presenter. Active listener. Strategic/Analytical thinker, able to promote action. Experience and knowledge of pipeline and terminal economics and processes. Excellent collaboration and organization skills. A "doer" personality with a sense of urgency. Credibility - Can command respect; problem-solver with the ability to analyze problems carefully and conceptualize and implement solutions. A hard work ethic and high energy level; honest and straightforward; outstanding integrity. Proven leadership – identify direction, aligns organization, motivates individuals.

**Manufacturing Technical Service Manager *New! New Orleans, LA Area Location***

Reports to the Vice President of Technology. Responsible for technical service, new product development and marketing, providing technical support and participating in customer trials in the area of solid and liquid mixed metal stabilizers and plasticizers for PVC. Provide recommendations for specific PVC compounds and applications. Devise procedures for evaluating, improving and making the heat stabilizer products. Establish product performance objectives and utilizing the design of experiment methodology execute the product development projects for meeting the customer requirements. Prepare and coordinate shipment of new product samples. Arrange and conduct on-site customer trials of existing and new products. Provide technical support and troubleshoot customer processes and formulations. Update technical literature; prepare and present technical presentations. Communicate the internal product development activities to Technology Leaders/Managers in other geographic regions. BS in Chemistry, Polymer Science or Chemical Engineering; Master of Science preferred. Ten+ years of experience in providing technical service and product development in support of PVC heat stabilizers and other additives. Hands-on experience and track record in new product development and optimization, chemical analysis, formulation development and testing of PVC heat stabilizers and plasticizer additives; proficiency in laboratory test methods and interpretation of the test results. Knowledge of polymer processing equipment and expertise in PVC compounding. Demonstrated ability to work independently and in teams and deliver projects on deadlines and manage multiple projects and priorities effectively; acts with a sense of urgency. Demonstrated ability to organize and manage complex projects; ability to develop strong customer relationships is required; analytical and problem-solving skills are required. Excellent communication skills; proficiency in preparation and delivering PowerPoint presentations to customers and at the industry conferences. Ability to travel up to 50% of the time.

**Production Manager *Eastern Oklahoma Location***

Responsible for the safe, efficient day-to-day operation of the Engineering, Production, Maintenance and HSE teams. Efficient operation means delivering a quality product, while optimizing costs, ensuring a safe work environment, and complying with all environmental permit conditions for all employees and

contractors. Will directly supervise Plant Engineers, Maintenance Manager, HSE Manager, Shift Supervisors, and Plant Administrator - total of about 40 people. As the Plant Manager is also responsible for a larger facility in the Houston area and spends most of his time there, you will in effect be the plant manager there in Oklahoma. Work in tandem with Sales and Customer Service team to schedule all customer jobs, and update that schedule as needs change; ensure a production schedule that not only meets customer delivery needs, but also creates the most efficient operating configuration for the plant production team, while providing a quality product. Maintain frequent communications with Customer Service to provide job updates and ensure constant communication on progress of current, upcoming and closed jobs. Be a key contributor on special projects and capital projects and provide significant input into the formulation of the annual capital plan for the plant. Balance preventative maintenance needs with the uptime required to meet business demands. Be a key hiring manager in the process of hiring both Operators and Shift Supervisors; fully participate in the interview process for any of these position openings as well as with any position as requested by HR or the Executive VP. Show effective decision-making skills by shutting down units and maintaining production schedule when necessary. Complete material balances and work with the Plant Engineers on material balances for various production areas. Partner with Sales and Customer Service for the overall success of customer site visits that include Plant site tours, and customer troubleshooting and production meetings upon visit to the plant. Will manage the Maintenance Manager, Plant Engineers, the HSE Manager, the Shift Foreman and subordinately the Plant Operators. Responsible for the overall direction, coordination, and evaluation of the Production department. Overall supervisory responsibilities include interviewing, hiring, and training employees; planning, assigning, and directing work; appraising performance; rewarding and disciplining employees; addressing complaints and resolving problems. Bachelor's degree from four-year college or university, preferably in Chemical or Mechanical Engineering. 15-20 years Plant Supervision and/or Engineering experience; preferably in a Specialty Chemicals, or Petrochemicals Manufacturing environment. Computer skills including Inventory Management System, Microsoft Suite, Outlook, PLC's. Experience in ISO-9001 a plus. Professional Engineer certification not required, but a plus.

#### **Technical Services Manager Baton Rouge, LA Area Location**

Responsible for managing a department which provides technical solutions, advice and unit optimization services to other departments, including Operations, Maintenance, Health, Safety and Environmental and Planning. This position may also manage the Laboratory. B.S. in Chemical Engineering or other Engineering degree required. Preference is Chemical Engineer. Minimum eight years directly related experience in the petroleum industry required. Directs the activities of department employees and provides guidance and training. Develops and prepares Engineers for future roles. Evaluates the performance of department employees and corrects performance deficiencies. Provides technical assistance to refinery and corporate departments. Responsible for managing the processes and ensure quality control of products. Assists in preparing the capital budget development with the Project and Process Engineer groups. Prepares the expense budget for the Process Engineering Department. Shares technical solutions to problems with refinery departments. Approves invoices, expense reports, etc. Assists the Health, Safety and Environmental Department in permit applications, upset reporting, NESHAP's, etc.

#### **Director of Technical Services East Texas Location**

Ideal individual would have 10-15 years' experience and previous supervisory experience. However, can offer this as a "development" role for someone who has some exposure to process leadership and ready to move up to a full Tech Manager/Supervisory role. Position is open due to promotion to corporate level position. Needs be able to lead people and know how to support change in culture/transformation. A more experienced person with previous supervisory will also supervise the Engineering Supervisors (6-8 engineers), the Lab Manager (20-25 in group) and the DCS Team (4 engineers). Provides leadership, direction and guidance for plant's technical support needs. Directs the efforts of the Technical Support Department in support of Safety, Process Safety, Environmental, Plant Operations, Process Control, Reliability, Turnarounds, and Production Planning. Supervises process engineering, process control, and the laboratory by providing coaching and performance evaluation, and prioritization of work. Is key in establishing and promoting a culture focused on safe, environmentally compliant, and reliable operations. Evaluates plant operating performance, implements recommendations for optimization, and champions initiatives in support of long term sustainable profitability and performance. Manage and lead the activities of the Technical Support Team to ensure process safety, safety, environmental, reliability, and optimization

goals of the plant are achieved. Champion initiatives, projects, and programs that support plant vision. Utilize sound human relations and communications skills to provide development of direct reports and motivation of staff resulting in a reliable and competent work force. Interview candidates, determine development needs, evaluate performance for compensation, and address personnel issues including training, coaching, mentoring and disciplining of subordinates. Ensure process safety, safety, and environmental compliance by supporting process hazard analysis, incident investigations, procedure development, management of change, alarm management, pressure protection management, and providing technical assistance for work scope development, assessment of process impacts on equipment, and environmental reviews. Ensure environmental compliance by supporting environmental calculations, establish operating parameters, providing input into permit development, and providing accurate data as required. Provide process engineering technical assistance to process operations for solving operating problems, optimizing, and improving production planning. Review plant operations and laboratory analyses daily for better efficiency and compliance with operating plans. Monitor, track and analyze data of process unit monitoring, analytical and control equipment. Report persistent issues and develop corrective actions to ensure root causes are corrected. Provide guidance and leadership working with Planning and Operations to optimize profitability of process units, including, but not limited to; Selection and optimization of critical unit performance parameters (metrics and KPI's); Optimization of intermediate stream dispositions, both quality and quantity; Conducting process unit test runs and identifying constraints, supporting LP modeling. Support turnaround and unit shutdown planning and execution through participation in scope development, providing justification for work items, and providing technical support during shutdown/startup and outage timeframe. Oversee capital project development, define project scopes, identify business drivers, complete project estimates, and conduct detailed economic analysis to determine feasibility, and supported design and construction. Assure quality technical input throughout all project execution phases. Review projects and correspondence for technical accuracy and clarity and deliver presentations as required to support project updates, justification, and explanation. Develop and implement long range plans to ensure long term optimization and profitability. Champion adoption of technical best practices. Develop engineering standards as required to support implementation and execution of best practices. Develops and manages the technical support operating and capital project budgets and supports other departments with planning for costs. Capable of multi-tasking and running more than one project simultaneously, set aggressive but realistic schedules, able to balance supervisory responsibilities along with technical support as needed. Bachelor's degree in Chemical Engineering or related engineering field. Five (5) years of experience in Manufacturing, including two (2) years of experience in a supervisory/management role in chemical, petrochemical or refining facilities. Demonstrated experience in process engineering including material and energy balances, distillation, reaction chemistry, gas processing, and product blending, process control, corrosion, utilities and laboratory analysis. Knowledgeable in process safety programs including incident investigations, process hazard analysis, management of change, and procedure development. Proven ability to lead and influence direct staff and staff not under direct supervision. Excellent communication skills including ability to develop and deliver presentations. 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. Experienced in managing in a union environment.

#### **Area Operations Manager East Texas Location**

Position supervises 2 area superintendents who supervise hourly operators. 1 of 3 area operations managers on site. Will train on specific units. Supporting change and driving change in a team building way is key. Background in chemical, petrochemical or refining is acceptable, but must have experience supervising Union/Hourly employees. Some previous leadership experience with operators is a must. Directly manages day-to-day operation and is accountable for ensuring reliable and cost-effective operation of assigned processing areas including multiple process units, logistics, and utilities where the department includes operations supervisors and operators. Is a key member of leadership and as such is instrumental in establishing and promoting a culture focused on safe, environmentally compliant, and reliable operations. Provides oversight for the overall operation, sets priorities for personnel safety, process safety, environmental, reliability; and directs efforts of support staff including maintenance planning & execution, turnarounds, capital projects, and technical support. Evaluates plant performance, implements

recommendations for reliability improvements and cost optimization, and champions initiatives in support of long term sustainable profitability of the refinery. Manage and lead the activities of the Area Operations Team to ensure process safety, safety, environmental, reliability, and cost optimization goals of the refinery are achieved. Champion initiatives, projects, and programs that support refinery vision. Utilize sound human relations and communications skills to provide development of direct reports and motivation of staff resulting in a reliable and competent work force. Interview candidates, determine development needs, evaluate performance for compensation, and address personnel issues including training, coaching, mentoring and disciplining of subordinates. Accountable for ensuring process safety and safety compliance by supporting process hazard analysis, leading incident investigations, owning procedure development and improvement, owning management of change, ensuring emergency response preparedness, supporting alarm management, and providing assistance for work scope development, and assessment of operability requirements for design consideration. Accountable for ensuring environmental compliance while meeting or exceeding federal, state, corporate and industry standards and leading practices in Safety, Environmental, and Quality. Support environmental calculations, establish operating parameters, and provide input into permit development. Continually improve safety and environmental record by addressing both physical safety issues and employee safety attitudes. Set and maintain exceptional housekeeping standards. Develop and implement annual business plans (financial, safety, environment, quality, personnel, etc.) in alignment with refinery and corporate objectives. Support turnaround and unit shutdown planning and execution through active participation in scope development, providing justification for work items, development of shutdown/startup and outage timelines, and active leadership during the event. Champion capital project development, identify business drivers and assist with justification. Assure quality input from operations throughout all project phases. Develops and manages the operating and capital project budgets for area of responsibility and supports other departments with planning for costs. Develop and implement long range plans to ensure long term reliability, optimization and profitability of the refinery. Monitor progress towards goals, ensuring actions are in place and sufficient when progress is not on track to achieve goals. Assure that collective bargaining agreements are effectively administered and that employee grievances are addressed in a timely fashion. Responsible for assuring all company policies, rules and guidelines are being followed and administered in a fair and consistent manner. Provide direct assistance to Human Resources for all employee issues.

#### **Engineering Manager Chicago, IL Location**

Person will be responsible for all engineering activities that support the operation of the plant. Will prepare the capital plan for the site as well as oversee the development and execution of the Capital Expenditure Program. Will manage the site process, project, automation and in some cases the EHS engineers to meet Safety, Environmental, Quality, Production and Cost goals. Drive Continuous Improvement within the plant to exceed production and cost goals. Create an organization of technical experts to support plant operations, resolve complex operating issue's and support capital projects. Provide leadership, guidance, training, feedback and mentoring to create a world class engineering organization. Bachelor's Degree in chemical or Mechanical Engineering. 8+years of experience in a manufacturing plant (chemicals, food ingredients, pharma or related) with supervisory experience over a technical (process/project) engineering group. Must have experience overseeing the engineering activities for Engineering Processes, Capital Projects, Process Safety, Quality, Environmental and Cost Control. Experience driving Continuous Improvement (Six Sigma) desired. Strong technical acumen and ability to understand how engineering activities will affect business needs. Strategic thinker able to weigh short term goals while keeping in mind long term business initiatives. Must possess very strong communication skills and be able to communicate on a plant level with hourly workers as well as corporate engineering and operations management.

#### **Engineering Manager Lake Charles, LA Location**

Accountable for the professional and technical leadership of site engineering staff. This is a critical position responsible for achieving one of the key plant financial objectives. In addition to managing the capital budget in excessive of \$20M for Lake Charles, this position also responsible for the direct management of \$4M in strategic and maintenance projects. Responsible for supporting the development and maintaining the knowledge of the company & industry best practices; Providing mentoring and professional development for the engineers in their discipline/team; Allocating engineering resources to achieve goals and priorities; Establishing the methodologies, tools, standards, and operating procedures for their discipline; Maintaining the prioritized portfolio of current and potential projects; Investigating new technologies for process and



productivity improvements; Serving as a working leader with direct accountability for providing engineering services to the site. BS Engineering with 7-10+ years leadership experience within the chemical manufacturing industry accompanied by experience as a project engineer.

**Process Engineering Supervisor Kansas Location**

Newly created position. 4 direct reports (process engineers) plus 1 intern. Will be one of two process engineering supervisors on site. Plant will be split between the two supervisors. Reports to technical service manager. Responsible for supervising activities related to process engineering support of various refining units and utilities. Will be assigned to a specific primary unit and given multiple ongoing responsibilities requiring advanced technical knowledge with regards to unit operations. Accountabilities include but are not limited to supervising process activities over half the refinery operations; overseeing the department provide operations support, process optimization and reliability improvement; providing direction for the process engineers; interact at the planning level with the other refinery groups; and help set project priorities. In addition to the direct reports in the group, the Supervisor also oversees the contracting of selected outside engineering services, help select the purchase and application of engineering tools, and oversees the specification and bid selection of key equipment. BS degree in chemical or mechanical engineering. 9+ years of combined refinery process engineering and refinery operations experience, to include a broad range of process unit technologies required. 2+ years of direct supervisory experience required. Extensive experience in process engineering unit operations, troubleshooting and design, process safety and risk mitigation. Detailed knowledge of the Process Safety Management - PSI, MOC and PSSR processes and an approved PHA Facilitator, Hazop Leader and RFC Technical Evaluator. Detailed knowledge of Refining Process Technology, utilities and best practices. Strong leadership, people management, performance management, team work, decision making and communication skills. Strong analytical and commercial skills with capability to solve high complexity problems. Demonstrated competencies of priority setting and organizational agility. Demonstrated competency of developing peer relations and participating as a team member. Demonstrated knowledge of process simulation software.

**Plant Manager Baton Rouge Area Location**

BS Chemical Engineer Required. Minimum 10 years of leadership experience in chemical plant operations including a minimum of 3 years (consecutive) and 5 years (total) of chemical manufacturing management. Experience reacting highly hazardous chemicals. Reports to the VP Manufacturing. Up to 4 Production Engineers, a Plant Supervisor and Lab Manager will report to this position. Continually optimize plant operations to maximize the Efficiency and On-Stream-Time of the manufacturing equipment. Monitor and address daily production and quality metrics. In conjunction with the EHS department, drive EHS excellence in the plant. Develop and maintain standard operating procedures that meet ISO9001 and PSM requirements. Minimize/eliminate out of specification production by ensuring equipment is maintained in the condition that is required. Conduct thorough non-conforming product and customer complaint investigations necessary to identify root causes. Drive effective corrective/preventive actions to eliminate quality issues. Investigate/identify causes of product waste to minimize generation. Apply troubleshooting/problem solving techniques and resources, as required, to quickly respond to operational issues. Collaborate with Maintenance and Engineering, as needed, to address production bottlenecks and equipment issues. Train salaried and hourly staff, as appropriate, on technical matters.

**Operations Manager 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.

## **EHS MANAGEMENT POSITIONS**

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### **Environmental Compliance Manager *New! Tennessee Location***

Reports to plant manager. One direct report of an environmental specialist. Responsible for ensuring strict compliance with all Federal, State, and local environmental regulations. Must possess a current knowledge of rules and regulations, an ability to prepare permit applications for regulatory agencies, provide appropriate training on environmental topics, and maintain strong working relationships with business unit managers and regulatory agencies. Expected to develop and implement environmental management systems that are effective in driving environmental excellence for this chemical facility. Applicants should be able to prepare permit applications and regulatory reports in a fast-paced team environment and demonstrate continuous compliance with State, Federal and Corporate regulatory requirements and compliance standards. Expected to engage in site auditing and inspections, help employees understand their environmental obligations and maintain a strong working relationship with regulatory agencies and the community. Identify, develop, implement and manage effective plant programs for the prevention and control of environmental risks, including compliance with air permits, construction permits, land disturbance permits, storm water permits, solid and hazardous wastes, and release notifications. Efforts focus on compliance with the Federal Clean Air Act (CAA), but also Clean Water Act (CWA) and Resource Conservation and Recovery Act (RCRA) and Department of Transportation (DOT) Hazardous Materials regulations. Facilitate compliance with all regulatory environmental standards and guidelines through internal audits, inspections, recordkeeping and data documentation. Provide extensive environmental regulatory and technical expertise on: Air quality and emission management, permitting and controls, Wastewater and storm water management, permitting and controls, Solid and hazardous waste management, Regulatory reporting and recordkeeping requirements, Root Cause Analysis and corrective actions of environmental incidents, Environmental hazard identification, effectiveness of controls and risk management associated with processes. Lead investigations on environmental incidents including near misses, injuries, releases, and non-compliance. Ensure that root causes are identified, and effective corrective actions are implemented in a timely fashion. Develop and write environmental assessment reports, SPCC/SWPPP plans and compliance plans. Prepare environmental permit documents and submit to the appropriate agencies. Prepare regulatory spreadsheets and tables that address regulatory compliance. Track, assess, communicate and facilitate compliance with environmental regulations. Build, deliver and track global environmental training programs to enhance environmental competency across the company. Create tools, standard work and model programs. Mentor junior staff in preparing permit applications, compliance plans and managing permit compliance. Serve as liaison with regulatory agencies on behalf of the plant. Monitor air emissions and independently manage stack testing reports. Investigate environmental incidents and odor complaints, make required notifications, and submit follow-up reports including off business hour response. Support onsite Emergency Coordinator in the event of a chemical spill or release. Requires exceptional written and oral communication skills, organizational skills, presentation and strong interpersonal skills. Excellent supervision, leadership and mentoring skills. Good analytical, project management, interviewing, research and problem-solving skills are essential. Requires scheduling flexibility and responsiveness. Must have the ability to handle confidential matters in a tactful and professional manner. Bachelor's degree or higher in Engineering, Environmental Science, Chemistry, Biology or other related field of study. 7+ years in environmental field. Excellent verbal and written communication skills. Experience leading, conducting and facilitating meetings and training courses.

### **Emergency Preparedness Coordinator *Southern Arkansas Location***

This is a newly created role. Position will have oversight of emergency response, design training programs, create an infrastructure and implement systems for emergency response. Should have good people skills and be able to guide and mentor and not "command and control." Can come from any industry but MUST

have experience in an industrial setting and not an agency. Will be a member of the Safety Department and provide leadership, direction, and guidance regarding emergency preparedness and response for plant events. Performs a variety of technical and administrative work in planning, organizing, directing and implementing fire prevention, suppression and emergency services to prevent or minimize the loss of life and property by fire. Provides technical expertise and support for emergency preparedness & response programs including fire, hazmat, rescue, and medical response. This role serves as the key contact within the plant regarding regulatory knowledge and interpretation, risk management methods and best practices to all areas of the plant. This role represents the plant within the community and with municipal emergency response organizations. Responsible for ensuring compliance with applicable regulations, meeting training obligations and advancing the emergency preparedness and response program to improve the level of services to the plant. Must have the ability to recommend improvements in areas of emergency response and training. Must have the ability to demonstrate compliance and maintain records for all equipment including mobile apparatus and all fire protection equipment including systems, SCBA, fire extinguisher, etc. Manage and lead emergency preparedness activities to ensure regulatory compliance and department goals and initiatives are achieved as well as establish the expectations of behavior for the safety culture. Respond to and directs all emergency responses including fires and leaks, HazMat and any spill incidents. Develop the emergency response team organization and established field incident command protocol. Define the required training for emergency Preparedness team members for fires, leaks, rescue Haz-Mat incidents and initial Preparedness for medical incidents. Oversee the required testing and maintenance of the emergency mobile apparatus and all associated equipment. Oversee required testing and maintenance of the firewater system including pumps, piping, hydrants, monitor nozzles and deluge systems. Oversee maintenance and required testing of the fixed fire detection and suppression systems as recommended by the manufacturer. Oversee the use of the fire water system including determination of needs and initiates projects for additional detection and suppression systems. Develop and maintains emergency plans and incident command plans including annual updates to the Emergency Response Plan. Conduct emergency response and emergency planning training and drills including employee Incipient and First Responder Operations fire training programs. Provide necessary industrial fire training as related to protection of the plant. Keep informed of current fire and emergency response regulations, trends and technical advances in extinguishing agents, appliances and techniques of fire control and training. Coordinate plant to maintain the integrity and reliability of the fire water system and associated equipment. Initiate projects to upgrade emergency response programs including the refinery fire water system to assure adequate fire water flows to process units and the tank farm and oversees improvements. Maintain all necessary plant and governmental records related to fire protection and emergency Preparedness training. Perform routine monitoring of documentation to ensure compliance with the safety and security programs including oversee Audits and Investigations; verifies and documents corrective actions. Maintain a working relationship with community organizations. Maintain certification Radiation Safety Officer. Associates Degree in fire science/technical discipline or engineering or other related field or demonstrated equivalent refining industry experience. Five (5) years of industrial fire department experience or equivalent municipal or military experience. Working knowledge and understanding of regulations governing occupational safety, specifically OSHA 29-CFR-1910 and 1926 and industry standards such as API, NFPA, OSHA, ASME, and ANSI. Understanding of incident Preparedness including incident command concepts. Organizational skills and ability to manage multiple projects and tasks effectively. Ability to lead and influence staff not under direct supervision. 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 in a team environment. Strong attention to detail. **Desired Characteristics:** Bachelor's Degree in fire science/technical discipline or engineering or related field. Ten (10) years of experience petrochemical, refinery, or industrial environmental experience in safety field. 40 Hour HAZWOPER Certified. Experience focused on implementation, improvement, and auditing of safe work practices, emergency preparedness and response, and related programs. Experienced in incident investigation and root cause analysis. Experienced in emergency preparedness and Preparedness including industrial medical procedures. Advanced understanding of oil refining processes (process flow diagrams/ mechanical flow sheets, chemical phase separations, and reactions). Experience implementing Incident Command System. Knowledgeable of radiation safety requirements. Experience working in a union environment.

### **HSE Manager/Director Houston, TX Area Location**

Under the direction of the CEO, this position will be responsible for the development and implementation of site wide EH&S compliance program and will provide leadership for managers and operations personnel regarding all aspects of Environmental, Health and Safety. Direct reports include: EH&S Safety Manager, Field Safety Manager, PSM Manager, Quality Assurance Specialist and Environmental Manager. Staff management and consistent communication and decision making with the plant manager are critical measures of success. Leadership of facility behavioral and process safety programs and processes. Development and implementation of engineered systems safety program including Pre-Startup Safety Reviews (PSSR). Oversees the elements of the OSHA Process Safety Management (PSM) standard in covered processes and coordinate closely with process owners to ensure compliance. Ensure program development aligns with the direction of the company. Responsible for compliance to all appropriate local, state, federal and international regulatory bodies. These include, but are not limited to, DOT, TCEQ, OSHA, FDA, EPA and International Fire Code. Responsible for and oversees initiatives for pollution prevention and waste reduction. Ensures effectiveness of all Third Party environmental consultants. Oversees compliance with Responsible Care, Responsible Distribution and ISO 9001. Functions as the Risk Management Representative for chemical manufacturing, facilities construction projects, Management of Change, Pre-startup Safety Review (PSSR) and HAZOP activities. Setting standards and expectations regarding compliance with the EH&S Policy, Security Policy and the Quality policy for the site. Ensures the site provides the highest quality service by continually improving our quality management system, including the maintenance of industry standard safety and compliance certifications. (Spill Prevention Control and counter Measures, Storm Water Pollution Prevention Plan, and ISO 9001:2015). Ensures regulatory reports are developed with accurate information, and that these reports are submitted on-time. Oversees the collection of data and manages various audits and inspections. Assist, as necessary, in compliance review audits undertaken internally, or by governmental agencies and/or third-party personnel. Oversee the development of training materials and the conducting of awareness training as necessary to update operations personnel on upcoming or changing regulatory requirements. BS degree in engineering or science discipline. 10+ years of work experience in HSES area in industrial environment. 5 + years of experience in process safety management (OSHA PSM). Safety professional certification preferred. Strong leadership & supervisory skills. Strong knowledge of EPA, OSHA, OSHA PSM and other safety/industry organization standards. Must be able to obtain commitment and foster actions from the operator level up through management. Strong written and oral communication skills. Excellent problem-solving skills. Experience with HAZOP or LOPA (Layer of Protection Analysis) methodologies and ability to facilitate Process Hazard Analysis.

### **PSM Manager Houston, TX Area Location**

Under the direction of the Direction of the Health, Safety and Environmental Director, the Process Safety Manager's main responsibility is to lead and provide guidance for the company's ongoing compliance with Process Safety Management (PSM) standards and Risk Management Plan (RMP) programs. Will serve alongside an EH&S Safety Manager, Field Safety Manager, an Environmental Manager and a Quality Assurance Specialist. Responsible for building, implementing, organizing and maintaining the Process Safety Management programs to assure compliance with OSHA regulations and industry best practices. Provide technical expertise and support for implementation and execution of process safety requirements. Responsible for ensuring compliance with applicable regulations. (Ex: This position will be responsible for all 14 elements of OSHA/PSM standards). Develop new policies and procedures as required by new processes undertaken by the site. This may include new SOPs, modifications to SOPs, or their general organization and compliance to standards. Engage and work with technical, operations, and other EHS staff at site to accomplish objectives and improve the site's program. Interact with all departments regularly to be aware of potential changes and communicate their impact on process safety to ensure compliance. Lead the Process Hazard Analysis for the site. Ensure accurate and complete documentation. Track action items to completion. Manage MOC program for site. Ensure that changes which fall under the PSM program for the site are managed according to the site's procedures, including new processes, new equipment, process modifications and equipment modifications. Ensure program meets requirements of processes, update as necessary. Track MOCs and Action Items to completion. Provide leadership for management of significant, though unregulated, process safety risks (ex: because the volume of chemical is below the regulatory threshold). Responsible for and will act as the primary contact for all process safety regulatory requirements ensuring compliance with required federal, state, and local recordkeeping requirements. Report on

PSM/RMP activities and initiatives. Provide evaluations and progress reports of ongoing programs to site leadership as required. Assist the site in its Hazard Assessment (Off-site Consequence Analysis) modeling in accordance with local requirements as required. Minimum BS in Safety, Engineering, Chemistry, or other technical degree. Formal PSM 1910.11 training. Proficient in OSHA's PSM 1910.119 regulations. Process Hazard Analysis methodology knowledge. Proficient with Piping and Instrumentation Diagrams (P&ID). Interpretation and application of regulatory standards. Experience with facilitating, participating in, and/or scribing PHA's. PSM background including MOC, PSSR, HAZOP, etc. A general understanding of related codes and consensus standards is also necessary (Ex: fire, boiler and pressure vessel codes; API, ANSI, ASME etc. standards and recommended practices) as these play a role in the overall process safety management whether formally or informally incorporated within the PSM and RMP standards. Experience minimum: Five (5) years of petrochemical/industrial experience is required. PSM experience minimum: Three (3) to Five (5) years of dedicated PSM experience at a petrochemical/industrial site. Demonstrate excellent verbal and written communication skills. The role will require public speaking, presentation development and significant report writing. Able to work and communicate effectively with all levels of co-workers, customers and other external contacts. Demonstrated experience supporting operations and project groups. Proficient in working with Microsoft Office Excel, Word and Outlook. Strong planning and excellent organization skills. Process-oriented. Ability to deal well with ambiguity. 60% Office/40% Plant setting.

### **Process Safety Manager South Arkansas Location**

A member of the Refinery Leadership Team and provides leadership, direction and guidance for all the Process Safety obligations including EPA RMP regulation. Responsible for ensuring compliance with applicable regulations, and effective application of process safety related programs, developing innovative solutions for evolving standards, establishing and fostering a healthy and effective process safety culture, and managing risks. Provides technical expertise and support for implementation and execution of process safety requirements. Engage with regulators, community interest groups, contractors and consultants to ensure Company commitment to keeping people safe and demonstrating process safety leadership. Will collaborate with Corporate Environmental and Regulatory Affairs to assist with developing and implementing company policies and programs, commenting on proposed rules and legislation, developing compliance programs for new regulations, and assisting with the overall improvement of company-wide process safety performance. Manage and lead the activities of the Process Safety Team to ensure process safety, and RMP regulatory compliance and department goals and initiatives are achieved as well as establish the expectations of behavior for the process safety culture in the refinery. Provide guidance and leadership in administering the development, implementation and execution of the policies, procedures, training programs, and process safety management systems to identify and reduce/eliminate potential hazard exposures. Identify and establish leading indicator metrics that are tracked, trended and used in a way to identify areas for concern, improve programs, address risks/hazards and ultimately eliminate incident. Utilize sound human relations and communications skills to provide development of direct reports and motivation of staff resulting in a reliable and competent work force. Address personnel issues including developing, training, coaching, mentoring and disciplining of subordinates. Responsible for building, implementing, organizing and maintaining the Process Safety Management system and programs to assure compliance with OSHA regulations, EPA RMP, and industry best practices. Interact with all Departments regularly to be aware of potential changes and communicate their impact on process safety and RMP to ensure compliance. Monitor, track and analyze data of process safety monitoring, analytical and control equipment. Report persistent issues and potential regulatory situations and develop corrective actions to ensure compliance. Perform routine monitoring of documentation to ensure refinery compliance with the process safety and RMP programs including oversee Audits and Investigations; verifies and documents corrective actions. Primary contact for all process safety regulatory requirements ensuring compliance with federal and state regulations. Maintain all documentation necessary to demonstrate compliance with required federal, state and local record keeping requirements, as well as all required external submission reports. Report on status of process safety, and RMP incidents to management, lead investigations related to these incidents, draft investigation reports and coordinate the development of corrective actions based upon investigations. Develop, implement and provide process safety training and ensure training compliance as well as develop capability for effective application of safe work practices and other safety procedures. Ensure compliance with governmental regulations and industry standards. Areas of focus include, but not limited to: employee compliance training programs and process safety programs (process

hazard analysis, facility siting, management of change, etc.). Coordinate compliance review audits with corporate, governmental agencies and third-party personnel and maintain proactive and positive relations with regulatory agencies, trade groups, and community stakeholders. Monitor emerging process safety issues throughout the Industry and initiate proactive gap closure actions of industry best practices. Must identify needs for process safety capital investments, properly scope those needs and manage project to ensure capital budget is met. Develop and implement long range plans to ensure process safety compliance and improve the overall performance. Develops and manages the process safety, and training department operating, and capital project budgets and supports other departments with planning for costs associated with programs. Bachelor's Degree in science/technical discipline or engineering or relate field. Five (5) years of experience in refining, petrochemical, or chemical industry. Demonstrated knowledge of OSHA, and other safety related regulations and industry practices relating to the refining/petrochemical and construction industry. Working knowledge of process safety requirements of 29 CFR 1910.119 and 40 CFR Part 68 Subpart D. Understanding of regulations governing occupational safety, specifically OSHA 29-CFR-1910 and 1926 and industry standards such as API, NFPA, OSHA, ASME, and ANSI. Experience with developing and implementing training programs. Demonstrated organizational skills and an ability to manage multiple projects and tasks in an effective manner. Proven experience in incident investigation and root cause analysis. Proven experience focused on implementation, improvement, and auditing of safe work practices and process safety programs. Proven ability to lead and influence direct staff and staff not under direct supervision. 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.

## **MECHANICAL/MAINTENANCE/CORROSION ENGINEERING POSITIONS**

### **Senior Corrosion Engineer *New! Illinois Location***

Provide engineering support in the areas of metallurgy, corrosion, coatings, welding, and pressure vessel design. Contribute expert advice on the selection and fabrication of materials, corrosion control and maintaining the mechanical integrity of pressure retaining systems. Demonstrate leadership in managing Risk Based Inspection (RBI) analysis of pressure containing equipment as well as working with inspectors to develop, implement and analyze pressure equipment inspection plans. Develop projects using the Front-End Loading (FEL) process through project approval. Utilize estimating and scheduling tools to develop project estimate and schedule for funding authorization requests (AFD/AFE). Develop funding requests (AFD/AFE) using effective communication skills and engaging appropriate Refinery work groups in developing the funding package. Obtain engineering resources for the project using an established work process for Small Projects. Ensure the project objectives are met with respect to safety, environmental, quality, reliability, cost and schedule. Understand and utilize P66 Refinery Engineering Practices (REPs) and industry standards for assigned projects. Follow Management of Change work process through entire project steps and utilize related software (KMS). Identify and implement innovation and trends into the project plan to reduce cost and schedule. Develop bid packages and participate in Small Projects contracting strategies. Coordinate project work with internal customers, as well as outside engineering/construction contractors. Update reports to support Refinery business communications regarding project status, cost and schedule. Conduct and document project progress meetings (technical, safety, and status) and provide direction for making decisions as issues arise to accomplish all project objectives. Evaluate and recommend approval / dis-approval of field change and scope change requests. Work closely with Operations to assure project is successfully commissioned and started up. Develop project engineering skills to support assignments. B.S. Degree in Corrosion, Materials Science, Metallurgical or Chemical Engineering. 10 or more years of experience, working at a facility managing corrosion and materials. In depth knowledge of corrosion and damage mechanisms associated with the refining industry. Legally authorized to work in the job posting country. Ability to apply failure investigation methodology and problem-solving principles. Ability to work closely with others and effectively communicate results of investigations. Familiarity with Sections I, V, VIII and IX of the ASME Boiler and Pressure Vessel Code. Knowledgeable and conversant in requirements of ASME B31.3, ASME Boiler and Pressure Vessel Code Sections I, V, VII, and IX, and API Inspection Codes 510, 570, and 653. Knowledgeable and conversant in damage mechanisms that affect refinery equipment including fundamentals of corrosion, basic forms of corrosion, and methods of corrosion control, as well as API Corrosion and Materials

Recommended Practices 571, 491,939-C. Knowledgeable in performing remaining life and fitness for service evaluations. Knowledgeable in risk-based inspection methodologies and how to utilize the methodologies. Knowledgeable in failure investigation methodologies and problem-solving principles. Proficient with computer applications such as Word, Excel, Outlook, SAP, PCMS, and API RBI software.

### **Manufacturing Technology-Senior Film Extrusion/Casting Engineer Buffalo, NY Location**

Will be the lead mechanical engineer supporting the film casting line. Responsible for developing and executing engineering solutions to continuously improve process capability in the areas of safety, productivity, reliability, and quality. Hands-on experience with engineering support of a 24/7 film casting or extrusion operation. Demonstrated expertise in the application of casting/extrusion equipment including but not limited to melt pumps, screen packs, screw design, die operation and design, gauge control, online thickness measurement, quenching systems, MD and TD stretching. Demonstrated expertise in roll formation, winding, and film conveyance technologies. Proven ability to drive timely and highly effective results while positively influencing others. Strong interpersonal skills to both network and to be an effective team member. Solid demonstrated analytical and problem-solving skills. 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. BS in Mechanical Engineering with 8+ years previous manufacturing experience in a film extrusion/casting process.

## **RELIABILITY ENGINEERING POSITIONS**

### **Reliability Engineer New! Pittsburgh, PA Area Location**

Provides the necessary support to accomplish the facility's objectives in the safest, economical and technically feasible manner. Responsible for providing engineering services to optimize equipment life and plant profitability. Expected to interact with all plant personnel to identify, develop, and manage improvement projects. Responsible for the management of both fixed and rotating mechanical equipment and processes. Interpret and evaluate reports such as: inspection, vibration analysis, process data, etc. to determine equipment effectiveness and/or recommend and design improved systems or equipment. Design and implement predictive & preventive maintenance systems and guide others through utilization. Provide support and evaluations to assist in the appropriate prioritization of maintenance work orders. Oversee installation, operation, maintenance, or repair to ensure that machines or equipment are installed and functioning according to specifications. Provide Maintenance with economic impacts of maintenance activities to assist in planning and staffing. Ensure all maintenance activities required for tests or unit performance monitoring are identified in a timely manner and scheduled accordingly to avoid test delays, disruption of the maintenance schedule and higher maintenance costs. Estimate costs for engineering, construction, and prepare contract documents. Lead Turn-around planning and assist with implementation. Develop and generate periodic utilization reports for processing unit equipment. Assist in spare parts review for ensuring equipment maintainability and availability. Perform testing as needed for mechanical reliability and to support plant inspector. Champion the reliability efforts in assigned areas of responsibility by providing technical assistance in resolving equipment design, operation, and maintenance problems. Coordinate Root Cause Analysis (RCA) processes and track the implementation of recommendations through resolution. Utilize reliability tools such as failure calculations, failure evaluations, and cost and risk analysis to evaluate and prioritize reliability issues. Participate in audits to measure the effectiveness of reliability related activities such as equipment repairs, part quality, and failure investigation processes. Assist Operations, Product Control, and Maintenance Departments in developing procedures, training, and processes to ensure equipment is operated within its design parameters. Conduct life cycle cost analysis on new and critical equipment. Review equipment specifications and standards and develop recommendations for reliability improvement. Recommend projects and/or studies to Engineering to support overall plant reliability. Develop cost justification for reliability improvement. Identify and maintain an active top ten high impact-facility equipment list. Train on new technologies and methods for maintaining equipment to increase reliability. Continue to improve the reliability tools and methods utilized in increasing plant reliability. Provide process information in the troubleshooting and investigation of failures. Identify actual operating variable ranges for each piece of equipment and compare to design and communicate to reliability and operations groups. Recommend design modifications to eliminate machine or system malfunctions. Identify the process and economic impacts associated with equipment failures and operating reliability. Provide support to identify unit specific equipment and areas of potentially high susceptibility to

corrosion or erosion effects. Part of the plant Process Safety Management team. Participate as required in identifying, developing and evaluating Requests for Change for units and areas of responsibility. Participate as requested in incident investigation including equipment failures and difficulties to diagnose faulty operation, and to make recommendations to maintenance crew. Review and update PSI (process safety information) data (vessel inventories, process description, and safe operating limits with consequences of deviation). Work with the Engineering Team to resolve all open assigned PSM action items by designated due date. B.S. in Engineering required. Mechanical Engineering preferred. Minimum of three 3-20 years of experience in plant or refinery related positions with exposure and responsibilities in the maintenance, reliability and inspection areas, including rotating equipment and vibration analysis. Flexible and willing to work rotating shifts as needed – including overtime and nights/weekend callouts as required. Familiarity with best practices in online equipment health monitoring as well as inspection and repair techniques. Effective diagnostic methods on troubleshooting equipment. Excellent communication skills, including oral, written, and electronic. Proven safety experience/training including but not limited to: confined space, lock out tag out, hot work, safe work permits, personal protective equipment, and other critical safety procedures. Knowledge of API 510, API 570 and API 653 a plus. Background in non-destructive evaluation (NDE) a plus. Experience in risk-based assessment, fit for duty and end of life assessments a plus. Root Cause analysis training a plus. Understanding of rotating equipment and equipment optimization. Ability to manage multiple activities and prioritize tasks with minimal direction or oversight. Working knowledge of functions and design/operation of plant rotating equipment, process and products; methods development and procedures; repair maintenance of rotating equipment. Background in performing root cause failure analyses, developing corrective action plans and tracking all rotating equipment KPI (Key Performance Indicator) a plus.

#### **Mechanical Reliability Engineer Houston, TX Location**

Responsible for administration and organization of the Mechanical Engineering aspects of the Plant Predictive and Preventive Maintenance Programs in general and specifically to the items that have been identified as Mechanical Integrity or Quality Critical Equipment. Responsible for ensuring compliance with the relevant equipment specifications, applicable codes, and construction standards for equipment installation and operations. Must be able to Implement Maintenance Programs (RBI Inspections, Testing, PM's, Procedures, etc.) for all Plant equipment to improve Plant Reliability, assess equipment failure (including Root Cause Analysis), develop work scopes, and facilitate repairs and improvements. Research, develop, implement, and oversee PSM Mechanical Integrity programs that ensure compliance. Understand all aspects of fixed and rotating equipment, metallurgy, lubrication requirements, alignment, vibration analysis, etc. Coordinate repairs, routine maintenance, and PM activities for Plant shutdowns (including procuring and managing contractors). Understand and follow ASME and API guidelines. Propose, develop, and lead plant capital projects to improve plant reliability, safety, and environmental compliance. Manage Time and Material projects, manage contractors, manage work order schedules, analyze failure codes, decide critical parts, and manage spare parts. BS Mechanical Engineering degree with 5+ years of plant experience.

#### **Maintenance/Reliability SME Lake Charles, LA or Chicago, IL Location**

Develop plans to address long term infrastructure needs around combustion systems listed below. Guide and plan 3-5 year capital plans to upgrade infrastructure. Provide project management and engineering support. Act as a reliability generalist for plants in the region (either Gulf Coast or Chicago area). Provide support in the elements of Reliability-Centered Maintenance, including criticality analysis, condition-based monitoring, preventive maintenance optimization, critical spares, mechanical integrity, and work process optimization. Support resolution of chronic reliability issues through engineering support and networking with the broader organization. Facilitate network of maintenance leaders and engineers across the operations, review KPIs, develop action items for key issues, and review improvement projects. Assist in driving cultural change around maintenance work management. Assess work prioritization, planning and scheduling, and associated management processes; identify barriers; and work on plans to improve. Engage with internal and external expertise to improve reliability processes, including criticality analysis, PdM technologies, condition-based monitoring, preventive maintenance optimization, and critical spares. Lead high impact projects linked to uptime that are critical to meeting business objectives. Ability to drive results; bias toward action. Strong knowledge of combustion systems, including the units specified above. Strong knowledge of maintenance excellence processes in a chemical manufacturing environment. Leader



of change, with ability to influence and gain support from operator/craft level to executive leadership. Excellent critical thinking skills. Facilitative; can lead a project with multiple stakeholders and align their objectives to meet project milestones. Strong interpersonal, communications, and presentation skills. Strong business acumen. Frequent travel to manufacturing locations (25-50% travel). BS or MS in Engineering (combustion, mechanical, chemical) required. 10 years of maintenance excellence experience in a chemical manufacturing environment, including implementing upgraded processes. Experience addressing site infrastructure needs is required. Certified Maintenance and Reliability Professional (CMRP) certification desired. Excellent PC skills, including SAP, Excel, Word and PowerPoint. The ability to act as a global specialist to manufacturing operations in combustion systems highly preferred. This will include being able to define standards for systems and leverage best practices across the network. Examples of systems include: Calciners and kilns, flash dryers, spray dryers, boiler systems, incinerators.

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

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### **Senior Plant Engineer *New! Alabama Location***

Design, troubleshoot, revamp and/or new construction, maintenance and reliability of refinery process equipment and facilities. Serve as a “go-to” technical resource for at least three areas or technologies to others in Engineering Services, Operations, and Maintenance. Serve as a highly skilled troubleshooter while multi-tasking between tactical and strategic issues. Expected to make independent technical decisions based on knowledge of cost benefit analysis, budget impact, and refinery performance impact of technical decisions. Lead formal root cause analysis discussions to ensure effective solutions and prevent recurrence. Prepare specifications, drawings, bid packages, quotation analysis and other applicable documents for purchase, construction and/or repair of refinery equipment and facilities. Stay abreast of current technologies and equipment for application. Perform fitness for service evaluations of refinery equipment; apply life extension analysis and techniques. Provide equipment repair, replacement and metallurgical recommendations. Application of engineering principles to solve equipment and system reliability issues. Assist in auditing of Maintenance and Operations practices to improve reliability and operability of refinery process equipment. Coordinate services of engineering and other consultants as required. Assist in the development and upkeep of company engineering standards, specifications, and published lessons learned. Provide engineering, coordination and management support for unit Shutdowns and Turnarounds. Assist in identification, development and implementation of training programs as needed for others in the engineering, maintenance, and operations departments. Communicate with appropriate personnel as necessary for safe and efficient performance of operations, maintenance and construction activities. Provide Project Engineering and Management activities in support of new construction and revamp projects. Develop thorough scopes of work, engineering and construction schedules, and cost estimates for new and/or revamped equipment and facilities by using company’s project methodology (FEL-1, 2, or 3 deliverables). Supervise contract personnel during plant shutdowns, construction projects, etc. Lead cross-functional teams of company and contract employees as required. Mentor cooperative education students and take interest in their work assignments during their development in the program. Supervise mechanical engineering cooperative education student on a rotational basis to aid in the development of the cooperative education student by providing meaningful work assignments. Seeks win/win outcomes, has a positive attitude and an objective mindset, strong work ethic, takes initiative, thinks of new ideas and approaches. Exemplify the company core values: Commitment to Excellence, Honesty, Integrity, Respect for the Individual, Teamwork, Creativity, Humility and Community-Centric. Develop relationships and influences effective business results. Display willingness to learn, make continuous improvement and be coachable. Must be able to handle complex, high-pressure situations and be adaptable to a changing work environment. Confident when making presentations, facilitating project team meetings, leading troubleshooting discussions, PSSRs, large technical meetings, etc. Strong ability to multi-task and prioritize tasks based on EHS and business needs of the refinery, and consistently meet and/or deadlines for assigned tasks or projects. Recognized as a change agent on technical issues. BS degree in Mechanical or Civil Engineering or equivalent. Seven to sixteen years of progressive experience in Maintenance and Project Engineering in a Petroleum Refinery, Chemical Plant, and/or Pulp and Paper Mill or other related industrial experience. Demonstrated knowledge and experience in process industry construction. Demonstrated knowledge and experience in application of process industry construction codes, standards and practices. Knowledge of factors that affect reliability and equipment integrity/degradation/failure. Experience in preventive (PM) and predictive (Pd.M.) maintenance techniques and procedures.

### **Project Engineer Houston, TX Location**

Responsible for executing/constructing the designs and process ideas of the engineering department: engineering, time, costs, and quality of projects. Mechanical Engineering degree or Chemical Engineering degree with mechanical aptitude, and 10 years of engineering experience in a petrochemical plant with rotating equipment and piping, out of which at least 5 years in project management. Experience in HAZOP, Management of Change (MOC), and OSHA regulations is needed. Experience in Managing Time and Material projects is a plus. Need to be experienced in reviewing/approving drawings and specifications, preparing quotations and purchase requisitions, preparing/selecting bid requests, and managing vendors. Knowledgeable in AutoCAD and Project Management software and tools. Knowledge of instrument and electrical and electrical power distribution is needed.

### **Project Team Leader Virginia Location**

This is a large site and the position is open due to retirement. Need someone with project experience greater than \$10 million and would really prefer someone with project experience greater than \$50 million. Must have cradle to grave project experience, not just front end. Experience leading large projects for chemical organizations. Need a change agent. Chemical or Mechanical Engineering Degree required. Relocation provided. Is the single point of accountability for the end-to-end project process necessary for a Capital Project to deliver on business objectives. Clearly sets overall Project Leadership Team direction and expectations. Provides the primary interface between the Project Leadership Team and the Business and leads all necessary communication forums. Leads project teams often consisting of cross functional teams and contract engineering to meet business objectives. Accountable for generating and implementing appropriate project execution strategy for design, procurement and construction while ensuring each project's execution strategy is "sanitized" to suit the specific needs of each project with the goal being to provide a competitive and lean approach with an expedient execution timeline. Engages the project steering team as needed to ensure alignment with business, address any needs or concerns, make strategic project decisions, and provide status updates throughout execution of projects. Provides leadership for an effective and cohesive team by ensuring roles and responsibilities are clearly understood. Ensures applicable project deliverable are accomplished in a quality manner and leads the project gatekeeping reviews. Leads the team in identifying non-cap alternatives or lower capital options. Ensures excellence in adherence to Process Safety Management (PSM), Safety, Health and Environmental (SHE) excellence, Mechanical Integrity and Quality Assurance (MIQA) requirements, export controls and trade secrets principles, and other core value standards, processes and procedures. Facilitates economic evaluations, prepares funding requests, forecasts capital and non-cap expenditures and asset write-offs, and ensures necessary financial reporting and accounting is performed. Champions the "no change" concept and ensures only changes consistent with the business and project objectives are approved. Responsible for the development and implementation of Project Quality Plans, including auditing work processes and deliverables for compliance, and for meeting agreed upon project quality requirements and expectations. Work with business and technical leadership to identify and comply with any US Export Control and Trade Secret/Intellectual Property/Security requirements for the project. Primary interface with the Full-Service Design Contractors (FSDC) during Front-End Loading (FEL) and Design/Procurement of assigned capital projects. Engage with the sites to support the preparation of all documents needed by the FSDC to launch their efforts to complete FEL and execute production design and procurement. Champion productivity improvement strategies including High Value Engineering (HVE), Global Competitive Sourcing (GCS) and LEAN Construction Methodologies, etc. Drive full integration of project team to develop deliverables in the most cost effective and efficient way. Requires 4-year B.S. in engineering (Chemical or Mechanical preferred). At least 10 years of experience leading capital projects. Experience working with full service design contractors. Knowledge of best-in-class capital work processes and KPI's. Prior experience improving performance and capability. A bias for execution, results oriented, and demonstrated courage (need to challenge the status quo). A deep understanding of capital project estimating processes.

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

### **Process Engineer New! California High Desert Area Location**

Excellent high desert location for the outdoors type without the expense of the crowded coastal areas of California. Located in the Bakersfield/ Mojave/ Ridgecrest area. Responsible for process improvement and providing research and development for innovations in the company processes. Provide research and

process development for innovations in processes for existing and new products including equipment and process testing, preliminary process design, engineered equipment calculations, life cycle cost, usability and product salability project risk analysis. Develop detailed project specifications including drawings, data sheets, etc. in full compliance with recognized industry standards, safety standards and various client specifications. Direct and coordinate project activities to ensure project progresses on schedule and within prescribed budget. Develop standardized documentation including SOP's, training, validation of equipment performance, and technical and project reports. Provide engineering support to optimize plant operations, increase capacity, reduce cycle times, improve yields, and reduce costs. Identify, recommend and implement strategic projects to improve unit performance. Work closely with manufacturing team at all levels to resolve technical issues, applying engineering and technical skills to design, optimize and troubleshoot equipment. Monitor, troubleshoot, and optimize operating units to drive process and product improvements. Assess options to increase production or improve efficiency by plant reconfiguration or expansion by developing and testing engineering tools, including process simulation models. Maximize plant production capability for areas of responsibility by performance tracking using data derived from plant operations. Act as an engineering resource by maintaining a thorough knowledge of all processes and equipment in assigned areas. Confer with operations and engineering personnel to provide technical advice and to resolve problems. Responsible for block flow diagrams, development of process flow diagrams with heat and material balance, development and use of process simulation, system design parameters, and design or rating of equipment and apparatus such as heat exchangers, vessels, reactors, etc. Use rigorous tools to deliver results including potential problem and decision analyses, risk assessments, DMAIC, LEAN, and/or Innovation methodologies. Work with management on specific projects or opportunities that will add value to the bottom line. Implement corrective actions to solve problems based on root cause analysis. Lead problem solving teams using lean process tools. Capable of applying engineering and technical problem-solving skills to analyze complex challenges in ways that deliver measurable and sustainable improvements in operational performance. Must be "hands-on" and willing to "roll up sleeves" and work at all levels of organization as circumstances require. Must be able to think "outside the box" and apply innovative thinking to solving problems. Must possess manufacturing equipment knowledge including reactors, heat exchangers, piping, and pumps and pumping systems, boilers, filters, cooling systems and technical drawing interpretations. BS in chemical engineering and at least 6 years related experience in mining, manufacturing and/or chemical process industry. Experience with MOC and PHA processes, PFD's, P&ID's, developing process schematics. Must have a strong understanding of process, mechanical and electrical engineering practices and processes, including mass and energy transfer and fluid flow. Knowledge of inorganic chemistry preferred. Lean Methodologies and/or Six Sigma experience preferred.

**Process Engineer New! Vicksburg, MS Location**

2 positions available. Open to direct hire or contract (1-2 years) role. Position 1 is entry level position (strong GPA and good co-op experience or strong GPA and 1-2 years experience). Position 2 is 4-10 year experienced process engineer. Provides engineering expertise to improve methods of manufacturing and monitor operations and to troubleshoot processing problems with an overall goal of improving quality of the product within safety, environmental and cost guidelines. Designs equipment and develops processes for manufacturing refining products, conduct research to develop new and improved manufacturing processes and control schemes, and design, plan layout and oversee construction and improvement of equipment used in manufacturing. Will also design and plan management and control systems for manufacturing based on data collected in laboratory and pilot plant operations, determine most effective arrangements of unit operations and equipment, and perform test runs and take measurements throughout the stages of production to determine the degree over process and product variables. A bachelor's degree in chemical engineering is required for both positions.

**Process Engineer New! Baton Rouge, LA Area Location**

Must have strong PSM experience. Bachelor of Science in related engineering field from a 4-year accredited college (Chemical Engineering preferred). Minimum of 3-5 years of process engineering in a chemical plant environment preferred. Experience with mechanical integrity, reliability, PSM, PSSR, MOC and PHAs preferred. Familiarity with data analysis techniques that can include the following: Statistical process control, Reliability modeling and prediction, Fault tree analysis, Weibull analysis, Six Sigma ( $6\sigma$ ) methodology, Root cause analysis (RCA) and root cause failure analysis (RCFA), Failure reporting, analysis and corrective action system (FRACAS).

**Production Engineer *New! Baton Rouge, LA Area Location***

Must have experience with reliability and be strong support to the operations group. Bachelor of Science in related engineering field from a 4-year accredited college (Chemical Engineering preferred). Minimum of 3-5 years of process engineering in a chemical plant environment preferred. Experience with mechanical integrity, reliability, PSM, PSSR, MOC and PHAs preferred. Familiarity with data analysis techniques that can include the following: Statistical process control, Reliability modeling and prediction, Fault tree analysis, Weibull analysis, Six Sigma ( $6\sigma$ ) methodology, Root cause analysis (RCA) and root cause failure analysis (RCFA), Failure reporting, analysis and corrective action system (FRACAS). Leadership qualities and experience. Working knowledge of rotating equipment, heat exchangers.

**Process Engineer *New! Alabama Location***

Provides operations support, technical guidance, and troubleshooting for the refinery processing units and operating systems. Assists in maintaining the safety, reliability, effectiveness, and profitability of operations under responsibility. Responsible for improving the safety, reliability, cost effectiveness, and profitability of the refinery processing units and operating systems assigned. Responsible for identifying areas where improvement is warranted and then designing the improvements, obtaining approval and support for the improvement, assisting in construction if needed, commissioning and troubleshooting of the improvement. Serves as a primary technical point contact and process expert for the refinery and operating systems under responsibility. Serves in a supportive role for all departments and organizations; such as the Management staff, Operations, Safety, Environmental Support Group, Marketing Personnel, Human Resources, etc. Perform process monitoring on day-to-day operations. Identify and troubleshoot process limitations/problems and lead in resolution. Follow trends in operational data and identify potential problems in early stages, communicate suspicions, and work toward avoidance resolution. Assist operations in unit or system start up, shutdown and preparations for equipment maintenance. Reduce cost of existing process through energy conservation, unit optimization, etc. Identify needed design or operational changes to maintain effectiveness of the processes. Advise management of operational changes needed to achieve process goals and requirements. Perform PSM functions including HAZOP participation, resolution of HAZOP recommendations, MOC preparation and review. Assist Operational Specialist in performance of their duties. Assist operations in development of unit and system procedures. Assist Operations and Mechanical personnel in resolution of issues they encounter. Assist in training, especially the technical aspects of the processes. Identify changes that are needed to improve the safety, reliability, profitability, etc. of process units or systems. Develop and design attractive process unit or system changes. Prepare MOC's and obtain support and/or funding for changes. Assist in commissioning and troubleshooting of unit or system changes. Assist in improvement of unit and system procedures. Utilize Pro II (Steady-State Simulation program) to provide better understanding of specific equipment operation and unit effectiveness vs. design. Become aware of all environmental rules that apply to units and systems and assist in compliance to the rules and regulations. Assist Environmental/Safety Department technically during maintenance of regulations and in development of new/or changing regulations. Assist all other organization departments where technical assistance is required specific to the processes and systems. Minimum of Bachelor of Science Degree in Chemical Engineering from a four-year college or university. Three to five years related experience in a refining, chemical, or related industry.

**Senior Process Engineer *Southern Arkansas Location***

Responsible for providing process engineering expertise for assigned projects in refining or logistics sectors. Performs process engineering activities and provides oversight in all project phases including feasibility and economic studies, conceptual design, identification and evaluation of alternatives, front-end design, detail engineering, construction and start-up. Plans, directs, and coordinates the activities of the process engineers concerned with design, modification, optimization and operation of process equipment in the Refinery. Accountable for the delivery of the process engineering deliverables and services on time, within budget and meeting quality expectations. Provide process engineering technical support to process engineer team, production units, environmental activities and plant projects to improve unit operations, process safety and environmental performance. Evaluate and approve design improvements to production capacity, efficiency, process safety and environmental performance including complex designs. Provide leadership and direction to Refinery process engineering activities. Work with support teams to monitor unit operations, correct problems and assist in improvements, usually for special problems or projects. Direct

engineering team to maintain and ensure continuous operation, including assistance during unit operational upsets or unit turnarounds. Coordinate and assist in implementation of plant system changes, including equipment additions, modifications and/or deletions and process design. Develop efficiency strategies which optimize process unit profitability by maximizing throughput and yields while minimizing operating costs. Maintain knowledge of latest technologies and best practices for refining industry. Approve process design to Units for refinery improvements, expansions, and compliance projects. Direct, lead, coach, counsel and mentor process engineering team. Conduct employee evaluations annually and employee performance reviews as necessary. Provide operational and technical support to engineering team for any plant system change, including operational review, assistance with cost/benefit analysis, and participating in hazard reviews. Participate in annual merit consideration and distribution when required. Ensure completion of process engineering study and design for new projects and coordinate with Engineering Department to complete projects. Lead efforts to provide process support to environmental activities. Develop, communicate and document process engineering activities in unit support, design, plant engineering, environmental and process safety support activities. Provide technical assistance in PSM, Quality, Safety, and Environmental compliance. Determine and provide process-related cost estimates for refinery capital budgets. Assist in developing the Process Engineer Department budget. Create notifications and purchase requisitions in EAM. Initiate and manage contracts with outside services (water chemicals, process chemicals, catalyst, nitrogen, oxygen, and others) as required. Bachelor's degree in Mechanical, Chemical, Electrical, or Petroleum engineering. Five (5) years of experience in refinery, chemical or petrochemical plant process or production experience. Thorough understanding of fundamental theories of heat and mass transfer, fluid dynamics, thermodynamics, separations, and control systems. Proven project management skills. Working knowledge of root cause analysis concepts.

#### **Process Engineer East Texas Location**

2 Openings available. Would take an individual around the 5-year mark and one around the 10+ year mark. Will consider someone with an operations or production background that has interest in getting cross-trained on the process side as a developmental step to future leadership. Plant is trying to build bench strength and broaden their capabilities, so they are looking for individuals who want upward mobility. While refinery experience is always preferred, will look at continuous chemicals, especially for the 5-year person. Responsible for providing process engineering expertise for assigned projects in refining or logistics sectors. Performs process engineering activities and provides oversight in all project phases including feasibility and economic studies, conceptual design, identification and evaluation of alternatives, front-end design, detail engineering, construction and start-up. Interpret, summarize, and present results of data analysis in monitoring operating unit performance, troubleshooting equipment operation, evaluating catalyst performance, and recommending operating guidelines and process improvements. Work as a team with unit operators and supervisors for assigned areas of the refinery to troubleshoot problems and improve operations. Provide process engineering technical support to process engineer team, production units, environmental activities and plant projects to improve unit operations, process safety and environmental performance. Evaluate and approve design improvements to production capacity, efficiency, process safety and environmental performance including complex designs. Administer plant performance test runs as required. Interact with outside consultants and vendors to improve the unit operation or solve problems. Work with support teams to monitor unit operations, correct problems and assist in improvements, usually for special problems or projects. Coordinate and assist in implementation of plant system changes, including equipment additions, modifications and/or deletions and process design. Develop efficiency strategies which optimize process unit profitability by maximizing throughput and yields while minimizing operating costs. Maintain knowledge of latest technologies and best practices for refining industry. Approve process design to Units for refinery improvements, expansions, and compliance projects. Provide operational and technical support to engineering team for any plant system change, including operational review, assistance with cost/benefit analysis, and participating in hazard reviews. Participate in plant shutdown, startup, and turnaround assistance, including equipment process inspections, catalyst loading and sulfiding, startup and plant performance. Ensure completion of process engineering study and design for new projects and coordinate with Engineering Department to complete projects. Provide process support to environmental activities. Develop, communicate and document process engineering activities in unit support, design, plant engineering, environmental and process safety support activities. Provide technical assistance in PSM, Quality, Safety, and Environmental compliance. Determine and provide process-related cost estimates for refinery capital budgets. Assist in developing the Process Engineer Department budget.

Create notifications and purchase requisitions in EAM. Initiate and manage contracts with outside services (water chemicals, process chemicals, catalyst, nitrogen, oxygen, and others) as required. Bachelor's degree in Mechanical, Chemical, Electrical, or Petroleum engineering. Five (5) years of experience in refinery, chemical or petrochemical plant process or production experience. Thorough understanding of fundamental theories of heat and mass transfer, fluid dynamics, thermodynamics, separations, and control systems. Proven project management skills. Working knowledge of root cause analysis concepts. Demonstrated leadership skills. Solid coaching, counseling and mentoring skills. Strong technical, quantitative analysis and process orientation skills. Ability to draw, read and interpret engineering drawings. Solid verbal and written communication skills. Strong interpersonal and organizational skills.

#### **Senior Process/Planning Engineer Baton Rouge, LA Area Location**

Provide technical expertise for the refinery to enable the most optimum performance that will meet the company's economic, environmental and safety objectives. Major responsibility will be to interface between the Economics and Planning and the Process Engineering groups to support day to day and strategic objectives for the refinery up to and including LP modelling. Some support and execution of capital investment projects that are consistent with achieving margin capture for the refinery will be required. Also, support of traditional day to day process engineering activities will be necessary. B.S. degree in Chemical Engineering required. Five years' experience in refining industry with some experience in using economic planning tools. Process or Technical Service experience is a minimum requirement. Must have a good working knowledge of the use of spreadsheet and word processing programs. Experience in the development of capital projects is an advantage to the organization. Develop and maintain key performance metrics that track refinery attainment of planned operational targets and optimal margin capture. Identify process constraints and identify opportunities to relieve these constraints. Publish lost opportunity report. Publish blend giveaway reports. Work with operations and Technical Services to analyze opportunities to enhance refinery profitability. Develop process unit economics and communicate data to refinery personnel. Manage and analyze deviations from monthly operating plan. Evaluate potential feedstock opportunities. Act as liaison between refinery and corporate planning and economic group. Conduct studies on effects of operating variables on product quality, yield and profitability. Evaluate the economic feasibility of projects assigned and assist with the economic evaluation of projects. Prepare Approval for Expenditure documents for project approvals. Provide support to the Process Engineering group during engineering, construction, and startup of projects. On an as needed basis, support T/A activities by performing equipment inspections (including internal inspections of vessels and other equipment) and making necessary recommendations for corrections and or improvements. Initiate and justify new projects, additional monitoring and other improvements to the unit. Provide detailed project execution liaison support between project/contract engineering and refinery operations organizations. Provide occasional backup during absences of Planning and Process department team members. Champion awareness of all safety, health, and environmental issues that impact the unit, the refinery and all personnel.

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

Will provide technical support to optimize plant operations, increase capacity, reduce cycle times, improve utility usage, improve yields, and reduce costs. Complete engineering projects by leading, organizing, developing and controlling various project elements including designing, planning, scheduling, and costing. Will collaborate with Operations Manager, Unit Leaders and other Engineers to support process design and implementation of capital and improvement projects. Will monitor, troubleshoot, and optimize operating units to drive process and product improvements and identify, recommend and implement strategic projects to improve unit performance. Will serve as a process technology expert liaison between project engineers, plant maintenance, and operations personnel and incorporate process safety, environmental soundness and reliable operations principles and standards in projects and tasks. BS in Chemical Engineering, with 4-10 years experience in Chemical, Petrochemical, or Refining industries. Solid understanding of unit operations with experience in both batch and continuous chemical plant processes. Manufacturing equipment knowledge including reactors, heat exchangers, piping, and pumps and pumping systems, boilers, cooling systems and technical drawing interpretations. Strong knowledge of process technology and equipment, process modeling and statistical process control, basic engineering principles and regulatory compliance. Prior experience with MOC and PHA processes, PFD's, P&ID's, developing process schematics. Experience with leading, managing and executing capital projects at all phases from start of project definition to start up and commissioning. Knowledge and exposure to yield analysis and measuring

production efficiencies. Basic engineering principles and regulatory compliance knowledge. Strong analytical and problem-solving skills. Must have excellent technical, interpersonal, and communication skills. Computer literacy, specifically MS Excel, and project management software

#### **Process/Project Engineer New York State Location**

Will oversee all phases of projects from inception to final commissioning and start up. Responsibilities include project planning, cost estimating, project coordination, scheduling, installation, commissioning, and start up. Ensure compliance with engineering principles and HSE standards. Optimize existing processes using continuous improvement tools. Projects work may include: improving equipment cleanliness, debottlenecking processes, improving throughput, reducing waste, and decreasing costs. Assure compliance with cGMP and HACCP. Develop Standard Operating Procedures (SOPs) to detail operations of new equipment or revise SOPs to reflect changes to operations, as the result of modifications to existing equipment. Troubleshoot process control logic including: PLCs, HMIs and plant instrumentation. Conduct safety audits (PHAs/HAZOPs) for existing and new processes. Develop project specifications, preparing process flow diagrams (PFDs), piping and instrumentation drawings (P&IDs), site and floor plans, utilities planning, and other project documentation as needed. Conduct training of Production Supervisors, Team Leaders, and Operators on proper operation of equipment. Minimum BS in Chemical or Biochemical Engineering required, possibly Mechanical Engineer with process experience. Minimum of 3 years of relevant experience in the food, food ingredient, beverage or pharmaceutical industries. Experience with fluid systems in a CGMP environment a plus. Ideal candidate would be a process engineer with experience as a project engineer that is well versed in project schedules, cost estimates, PFDs, P&IDs, utilities requirements development, interpretation of P&IDs, with a good understanding of process and instrumentation control. Knowledgeable of process controls/automation a plus. Strong process and equipment problem solving skills (RCA) desired. Able to take concepts from R&D and create a workable manufacturing process. Must enjoy hands-on problem solving.

#### **Senior Manufacturing Technology Engineer Ohio Location**

Provides technical expertise and strategic direction to improve competitive advantage for the solvent recovery and polymer manufacturing areas. Will be recognized as a leader and expert in that technology and leads teams to upgrade processes and products that may range from incremental improvements to major technology changes. A primary focus is to develop improved process instrumentation and control strategies, process safety, yield, quality, plant capacity and uptime performance. Will mentor other technical personnel and may serve in a Process Safety Management critical role. Experience with distillation, industrial polymer manufacturing, and powder handling. Demonstrated ability to apply technical knowledge to diagnose, troubleshoot, solve or help others solve equipment and/or process issues. Demonstrated knowledge of key PSM Technology elements such as Process Hazards Analysis, Process Technology, Management of Change-Technology, RAGAGEP among others. Demonstrated ability to teach, coach, mentor, develop others, and work in a team-based environment. Demonstrated ability to plan, prioritize and manage multiple, complex, time-sensitive projects. Demonstrated skill in leadership, team building and achieving results through influence and negotiation. Good interpersonal and communication skills; must work well in both self-managed and team environment. Technical Degree (BS, MS, or PhD) in Engineering, Chemistry or related science discipline. Chemical Engineering degree is preferred. Six Sigma Green Belt Certification (minimum); Black Belt Certification (preferred). A minimum of 5 years industrial plant experience with exposure to PSM (Process Safety Management) systems. Co-Op/Internship experience will be considered. Distillation experience a plus.

#### **Quality Engineer Ohio Location**

Provide quality guidance/direction and coordinate all quality functions as they relate to the manufacturing facility. Provide technical support to Operations with respect to improving quality, quality systems, and product-related services. Support and lead the quality improvement initiatives as part of the continuous improvement philosophy, with focus on prevention and mistake-proofing. Work with area teams using quality tools and Root Cause Failure Analysis (RCFA) to implement solutions. Be a team player with Manufacturing Engineering and Operations to improve in-process product quality. Translate and communicate customer quality requirements into understandable plans and assess current capability to meet requirements. Lead and/or support investigations of internal and external quality issues in a timely manner and implement effective corrective and preventive actions using root cause tools (5Why, Root

Cause Failure Analysis (RCFA), Fishbone, etc.). Quality source for release of material on "Tech Hold" (typical MRB Function). Conduct internal system, process, and product audits and monitors corrective action plans. Initiate, monitor and execute quality improvement programs/projects to align with and achieve Quality Objectives, COT's, to improve customer satisfaction. Develop, maintain, and provide quality metrics as required to facilitate a positive proactive change in quality performance. Analyze internal and external failure data and ongoing quality performance for continuous improvement (CI) opportunities and drive CI effort. Actively participate in daily/weekly Operations "toolbox"/Visual Management Board Meetings to communicate quality performance. Work with Supplier Quality and Purchasing to facilitate corrective/preventive actions with Suppliers in a timely manner. Participate/Lead Supplier Audits as directed. Coordinates/Conducts necessary training with Operations on quality standards, product knowledge, and problem solving (RCFA). Requires a BS in Engineering. Effective verbal and written communication skills with the ability to interact with a range of personnel. Proficiency in Microsoft programs (Excel, Word, PowerPoint, Project), Minitab. ASQ-CQE certification preferred. Minimum 3 years in a Quality Engineer role preferred. Six Sigma Green Belt (or higher) certification preferred. Interface with Customers and Suppliers on quality and technical issues. Ability and desire to teach and train.

#### **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. Bachelor's 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 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.

### **PROCESS CONTROL ENGINEERING POSITIONS**

#### **Lead Process Control Engineer New! Los Angeles, CA Location**

Position is open due to promotion. Provides process control engineering support for refinery operations and capital projects. Ensures refinery process unit static and dynamic control objectives are met through tuning, development of control strategies and troubleshooting existing regulatory and multi-variable control configurations for continuous operations in refinery process units. Works with a variety of departments including Operations, Process Engineering, Reliability Engineering, Economics & Planning and Maintenance as well as outside consultants and vendors. Provides process control engineering support for refinery operations and capital projects using dynamic engineering techniques bringing time and frequency domains to normal engineering tools. Ensures process units behave as linearly and predictively as possible. Utilizes Bode plots, Nyquist diagrams, material and energy balances in tuning/troubleshooting and multi-variable control configurations for efficient and profitable operations in refinery process units. Provides day-to-day support for multi-variable controllers to ensure model certainty throughout assigned refinery process units. Works with Processing Engineering, Economics & Planning and APC (advanced process control) team, where applicable, for solutions to moderate and more complex problems. Stays abreast of latest control technology through attendance at technical seminars and technical training. Provides capital and expense



project support. Under general supervision, conducts feasibility and simulation studies evaluating economic value and impact on existing control systems' installations. Reviews project documentation, drawings, equipment specifications and complex loop narratives. Participates on teams to support refinery activities such as process unit alarm management defect elimination, Process Hazard Analysis (PHA) and Management of Change (MOC). Accesses areas of refinery requiring the use of stairs and/or ladders to inspect control equipment. Responds to process unit control upsets during off hours. Shares on-call duty with department engineers. Minimum undergraduate degree in chemical, electrical or mechanical engineering required. Minimum 7 years' process or process controls engineering experience in petrochemical industry required. Process control engineering experience including implementing and maintaining regulatory control and/or multi-variable control strategies on DCS preferred. Advanced Process Control experience preferred.

#### **Principal Engineer-Instrumentation and Controls Kansas Location**

Reports to Automation Manager. Must have good DCS/controls H/W experience and be very hands-on in day-to-day plant engineering. Strong preference for a BS ChE or BS EE. Might consider assoc degree with strong experience. Strong preference for refining but open to petrochemicals. Provides day-to-day instrumentation and controls technology support to Operations and Maintenance. Responsibility for stewarding instrumentation technology to support reliable measurement and final control instrumentation to meet the refinery's safety and profitability objectives. Works closely with Tech Services, Project and Process Control Engineers. Selects and designs instrumentation to meet measurement and control objectives. Bachelor's Degree in Electrical or Chemical Engineering. Strong understanding of field instrumentation fundamentals (i.e. flow, pressure, temperature and level), advanced instrumentation technology (i.e. process, fire and gas analyzers and safety shutdown systems). Professional Engineering License and Safety Certification are preferred -- must be eligible and willing to seek license and certification upon employment. 9-15 years of experience in a refinery or chemical company instrumentation department, preferably with experience in day-to-day support to Operations and Maintenance. Experience in using instrumentation standards based on ISA standards such as 5.1, 20 and 75. Technical knowledge of instrumentation signal basics -- 4-20 mA, HART, Modbus. Willingness to conduct field walkdowns and interface with field maintenance personnel. Ability to work with standard I&C documentation -- P&IDs, loop drawings, C&Es, Binary Logic Drawings, Ladder Logic Drawings, Schematics and ISA S-20 Datasheets. Expert knowledge of flow measurement fundamentals.

#### **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. 2 roles available. Minimum 2 years of experience on one and Minimum 5 years of process control and/or control systems engineering experience required on the other.

### **ELECTRICAL ENGINEERING POSITIONS**

#### **Plant Electrical Engineer Beaumont, TX Area Location**

Excellent smaller facility where you can gain more experience than in a large plant. This position will move toward a lead position in the DCS arena. Initially in this plant level electrical position person will initiate, develop and install reliable and cost-effective instrumentation, electronic hardware and custom software solutions for area process control platforms and global communication networks. Implement multiple projects while utilizing the best available technology, conforming to good engineering practice and applicable safety codes and regulations. Support the Production and Maintenance Departments in the safe operation of new and existing systems with timely troubleshooting skills and technical analysis. Knowledge of basic, site wide

electrical power distribution methods and systems is a plus. Some specific responsibilities will include the following: Instrument, Electrical, Controls and Network project management including design, materials procurement, implementation, checkout, startup, personnel training, and documentation. Use established project procedures and knowledge of process control fundamentals, electrical distribution, instrumentation and computer applications to design and implement required plant changes, safely and efficiently while under supervision of department manager(s). Support other project engineers by providing I, E, C & N expertise and support for Scope and Estimate development and installation of approved projects and disciplines. Maintain, program and update DCS, PLC and Network computer control systems - use knowledge of the process and systems as well as programming techniques. Develop and furnish required engineering documentation, drawing preparation and updating - work with drafting personnel and/or computer aided drafting and other computer software to maintain updated drawings and documentation for projects. Support the maintenance department with technical information, programming updates, training and troubleshooting - provide drawings, other documentation and knowledge of plant operating systems. Supervise I/E/C/N contractors and direct site EEs. Bachelor's Degree in electrical engineering; 3-5 years of Industrial Plant Engineering experience and/or Maintenance functions in support of digital based instrumentation, devices, equipment and network-based architecture. Certificate(s) or demonstrated experience in PC operating systems and applications.

#### **Principal Engineer-Electrical and Instrumentation Kansas Location**

Reports to I&E Reliability Supervisor. Must be strong on the day-to-day plant instrumentation side. Must be very hands-on with I&E equipment. Strong preference for a BS EE. Might consider other or assoc degree but would have to have strong experience. Strong preference for refining but open to petrochemicals. Provide advanced technical leadership and knowledge on instrumentation and controls. Expected to resolve technical problems, rationalize resolutions, recommend modifications, propose new approaches and mentor less experienced technical engineers. Provide safe, cost effective and timely engineered solutions for support of reliability, operations, maintenance, and all other departments within the refinery. Provide Technical Instrument Engineering support to the refinery. Define/ manage/install Maintenance projects, interface with capital group as required. Perform engineering studies, advise, and make recommendations for all departments on refinery instrumentation. Utilize reliability tools such as failure calculations, failure evaluations, cost analysis and others to evaluate and prioritize action items. Perform root cause failure analysis to drive reliability and safety performance. Assist Operations and Maintenance departments in developing procedures, training, etc. to ensure equipment is operated in a reliable fashion within design parameters. Review scope and frequency of predictive maintenance and preventative maintenance activities. Specify new and replacement equipment and components and provide technical support for turnaround and shutdown activities.

#### **Senior Electrical Engineer Northern California**

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.

### **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 rootcause 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, and 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.

## **R&D POSTIONS**

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### **Chemist *Pennsylvania Location***

Performs tests utilizing requisite lab equipment and instruments. Records observations, measures and reports results, prepares solutions and media, and orders supplies. Will become an expert in the field's concepts, practices, and procedures. The position relies on instructions and pre-established guidelines to perform the functions of the job and works under immediate supervision of the Lab Manager. Will provide technical support to company and its customers. May include specific duties such as sample preparation for customers, stability studies, cost reduction projects and improved processing studies. Will have direct communication with plant personnel, marketing, and other Management. Will also be responsible for providing training, scheduling and leadership skill for the hourly laboratory technicians. Maintain knowledge of all required testing procedures and permit requirements. Safe, timely, and accurate completion of all testing while adhering to all safety rules and regulations. Ensure data integrity and cleanliness of the laboratory. Provide technical support for sales, operations, product support and other groups. Employ problem solving skills in determining the correct solution to challenges the laboratory or company may face. Analyze data to find logical solutions to existing testing or process problems. Effectively communicate test data in a clear and understood manner to both internal and external departments. Collaborate with internal and external groups in efforts for continual improvement, quality control, and problem solving. Participate in housekeeping and safety audits. Assist with receipt and inspection of lab supplies, ordering, and stocking. Bachelor's Degree in Chemistry required.

### **Research Scientist *New Orleans, LA Area Location***

Work independently and in collaboration with others in the technical area on developing new products, manufacturing processes and applications. Strong background and hands-on experience in synthetic organic chemistry and polymer chemistry; experience in emulsion polymerization is preferred. In depth knowledge of mechanisms of chemical reactions and reactions of polymerization. Familiarity with modern analytical techniques. Facilitate new product scale-up in the pilot plant. Capable of running lab instrumentation. Publications and/or track record of successfully developing new materials or chemicals on the field of PVC additives are a plus. Familiarity with a patent application filing process. Knowledge of project management tools. Provide technical support for the business, manufacturing facilities and customers as required. PhD in Chemistry, Polymer Chemistry, Material Science or Chemical Engineering. Previous 2-5 years of work experience is an asset. Computer proficiency. Excellent communications skills.

## **ENVIROMENTAL ENGINEERING POSITIONS**

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

Bachelor of Science Degree in Environmental, Mechanical, or Chemical Engineering or equivalent background and experience in environmental concerns and regulations. Minimum of 5 years of experience in environmental. Knowledge of Federal and State regulatory compliance and reporting requirements with an emphasis on air requirements. Good communication skills, ability to work under deadline pressure, organizational skills. Ability to work with other supervisors, technicians and employees, often under difficult conditions. Must be able to handle pressures from operations and management. Ability to apply commonsense understanding to carry out detailed written, oral or diagram instructions. Oversee projects from inception to completion in support of regulatory compliance with safety and efficiency the primary goal. Maintain environmental compliance with permits, audits and reporting requirements for the facility. Prepare and/or schedule associated work to maintain the site in compliance with all company and government regulations. Monitor and analyze environmental data for compliance as well as risk analysis. Keep abreast of rule changes that may affect facility compliance requirements. Provide regulatory guidance on environmental matters to Operations and Management personnel. Communicate changes in compliance requirements to affected parties. Serve as a training resource on environmental subjects. Performs duties as assigned, in the absence of the Environmental Manager.

### **Environmental Engineer *Southern California/High Desert Location***

Excellent high desert/mountainous location for the outdoors type without the expense of the crowded coastal areas of California. Located in the Bakersfield/Ridgecrest/Mojave area. In this large 500+ person inorganics

production facility individual will be part of a team responsible for compliance with all applicable federal, state and local environmental permits and regulations. Experience with Federal environmental regulations and compliance is required, California experience is preferred. A key goal is to improve environmental compliance and performance in the most cost-effective manner possible. Some specific responsibilities will include the following: Oversee Environmental and Safety Programs including maintaining and updating the Business Plan, SPCC, CALARP/RMP, SDS systems; maintaining and updating FIFRA, pesticide and fertilizer registration; and providing regulatory oversight and support for the hazardous waste program. Remain current with advances in environmental regulations and technology and provide support and consultation to operating areas and plant management. Will include input on project design, training, providing solutions for technical and regulatory environmental issues; overseeing consultants and outside laboratories; leading internal audit teams; and incident investigation, mitigation, root cause analysis and corrective action. Manage agency reporting and programs to achieve compliance with federal, state and local regulations. This includes applications for new and revised permits; maintaining a cooperative relationship with regulators at the local, state and federal level and participate in facility inspections; and audits, inspections and other regulatory compliance assurance activities. Bachelor of Science degree in engineering with a minimum of 5 years related experience. 4 or more years of experience in chemical, refining or mining operations. Knowledge of local, state and federal environmental laws and regulations. Must have experience interacting with governmental agencies. Working knowledge of environmental management systems.

#### **Corporate Environmental Specialist-Air SME Dallas, TX Location**

Position is open due to promotion within organization. Reports to Corporate Environmental Director. Position must be able to lead compliance efforts on air related issues. Must have strong influencing skills. Travel is up to 50% in US and Canada. Will join a team of 4 other corporate environmental professionals in the organization. Coordinates environmental programs and provides environmental assistance to business units. Monitors environmental programs for compliance with all applicable federal, state, and local government laws and advises management of any issues. Proposes environmental policies, programs and initiatives. Represents the company to governmental environmental agencies, the public, and trade/professional associations and interfaces with regulatory agencies to ensure understanding of, and compliance with, all applicable environmental regulations and requirements. Tracks environmental performance measures and recommends parameters. Prepares comments on proposed Environmental regulations. Assists business units with air permit applications and supporting documentation and routine air and other needed reports such as: MACT reports, excess emissions quarterly report, NSPS semi-annual reports, SO<sub>2</sub> release monthly summaries and other reports as required. Assists business units with environmental compliance activities and compliance schedules. Participates in third party compliance audits of Company facilities. Provide oversight to Company's compliance with EPA fuel regulations. Ability to lead and train small groups of employees in a Technical Expert capacity (air). Ability to provide analyses of proposed and final air, Fuels, TSCA, and EPCRA regulations that impact operations and/or compliance status. Strong communication skills and good technical writing skills. Working knowledge of environmental air quality regulations required. Ability to perform emissions calculations. Understanding of oil refining processes (process flow diagrams/mechanical flow sheets, chemical phase separations, and reactions). Ability to perform intermediate mathematical calculations and to effectively communicate with others, both written and verbal communication. Knowledge of laws, pronouncements and regulations pertaining to environmental operations. Excellent planning, organizational, time management and analytical skills; and ability to present publicly. Position requires a minimum of a BS degree and 10+ years of extensive industry experience.

## **SAFETY POSITIONS**

### **PSM Manager Houston, TX Area Location**

Under the direction of the Director of the Health, Safety and Environmental Director, the Process Safety Manager's main responsibility is to lead and provide guidance for the company's ongoing compliance with Process Safety Management (PSM) standards and Risk Management Plan (RMP) programs. Will serve alongside an EH&S Safety Manager, Field Safety Manager, an Environmental Manager and a Quality Assurance Specialist. Responsible for building, implementing, organizing and maintaining the Process Safety Management programs to assure compliance with OSHA regulations and industry best practices. Provide technical expertise and support for implementation and execution of process safety requirements.

Responsible for ensuring compliance with applicable regulations. (Ex: This position will be responsible for all 14 elements of OSHA/PSM standards). Develop new policies and procedures as required by new processes undertaken by the site. This may include new SOPs, modifications to SOPs, or their general organization and compliance to standards. Engage and work with technical, operations, and other EHS staff at site to accomplish objectives and improve the site's program. Interact with all departments regularly to be aware of potential changes and communicate their impact on process safety to ensure compliance. Lead the Process Hazard Analysis for the site. Ensure accurate and complete documentation. Track action items to completion. Manage MOC program for site. Ensure that changes which fall under the PSM program for the site are managed according to the site's procedures, including new processes, new equipment, process modifications and equipment modifications. Ensure program meets requirements of processes, update as necessary. Track MOCs and Action Items to completion. Provide leadership for management of significant, though unregulated, process safety risks (ex: because the volume of chemical is below the regulatory threshold). Responsible for and will act as the primary contact for all process safety regulatory requirements ensuring compliance with required federal, state, and local recordkeeping requirements. Report on PSM/RMP activities and initiatives. Provide evaluations and progress reports of ongoing programs to site leadership as required. Assist the site in its Hazard Assessment (Off-site Consequence Analysis) modeling in accordance with local requirements as required. Minimum BS in Safety, Engineering, Chemistry, or other technical degree. Formal PSM 1910.11 training. Proficient in OSHA's PSM 1910.119 regulations. Process Hazard Analysis methodology knowledge. Proficient with Piping and Instrumentation Diagrams (P&ID). Interpretation and application of regulatory standards. Experience with facilitating, participating in, and/or scribing PHA's. PSM background including MOC, PSSR, HAZOP, etc. A general understanding of related codes and consensus standards is also necessary (Ex: fire, boiler and pressure vessel codes; API, ANSI, ASME etc. standards and recommended practices) as these play a role in the overall process safety management whether formally or informally incorporated within the PSM and RMP standards. Experience minimum: Five (5) years of petrochemical/industrial experience is required. PSM experience minimum: Three (3) to Five (5) years of dedicated PSM experience at a petrochemical/industrial site. Demonstrate excellent verbal and written communication skills. The role will require public speaking, presentation development and significant report writing. Able to work and communicate effectively with all levels of co-workers, customers and other external contacts. Demonstrated experience supporting operations and project groups. Proficient in working with Microsoft Office Excel, Word and Outlook. Strong planning and excellent organization skills. Process-oriented. Ability to deal well with ambiguity. 60% Office/40% Plant setting.

### **Process Safety Manager South Arkansas Location**

A member of the Refinery Leadership Team and provides leadership, direction and guidance for all the Process Safety obligations including EPA RMP regulation. Responsible for ensuring compliance with applicable regulations, and effective application of process safety related programs, developing innovative solutions for evolving standards, establishing and fostering a healthy and effective process safety culture, and managing risks. Provides technical expertise and support for implementation and execution of process safety requirements. Engage with regulators, community interest groups, contractors and consultants to ensure Company commitment to keeping people safe and demonstrating process safety leadership. Will collaborate with Corporate Environmental and Regulatory Affairs to assist with developing and implementing company policies and programs, commenting on proposed rules and legislation, developing compliance programs for new regulations, and assisting with the overall improvement of company-wide process safety performance. Manage and lead the activities of the Process Safety Team to ensure process safety, and RMP regulatory compliance and department goals and initiatives are achieved as well as establish the expectations of behavior for the process safety culture in the refinery. Provide guidance and leadership in administering the development, implementation and execution of the policies, procedures, training programs, and process safety management systems to identify and reduce/eliminate potential hazard exposures. Identify and establish leading indicator metrics that are tracked, trended and used in a way to identify areas for concern, improve programs, address risks/hazards and ultimately eliminate incident. Utilize sound human relations and communications skills to provide development of direct reports and motivation of staff resulting in a reliable and competent work force. Address personnel issues including developing, training, coaching, mentoring and disciplining of subordinates. Responsible for building, implementing, organizing and maintaining the Process Safety Management system and programs to assure compliance with OSHA regulations, EPA RMP, and industry best practices. Interact with all Departments regularly to be aware of potential changes and communicate their impact on process safety and RMP to ensure

compliance. Monitor, track and analyze data of process safety monitoring, analytical and control equipment. Report persistent issues and potential regulatory situations and develop corrective actions to ensure compliance. Perform routine monitoring of documentation to ensure refinery compliance with the process safety and RMP programs including oversee Audits and Investigations; verifies and documents corrective actions. Primary contact for all process safety regulatory requirements ensuring compliance with federal and state regulations. Maintain all documentation necessary to demonstrate compliance with required federal, state and local record keeping requirements, as well as all required external submission reports. Report on status of process safety, and RMP incidents to management, lead investigations related to these incidents, draft investigation reports and coordinate the development of corrective actions based upon investigations. Develop, implement and provide process safety training and ensure training compliance as well as develop capability for effective application of safe work practices and other safety procedures. Ensure compliance with governmental regulations and industry standards. Areas of focus include, but not limited to: employee compliance training programs and process safety programs (process hazard analysis, facility siting, management of change, etc.). Coordinate compliance review audits with corporate, governmental agencies and third-party personnel and maintain proactive and positive relations with regulatory agencies, trade groups, and community stakeholders. Monitor emerging process safety issues throughout the Industry and initiate proactive gap closure actions of industry best practices. Must identify needs for process safety capital investments, properly scope those needs and manage project to ensure capital budget is met. Develop and implement long range plans to ensure process safety compliance and improve the overall performance. Develops and manages the process safety, and training department operating, and capital project budgets and supports other departments with planning for costs associated with programs. Bachelor's Degree in science/technical discipline or engineering or relate field. Five (5) years of experience in refining, petrochemical, or chemical industry. Demonstrated knowledge of OSHA, and other safety related regulations and industry practices relating to the refining/petrochemical and construction industry. Working knowledge of process safety requirements of 29 CFR 1910.119 and 40 CFR Part 68 Subpart D. Understanding of regulations governing occupational safety, specifically OSHA 29-CFR-1910 and 1926 and industry standards such as API, NFPA, OSHA, ASME, and ANSI. Experience with developing and implementing training programs. Demonstrated organizational skills and an ability to manage multiple projects and tasks in an effective manner. Proven experience in incident investigation and root cause analysis. Proven experience focused on implementation, improvement, and auditing of safe work practices and process safety programs. Proven ability to lead and influence direct staff and staff not under direct supervision. 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.

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

### **Logistics Manager *New! New Orleans, LA Area Location***

Reports to the Director of Manufacturing. Responsible for management of the warehouse and shipping activities, overseeing the loading/unloading of outgoing/incoming material, and supervision of Logistics and Warehouse personnel. Manage and direct site logistics process, including all shipping activities and daily site warehouse activities. Manage warehouse personnel, including manpower scheduling, vacation management, training, performance management and discipline. Manage Logistics Loader and all incoming and outgoing material handling of products. Coordinate shipment schedules for all incoming trucks. Create and maintain database and spreadsheet files and prepare, update and run various reports, including orders, and maintain through SAP system. Resolve issues regarding container availability, transportation delays, shipment delays or other logistics issues. Provide technical expertise and support for all logistics activities. Insure regulatory compliance with all DOT requirements. Provide assistance with railcar tracking as needed. Review and reconcile all freight and railroad billing for payment. Primary interface with third party logistics providers, external logistics personnel and internal supply chain personnel. Interact with operations and the lab to coordinate product shipment and on-time delivery to customers. Interface with carriers to insure shipping vessels arrive on time for loading and leave on time for delivery. Create pick tickets for export of orders. Participate on various teams; support and serve as a member of the Site Leadership Team. 3-5 years' experience in chemical manufacturing environment managing logistics process. Experience in various types of vessel handling. Familiarity with bills of lading. Experience with and knowledge of DOT regulatory compliance. Able to develop creative solutions to problems and lead and work effectively in a team

environment with internal and external customers. Able to apply technical understanding to practical, cost effective solutions. Able to prioritize and follow up on tasks and perform responsibilities efficiently and timely.

**Account Manager *New! New Orleans, LA Location***

Client is a specialty chemical company manufacturing and marketing additives used in PVC, Polyurethane and Silicone applications around the world. The Business has been established for over 50 years with a global manufacturing footprint and sales in over 50 countries. Seeking an Account Manager for their fast-growing Organotin Catalysts business serving polyurethane and silicone markets. Based in the New Orleans area, CT, or Midwest/Northeast region home office. Used in a variety of applications including ridged foams, varnish and powder coatings. Reports to the Commercial Director, the Account Manager is responsible for all Sales activities, including New Business Development for the Polyurethane and Silicone markets. Develop and maintain a regional sales territory where assigned or needed, including frequent face to face contact as per calling plan. Build and maintain excellent working relationships with existing and new customers. Search out and acquire new customers and new applications for existing products and develop sales of new products. Accountable for delivering budgeted sales and margin targets for the territory. Develop account specific strategies and establish key account plans. Attend and/or prepare formal presentations for assigned territory, actively participate at sales meetings and other meetings designated by management. Assist in the development and implementation of an annual marketing plan in consultation with other departments and works within the business plan. Includes assisting in implementing a strategy, working within a defined budget, and evaluating the results. Represent the company at industry related associations and events. B.S Chemical Engineering, Chemistry or Polymer Science. 3-10 years' experience in business development, sales or technical customer support. Experience in Polyurethane and Silicone applications is desired. Excellent analytical, quantitative, negotiation and problem-solving skills. Excellent communication, interpersonal skill and relationship building skills at all levels. Strong computer skills with emphasis on Excel, Microsoft Word, and PowerPoint. Confident, self-motivated and possess an ability to think strategically. Demonstrate an ability to be trained and have good teamwork skills.

**Human Resources Generalist/Manager *Ohio Location***

Will be sole HR professional on site. Previous payroll experience is helpful, working knowledge with Kronos is helpful. Overall solid generalist skills in all areas of HR is needed. Non-Union facility of about 200-person plant site. Position is open due to upcoming retirement. Develops, recommends and implements personnel policies and procedures. Develops, reviews, updates and maintains job descriptions. Assist in the recruiting process to include postings jobs, interviewing candidates, generating offer letters, conducting new hire orientation and coordinating logistics for all on boarding activities. Assist with identifying and implementing initiatives to drive employee retention to include but not limited to conducting exit interviews and identifying turnover trends. Responsible for required reporting (AAP, EEO, veterans). Maintain company compliance with federal and state legislation, pertaining to all personnel matters. Creates, participates and/or conducts employee/management required training. Investigates workplace incidents or accidents and prepares appropriate recommendations and reports. Coaches and provides guidance to managers on employee relations issues. Acts as employee liaison for employee concerns. Create, review and maintain labor law posting requirements at location sites and on the company intranet. Responsible for unemployment claim responses and reporting. Maintains personnel files in compliance with applicable legal requirements. Oversight of company sponsored activities. Responsible for ensuring hour worked are audited and sent to payroll for timely processing. Coordinates communication meetings and any employee input meetings. Responsible for restricted work programs and manages attendance and LOA. Creates various reports to include but not limited to Safety, OT, turn-over. Minimum of 5 years of previous experience in a HR Generalist role. Ideal candidates will have previous manufacturing experience in an HR role. Fluent in MS Office and packages and HRIS systems. Must be a self-starter who continuously seeks new knowledge; exhibits a continuous improvement mindset; applies new learning to existing challenges and is viewed as a creative and effective problem solver. A Bachelor's Degree in Human Resources or Business Administration required. PHR or SPHR certification preferred.

**Lube Study Manager *Dallas, TX Location***

Position is with reputable consulting/engineering firm. Full time role. Position is open due to retirement. Reports to VP of Refining Practice. Global travel, 25%. Will be a core member of downstream Refining Team focused on Worldwide Paraffinic Lube Refinery Performance Analysis (Lube Study). Responsibilities



include building strong relationships with client companies to drive growth. Candidates must have functional expertise in lube process technology and/or lube refinery economics and planning. A knowledge of the base oil and wax markets would also be helpful. Work will require extensive analysis at office as well as training, presentations, and workshops at client sites worldwide. Will also be expected to participate on consulting projects at client locations worldwide. Consulting projects involve the application of metrics to improve client refining operations, lower client operating costs, and improve client refinery efficiency. Bachelor of Science in Chemical Engineering or Mechanical Engineering. Minimum of 15 years in base oil and wax manufacturing, Operations, economics, and planning department exposure, Significant involvement in lube processing and/or economics. Analytical, problem solving and decision-making skills. Operational knowledge of main lube refining processing equipment.

#### **Refinery Economics and Planning Manager Wyoming Location**

Will report to the Senior Director, Planning and Optimization, who is based in Houston, and provide supervision to two Yield Accountants and a Planning Optimization Engineer. Primary task will be creating refinery-wide operating plans that are safe, feasible, and economically optimized. This will include using and maintaining the following tools: the refinery LP (Haverly GRTMPS Linear Program), crude assay program (Haverly H/CAMS) and yield spreadsheet. Will take point on driving plant and commercial teams at the refinery to adjust operations and buying/selling to maximize the company's P&L. This will involve both serving as a member of the leadership team at the refinery and acting as a liaison with the corporate office. Expected to generate support and enthusiasm from Refinery Operations and Houston Commercial/Management for the operating plan through influence and effective communication skills. Will perform capital budget project economic analysis and communicate the results to Management. 80% of time in planning optimization and scheduling, and the other 20% in yield accounting. Work with the refinery Technical and Operations groups to initiate, track, and finalize Crude Assay evaluations. Communicate the approved safe operating window for each crude and crude blend with refinery Operations, Management, and corporate headquarters personnel. Lead communications directly with executives at monthly performance review meetings. Maintain accuracy of Refinery LP model. Run Multi Period Linear Program to evaluate near term refinery operations and help build an economically optimized short-term plan weekly. Communicate plan to refinery and corporate. Coordinate all refinery LP model changes and update with the assistance of Haverly and/or outside consultant help as needed. Occasionally update crude assays in HCAMS and/or HCOMET (shared responsibility). Assume responsibility for running and maintaining the yield tool (Excel using HCAMS). This tool is used weekly to generate the crude schedule and yields. Perform LP backcast analysis for refinery and report results to leadership, including the CEO, during Monthly Operating Plan meetings. Assist in generating weekly Production Planning spreadsheets. Communicate crude run plan/actual/forecast and anticipated constraints to refinery leadership during weekly Refinery Production Planning meetings. Engage technical skills to improve spreadsheet tools that are used for economic analysis and blending. Creates new spreadsheet tools as needed. A bachelor's or master's in Chemical Engineering. 10+ years of oil refining experience in planning, process engineering and/or operations leadership. Experience building, maintaining and running a linear program; experience with Haverly GRTMPS preferred but PIMS is also acceptable. Computer skills including proficiency with Windows and Microsoft Office suite programs, especially Excel. Excellent interpersonal and communication skills. Strong organizational skills with the ability to handle multiple tasks while meeting deadlines and production requirements. Experience scheduling and managing inventories. Supervisory or management experience.

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

This job has been given to us on a retained/exclusive search. New US Company will be building a new facility in Baytown, TX. Breaking ground in May 2018 and open for business by September 2018. They will be doing Ultrasonic Cleaning of heat exchangers and related industrial equipment. Looking for someone that MUST demonstrate that they have close personal relationships with the Plants, Plant Managers, Turnaround People, Maintenance and Reliability Engineers in the industry. Must be entrepreneurial. Must be willing to invest in the business to grow it, share in the profit and possibly the exit sale multiple. This person will be the first Houston hire. At the site there will be an operations manager for each shift that will be hired around August to run the plant. Sales/BD portion of this role is the crucial and critical. Position will have sales staff and operations staff at the site as direct reports. Clients and target sales will be to refining and

petrochemical clients. Main responsibility is to develop, implement and manage the Baytown, Texas Cleaning Facility and maintain the company's sales strategic plan and balanced score cards. The plan is to be updated and revised on a minimum monthly basis or sooner as necessary to effectively respond to market and business conditions. Works to improve market position to achieve financial growth outlined in the approved Strategic Plan. Participates collaboratively with the management team to define long-term organizational strategic goals, builds key customer relationships, identifies business opportunities, negotiates and closes sales and maintains extensive knowledge of current market conditions and products. Work in collaboration with the internal team, marketing staff, and other managers to increase sales opportunities and thereby maximize revenue. On a monthly basis (or as required by the President), will present to the Board of Directors, the actual vs. planned results as outlined in the sales score cards. Broadens and deepens relationships with all stakeholders of the entity, including investors, business partners, customers, employees, suppliers and the general community. Supports, promotes and follows core values, policies and processes. STRATEGIC SALES PLAN: Two days prior to the 2<sup>nd</sup> Thursday of each month, submit the sales teams individual score cards to the President that addresses the following areas:

- Update the sales Strengths, Weaknesses, Opportunities and Threats (SWOT)
- Project Sales Revenue for the current and following year
- Create Strategic intentions required to meet your projected EBITDA. Each Strategic Intention is to outline the goal(s), action item(s), desired outcome(s), who will do them and when they will be completed.
- The Sales Strategic Plan will include a section for each of the following three Score Cards:
  - Financial - *Defines how we achieve our company's financial viability.*
    - Meets or exceeds sales targets in current year
    - Meets or exceeds sales targets in following year.
    - Sales Budget versus variance.
  - Customers - *How we deliver a great value proposition.*
    - Attracts and leverages facility lunch and learn demonstrations with new customers.
    - Promote our Business model at all times.
      1. On an ad hoc or contract basis, we will clean fouled heat exchangers and process components at an Off-Site Cleaning Facility.
      2. On an ad hoc or contract basis, we will clean fouled heat exchangers and process components on a Clients Wash Pad.
      3. Where there is an appetite by the client, and on a contract basis, will design, construct and operate Client On-Site Cleaning Facility for the purposes of cleaning all fouled heat exchangers and process components on an as needed basis.
- Creates an environment whereby we are known for our LEGENDARY CUSTOMER SATISFACTION.
- Retains and expands our customer base.
- People – *How we align our human resources to achieve our objectives and results.*
  - Attracts, hires and retains the right sales employees and representatives
  - Trains, develops and aligns capabilities and skills for sales employees and representatives to thrive and achieve outstanding overall results.

#### **OPERATIONS:**

- Ensures all staff are trained to SODOTO (See one, Do one, Teach One)
- Ensures facility is left in Clean condition on a daily basis.
- Ensures the Tech Sonic Operational Management System (OMS) is adhered to.
- Ensures client's expectations are met. Heat Exchangers and Process Components.

#### **SAFETY:**

- Proactively promotes workplace health and safety collaboratively by assessing and addressing hazards, completing training, understanding and following safety policies, processes and procedures and providing input and feedback for safety improvements.
- Ensures personal safety and safety of others by being accountable to engage in the prevention and immediate correction of identified safety issues (hazards, damaged equipment, etc.), including stopping unsafe work where imminent danger to workers/bystanders exists and issues are effectively addressed before proceeding in a safe manner.
- Immediately reports accidents, incidents, near misses and/or treatment, regardless of severity, to the area supervisor for appropriate follow up and resolution.
- Actively participates in Safety Committee activities and/or safety meetings (Toolbox) as required.
- Wears applicable Personal Protective Equipment (in good condition) as required.
- Takes action to care for the environment by participating in recycling activities and minimizing negative impact to the environment.

**PERFORMANCE MEASURES:**

- Sales Revenue Targets are met within Sales Budget
- Sales employees and representatives are happy with the way they are treated
- Customers are satisfied with the service they receive
- Sales S.W.O.T and Balanced Scorecards are kept up to date and presented to the President on a monthly basis
- Policies, processes and procedures are supported and followed
- Timeliness, completeness and accuracy of reports to Trustees and Cleaning GP Board of Directors