

MAINTENANCE/RELIABILITY MANAGEMENT POSITIONS

Engineering and Maintenance Manager *New! North Louisiana Location*

Responsible for leading an organization of engineers, maintenance and I/E Technicians and contractors. This role provides engineering and maintenance services to the site for process improvements, capital project execution, maintenance turnarounds and on-going daily maintenance. Responsible for managing the engineering staff in order to support operations, safety, environmental, reliability and capital requirements. Is a member of the leadership team and is expected to interact with all plant personnel to solve problems and make substantial decisions to effect improvement throughout all areas of the refinery. Lead Engineering team to provide process improvements and execute capital projects to the refinery. Provide the necessary engineering support to execute projects, address actions from various sources such as mechanical integrity inspections, PSM audits, PHAs, incident investigations, etc. Develops employees through mentoring, coaching, training, goal setting and performance feedback. Improve and develop systems, work processes and the use of best practices to deliver results. Work with Operations to increase overall plant efficiency and continuously improve plant performance. Support PHA revalidations and other activities related to PSM. Manage all capital projects in the refinery and develop multi-year capital budgets. Direct the work of design engineering firms and contractors. Develop scopes, estimates, schedules and AFE's for capital projects. Specify and procure necessary equipment, material, parts for projects. Supervise the installation of capital projects to ensure proper and safe installation. Ensure all equipment information is included in Process Safety Information as required. Provides leadership to drive proactive, predictive maintenance practices to improve reliability. Maintain the reliability of equipment and infrastructure to maximize on-stream time. Plan, schedule and execute daily, weekly maintenance activities. Plan, schedule and execute all maintenance turnaround activities. Ensure all Mechanical Integrity inspections are completed on time. Manage spare parts to maximize on-stream with the optimal inventory. Manage PLC and DCS systems. BS in Engineering (Mechanical preferred but will consider Chemical). 8 or more years in a manufacturing plant (including sites covered by PSM). 5 or more years of demonstrated people leadership experience. Daily maintenance and turnaround planning/scheduling. Managing capital projects. Reports to Plant Manager.

Maintenance Superintendent *New! Eastern Tennessee Location*

Position reports to Maintenance Manager and will have maintenance supervisors, crafts people, a planner and admin reporting to this role. Chemical or petrochemical related experience is required. Experience should surround maintenance planning, scheduling, work coordination and technical knowledge and skills. Open to degreed or non-degreed professionals.

Manager of Routine Maintenance *Southern California Location*

Position is open due to promotion. Manages and leads refinery's routine maintenance group. Directs efforts to support reliability-centered maintenance strategy. Ensures departmental activities are conducted in safe, regulatory compliant and environmentally responsible manner. As designated, may act in capacity of Senior Manager, Maintenance in his/her absence. Participates, as member of department's leadership team, in development of Maintenance's strategic and tactical plans including establishment of specific objectives aligning with refinery's targets for safety, regulatory compliance, reliability, and efficiency. Directs efforts to improve effectiveness and efficiency through deployment of routine maintenance optimization plan with focus on downtime prevention and long-term resolution of equipment and maintenance issues. Manages analysis to identify opportunities to reduce unplanned downtime and maintenance costs. Tracks, trends and reports results of maintenance efforts to refinery leadership. Ensures departmental activities are conducted in safe, environmentally sound and regulatory compliant manner across the site. Ensures risks associated with routine maintenance activities are appropriately managed. Manages or provides input to development and rigorous execution of corporate, refinery, and department operational excellence management systems (e.g. policies, programs, standing instructions, and procedures) to maximize safe and efficient execution of routine maintenance across site. Ensures adoption of and adherence to engineering guidelines, industry standards, and best practices. Promotes culture of continuous improvement. Develops and manages budget. Exercises financial stewardship to control expenditures. Manages staff. Initiates selection, promotion and corrective actions when appropriate; accountable for fair and uniform application of human resources policies. Leads design and implementation of hourly skill development programs. Oversees career paths and succession planning. Key member of refinery's labor-management committee(s) including separate bargaining units. Works closely with Human Resources on labor relations matters in area of

responsibility. Ensures compliance with collective bargaining agreements. Minimum undergraduate degree in engineering required. Minimum 10 years refinery maintenance or operational experience with at least 5 years supervisory/management experience in progressively responsible positions required. Working knowledge of process industry equipment and rotating equipment, refining operating units and processes.

Corporate Director of Mechanical Integrity Mississippi Location

Newly created position reporting to VP of Corporate Engineering. Position has NO direct reports at this time. Initially focusing on 4 PSM covered facilities (2 refineries, an ethanol plant, and a condensate stabilizer); future goal is to roll out MI best practices to all of company facilities (almost 50 asphalt and emulsion plants, terminals, pipelines, etc). Will provide leadership, support, and consistency to facilities in the development, implementation and sustainability of robust mechanical integrity programs including implementation of Risk Based Inspection programs at select facilities. Directly responsible and accountable for identifying and executing reliability initiatives and overseeing mechanical integrity activities to ensure consistency within the organization and compliance with industry codes and standards and applicable laws and regulations. Ensure compliance with OSHA PSM Mechanical Integrity elements where applicable. Lead the development, implementation, and continuous improvement of the Mechanical Integrity programs to improve on-stream reliability and ensure safe and responsible operations. Provide direction, technical support, mentoring, and training to the sites and corporate reliability engineers and inspectors. Identify opportunities for resource sharing across sites to ensure adequate support and consistent implementation of MI programs. Interface with plant operations, maintenance, and engineering teams to understand, define, and prioritize activities to address reliability risks. Interface with multiple business units to develop and review best practices and lessons learned. Work with facilities to develop and maintain reliability and inspection work processes. Lead the development, implementation, and utilization of Risk Based Inspection (RBI) programs at two refineries including development of schedule and resource requirements. Lead the effort to evaluate, select, and implement new software to effectively manage the MI program including RBI. Coordinate with facilities to ensure they have adequate staffing to support implementation and ever-greening of RBI Programs (Reliability Engineers, Inspectors, etc.). Measure and ensure effective implementation and utilization of RBI Management Systems at applicable sites by developing and tracking Key Performance Indicators (KPI), including saves identified by the RBI Program. Participate in Industry Association activity (API, AFPM, etc.) to keep abreast of improved learning methods and changes in regulations, standards, technologies, etc. Provide technical input on corporate due diligence efforts. Facilitate or participate in Root Cause Analysis (RCA) as needed. Participate in development of turnaround inspection plans and recommendations. Ensure inspection document control systems are in place, accurate, and well maintained. Support capital project inspection needs and PSM requirements. Ensure completion of corrosion/damage assessments, fitness for service evaluations, and other risk based inspection programs and participate in risk analysis to adjust inspection, repair, and/or replacement planning. Requires a minimum of 10 years of progressive work experience in reliability, maintenance, and/or inspection engineering. BS Engineering required (Mechanical preferred). Refining, petrochemical or specialty chemical experience required. Experience implementing and managing Risk Based Inspection programs preferred. Intimate knowledge of applicable codes, standards, and regulations specifically OSHA 1910.119, API 510, API 570, API 571, API 580, API 581, ASME B31.3, ASME BPV Code Section VIII. Technical knowledge and practical experience with inspection processes, non-destructive testing methods/techniques, and fixed equipment and piping damage assessment and repair. Experience with SAP preferred. Intimate knowledge of corrosion issues and damage mechanisms occurring in a refinery environment. API 510 and API 570 certifications preferred. Ability to resolve conflict and build consensus. Ability to establish priorities and drive tasks to completion. Ability to work effectively across a diverse organization. Excellent oral and written communication skills.

Facilities and Engineering Manager California Location

Position reports to plant manager and is a member of the site's leadership team assisting in the overall development of the organization and driving strong accountability regarding core values (safety, health, environment, and respect for people). Responsible for all aspects of the plant's maintenance and capital programs. Will direct and oversee repair, prevention, replacement, and construction projects for all facilities and equipment within the plant site with the intent to develop solutions and systems that improve safety, reliability, and overall efficiency/performance. Must balance office work with in-the-field problem solving,

directing, and coaching. Provides leadership and development to the plant's maintenance (8-12 individuals) and engineering personnel (2-4 individuals). Sets expectations and holds employees accountable for performance and professional behavior. Model expected behavior. Develop and oversee the plant's maintenance program—including budget, preventative maintenance, planning and scheduling, spare parts inventory, training, and procedures. Develop and manage the plant's annual capital plan and budget, including development of a long-term improvement strategy (3 to 10-year plan). Ensures team adheres to project management process from concept to turnover. Ensures stakeholders are engaged and valued throughout the process. Plan, staff and manage plant turnarounds to achieve safe, efficient execution of projects. Lead one or more process safety (PSM) elements and/or SHE competencies. These may include Management of Change Technology, Machine Safety, Contract Administration, etc. Ensure control of engineering technical documentation. Drive improvements in quality and accuracy of documentation. Develop and oversee appropriate reliability and quality assurance programs. Conduct and participate in root cause failure analysis. Drive corrective actions. Develop and facilitate site decision board to green-light, prioritize, and assign projects. Ensure maintenance and engineering work is done in accordance with standard. Coordinate contract support and Corporate leveraged resources as needed. Drive improvements in housekeeping and assist with the implementation of a 5S program. Develop and use visual management for metrics and work execution. Participate in plant leadership team and appropriate committees. Interact with site, business, and corporate personnel to share information, collaborate, and ensure stakeholder needs are understood. Support plant R&D trials and other cross-functional continuous improvement efforts. BS Degree in Engineering (mechanical preferred) plus broad enough technical experience and depth to lead a multi-disciplined engineering and maintenance team 7+ years of industrial manufacturing maintenance and technical leadership with direct supervisory experience of exempt and non-exempt employees. Strong knowledge of design for manufacturability. Strong knowledge of maintenance-reliability, management of change-technology, mechanical integrity/quality assurance, and other PSM/safety systems and elements. Demonstrated strong project management/leadership skills. Experience using IP21 or other process historian/production data management software package (implementation experience helpful). Demonstrated ability to use tools such as RCFA, FMEA, and statistical analysis. Strong continuous improvement skillset and experience in organizational development. Ability to train, coach, and mentor others. Strong leadership skills and ability to work independently and collaboratively.

OPERATIONS/ENGINEERING/PLANT MANAGEMENT POSITIONS

Engineering and Maintenance Manager *New! North Louisiana Location*

Responsible for leading an organization of engineers, maintenance and I/E Technicians and contractors. This role provides engineering and maintenance services to the site for process improvements, capital project execution, maintenance turnarounds and on-going daily maintenance. Responsible for managing the engineering staff in order to support operations, safety, environmental, reliability and capital requirements. Is a member of the leadership team and is expected to interact with all plant personnel to solve problems and make substantial decisions to effect improvement throughout all areas of the refinery. Lead Engineering team to provide process improvements and execute capital projects to the refinery. Provide the necessary engineering support to execute projects, address actions from various sources such as mechanical integrity inspections, PSM audits, PHAs, incident investigations, etc. Develops employees through mentoring, coaching, training, goal setting and performance feedback. Improve and develop systems, work processes and the use of best practices to deliver results. Work with Operations to increase overall plant efficiency and continuously improve plant performance. Support PHA revalidations and other activities related to PSM. Manage all capital projects in the refinery and develop multi-year capital budgets. Direct the work of design engineering firms and contractors. Develop scopes, estimates, schedules and AFE's for capital projects. Specify and procure necessary equipment, material, parts for projects. Supervise the installation of capital projects to ensure proper and safe installation. Ensure all equipment information is included in Process Safety Information as required. Provides leadership to drive proactive, predictive maintenance practices to improve reliability. Maintain the reliability of equipment and infrastructure to maximize on-stream time. Plan, schedule and execute daily, weekly maintenance activities. Plan, schedule and execute all maintenance turnaround activities. Ensure all Mechanical Integrity inspections are

completed on time. Manage spare parts to maximize on-stream with the optimal inventory. Manage PLC and DCS systems. BS in Engineering (Mechanical preferred but will consider Chemical). 8 or more years in a manufacturing plant (including sites covered by PSM). 5 or more years of demonstrated people leadership experience. Daily maintenance and turnaround planning/scheduling. Managing capital projects. Reports to Plant Manager.

Operations Manager *New! San Francisco, CA Area Location*

BS Chemical Engineering degree strongly preferred, but will consider other engineering degrees. Reports to plant manager. 1 direct report, 14 indirect reports. Requires 7+ years of chemical process experience and 2-3 year minimum in a leadership/management capacity. Union plant site, 50 employees. Responsible for managing the Plant Production Report and Operations of the Plant. Serves as the day-to-day contact for the plant on environmental issues, and provides technical expertise and support for plant personnel, process improvements and process/environmental monitoring. Tasked with the initiation and implementation of process improvement projects, and providing assistance in production in achieving optimum plant operation. Operate plant in a safe and secure mode. Monitor and direct production of the process. Provide short and long range schedules to optimize plant performance. Track fixed and variable costs to control operating costs. Reconcile fixed and variable cost spending. Provide and insure that employees are provided with the necessary training. Trouble shoot and resolve equipment and operating problem. Insure that the plant is operated within regulatory and permit limits. Insure that employees are properly trained in all regulatory areas. Take lead in achieving compliance with regulatory agencies in conducting internal and external audits. Serve as acting plant manager in the absence of the plant manager. Manage workforce and vendors to insure that safety is priority. Assist in the annual preparation of the plants fixed and capital budget. Operate the plant within approved fixed and variable budget costs. Conflict Resolution – Resolve personnel conflicts. Serve as sounding board to resolve issues. Ensures that the site is compliant with all RC14001 requirements.

Production Manager *New! Houston, TX Location*

Position reports to plant manager. 24/7 operation with four 12 hour shifts. This is a 8 am to 5 pm position, but may get calls from plant personnel for production related issues. 80 full time employees, 30 contractors. Production department has 34 employees who report to Production Manager (this role). Will generate production plan in coordination with sales and logistics departments, schedule shifts, ensure availability of various chemicals and packaging materials, and minimize waste and scrap. Will coordinate with Maintenance, EHS, Technical, and QC departments for efficient operation of the production unit. Responsible for establishing packaging standards for finished products. Will develop/implement procedures and work instructions for the efficient management of the manufacturing facility. Position is open due to expansion. BS Chemical Engineering degree is required. 10+ years of experience in chemical/ petrochemical plant required. 3-5 years experience in a rubber manufacturing plant is preferred. Previous production experience is a plus. Individual can be a current production manager that is looking to change organizations or also can be a current production engineer who wants to move into a production manager position.

Plant Manager *Texas Location*

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

Plant Manager Wisconsin Location

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

Site Services Manager Baton Rouge/New Orleans, LA Area Location

This position manages a water treatment unit on site as a refining customer's site. Is considered a "service company" position. Direct hire, full time position. 2 direct reports that are field reps/specialist. Ideal experience would be water treatment experience. Refining experience is a plus. Responsible for ensuring assigned account revenue and profitability growth by maintaining existing business, while developing and implementing sales plans for any internal opportunities. Insures that assigned account(s) are properly staffed and customer commitments and expectations are not only being met, but exceeded. Act safely in all aspects of the job, including the operation and maintenance of the company provided vehicle and compliance with all company and customer site specific safety policies. Provide and document onsite service to assigned account(s). Supervise and guide a team of professionals to promote a safe and positive environment. Competent at evaluating customer laboratory results, recommending chemical feed rates, and maintaining product inventory. Develop business plans for optimal use of resources and time. Assist in interviewing, recruiting, and training staffs. Focus on customer retention and improving customer relationships through effective business calls and entertainment at all levels of the customer's organization. Identify and resolve customer complaints, escalating as required. Add customer value by acting as a business consultant to customer's key management by developing a thorough understanding of customer's business, strategy and operational issues. Advise customers on the best products to accomplish their objectives. Organize regular meetings with management to discuss about business updates, issues and opportunities. Train staffs on daily responsibilities, brand promotion and customer service activities. Competent at handling all projects from the identification stage through data collection, qualification, implementation, Value quantification, and report out phases. Document the value offered and delivered to the customer in clear, customer accepted financial terms. In coordination with the territory manager, develop sales plans and strategies for active and potential pursuits. Assist the technical group by providing ongoing information regarding customer trends, issues and requests related to products and their application. Evaluate employee performance and develop individual development plans. Evaluate existing business procedures and recommend improvements. Has a high level of curiosity to improve the customers operations and financial standing with existing customer(s). Updates job knowledge by participating in educational opportunities; reading professional publications; maintaining personal networks; participating in professional organizations. Competent at training and mentoring all Field Rep's, Technical Rep's, and Territory Specialists. Complete required training and documentation on time. Bachelor's degree (Engineering, Chemistry, Biological Sciences or related field). 7-10 years of industrial water treatment experience. Strong communication skills (both written and verbal). Proficiency with MS Office products preferred.

Site Manager Oklahoma Location

Smaller, non-union facility. This individual manages all aspects of operations at the facility. Ensures the safe operation of the facility, ensures environmental compliance, is accountable for achievement of plant performance objectives and product quality, and monitors plant expenditures and budget. Oversees activities (i.e. manufacturing, maintenance) with direct reports and will manage/direct others (i.e. quality, EHS, engineers) in coordination with the site Quality Manager, EHS supervisor and Engineering group representative. Ensures the satisfaction of customers by delivering product on time (working directly or indirectly with Logistics and Customer Service department). Also responsible for managing the site CAPEX program. Actively manage the site's day to day activities in the production of safe quality product by providing motivation, guidance and direction in all plant activities. Interface with personnel on EHS audits and addressing EHS issues as well as serving as the management representative for the site's RC14001 program. Ensures timely reporting, investigation, and corrective action for EHS incidents and ensure timely closure of IMS action items. Interfaces with customers, regulators, and personnel on quality audits, and on addressing quality issues. Represent the site in customer audits and assist in or provide resources for both quality investigation and corrective actions. Interface with sales and marketing to ensure site goals are aligned with the business goals. Provide site resources for maintaining a living production and shipping plan that is consistent with the business plans and participate in periodic planning meetings. Report and communicate site performance including periodic reports on production, spending, reliability, EHS and CAPEX. Prepare annual production plans as well as maintenance outage plans. Bachelor of Science Degree in Chemical Engineering or Mechanical Engineering. 10 years' experience in a related management position. Experience in chemical manufacturing environment is required. Demonstrated excellent leadership skills. Excellent problem solving skills. Excellent interpersonal skills. Effective written and oral communication skills. Ability to act independently and on own initiative. Six sigma certification/experience is a plus.

Operations Manager Wyoming Location

Role has shared accountability for ensuring reliable, cost-effective, profitable operations while meeting or exceeding Safety, Environmental, Responsible Care and Quality standards. Key role as part of the plant management team in advancing the performance, people, and systems of the operations team, and the unit overall, to these high standards. This will include networking and sharing best practices with other facilities, as well as from other industry leaders. Responsible for leading all manufacturing employees in safely operating the plant, to meet production, quality, safety, and environmental goals. Works with various departments at the site to ensure all manufacturing and site goals are being met. Operates the plant within approved fixed and variable budget plans. Tracks period costs and material and energy usage. Reconciles spending and usage to plan. Assists in preparation of the plant's period and capital plans. Troubleshoots and resolves equipment and operating problems. Ensures that the plant is operated within regulatory and permit limits, and in compliance with company's policies and procedures. Ensures that employees are properly trained in these areas and the proper records and documentation are maintained. Responsible for preparation of reports, tracking raw material and energy usage, production volumes, shipping, inventories, etc. Actively works to develop personnel, to maintain a positive working environment, to resolve personnel conflicts, and to serve as sounding board for others. BS Chemical Engineering preferred, but will consider other Engineering disciplines. 10+ years experience working within Chemical processing environments. 5+ years leadership experience within manufacturing facility. Excellent Communication skills both written and verbal. Strong problem solving skills. Experience with Continuous Improvement projects a key asset.

Facilities and Engineering Manager California Location

Position reports to plant manager and is a member of the site's leadership team assisting in the overall development of the organization and driving strong accountability regarding core values (safety, health, environment, and respect for people). Responsible for all aspects of the plant's maintenance and capital programs. Will direct and oversee repair, prevention, replacement, and construction projects for all facilities and equipment within the plant site with the intent to develop solutions and systems that improve safety, reliability, and overall efficiency/performance. Must balance office work with in-the-field problem solving, directing, and coaching. Provides leadership and development to the plant's maintenance (8-12 individuals) and engineering personnel (2-4 individuals). Sets expectations and holds employees accountable for

performance and professional behavior. Model expected behavior. Develop and oversee the plant's maintenance program—including budget, preventative maintenance, planning and scheduling, spare parts inventory, training, and procedures. Develop and manage the plant's annual capital plan and budget, including development of a long-term improvement strategy (3 to 10-year plan). Ensures team adheres to project management process from concept to turnover. Ensures stakeholders are engaged and valued throughout the process. Plan, staff and manage plant turnarounds to achieve safe, efficient execution of projects. Lead one or more process safety (PSM) elements and/or SHE competencies. These may include Management of Change Technology, Machine Safety, Contract Administration, etc. Ensure control of engineering technical documentation. Drive improvements in quality and accuracy of documentation. Develop and oversee appropriate reliability and quality assurance programs. Conduct and participate in root cause failure analysis. Drive corrective actions. Develop and facilitate site decision board to green-light, prioritize, and assign projects. Ensure maintenance and engineering work is done in accordance with standard. Coordinate contract support and Corporate leveraged resources as needed. Drive improvements in housekeeping and assist with the implementation of a 5S program. Develop and use visual management for metrics and work execution. Participate in plant leadership team and appropriate committees. Interact with site, business, and corporate personnel to share information, collaborate, and ensure stakeholder needs are understood. Support plant R&D trials and other cross-functional continuous improvement efforts. BS Degree in Engineering (mechanical preferred) plus broad enough technical experience and depth to lead a multi-disciplined engineering and maintenance team 7+ years of industrial manufacturing maintenance and technical leadership with direct supervisory experience of exempt and non-exempt employees. Strong knowledge of design for manufacturability. Strong knowledge of maintenance-reliability, management of change-technology, mechanical integrity/quality assurance, and other PSM/safety systems and elements. Demonstrated strong project management/leadership skills. Experience using IP21 or other process historian/production data management software package (implementation experience helpful). Demonstrated ability to use tools such as RCFA, FMEA, and statistical analysis. Strong continuous improvement skillset and experience in organizational development. Ability to train, coach, and mentor others. Strong leadership skills and ability to work independently and collaboratively.

EHS MANAGEMENT POSITIONS

Environmental Manager *New! Eastern Tennessee Location*

Client in Eastern Tennessee is seeking to hire an Environmental Manager. This is a non-Title V facility. Greenfield operation that is newly commissioned and producing product. \$225 Million Dollar Investment. Position has 2 direct reports that include a degreed environmental specialist who's expertise is in water and a lab supervisor who is also a degreed, experienced professional. Will need to have multi-media experience. Position reports to Plant Manager, who we placed with this site 2 years ago. Must have good people management skills and leadership experience. Must have very strong communication skills to deal with regulators as well as internal employees to utilize resources to get objectives accomplished.

Global Health & Safety Manager *New! Philadelphia, PA Location*

Corporate role. Reports to the Director of EHS and Engineering. Open due to retirement. Will identify, develop and implement global strategic solutions to the business's Safety and Health challenges which improve operational performance, corporate consistency, and enhance business profitability. Provides Safety and Health expertise to sites related to identifying and advising of potential safety/health hazards or environmental concerns and assist in developing and implementing corrective actions. Provides expertise pertaining to global regulatory standards, as well as professional direction concerning risk management. Uses data and informational trends to set strategic direction. Aligns implementation of improvement processes with the goals of the business and supports the development of strategic initiatives within their respective business plans. Participates in cross-functional safety and health audits of company facilities and ensures adequate follow-up and remedy for issues identified. Provides oversight and advice regarding the development and implementation of formal and informal audit and assurance processes for the business. Keeps current of Safety and Health trends and state of the art solutions. Collaborates with site leadership to develop tools and techniques; help managers and employees to manage change to mitigate the safety impact. Drives safe work practices and environmental responsibility. Collaborates with sites to comply with

policies, procedures, and awareness programs. Coordinates or leads investigations and corrective/preventive actions of significant incidents or near misses to identify and solve root causes. Education and Qualifications: B.S. degree - in engineering, industrial health and safety, operations or similar degree. 10+ years' experience with strong facilitative leadership abilities to enable organization to achieve EHS objectives. Experience with Hazard and Risk assessment, Process Safety, OSHA, Emergency Response, Contractor Management, Management Systems, and Incident Investigation preferred. Experience with Safety and Health auditing initiatives, including conducting risk assessment, ensuring adherence to laws, regulations, and policies, interviewing key personnel and conducting audit reporting and writing. Experience in a global multi-plant manufacturing environment a plus. Ability to influence direction across a complex global organization. Demonstrated success in developing strategies and implementing processes to ensure the company is compliant with both internal and external requirements. Must be able to work at all levels of the organization plus with external regulatory agencies, must have excellent communication skills. Strong project management skills along with strong program development and proven training experience a plus. Travel 25-40%, includes domestic and international.

PSM Manager Oklahoma Location

Newly created position. Reports to the Refinery VP/GM (Plant Manager) with dotted line to the corporate environmental manager. Should have good knowledge of both Process Engineering and Safety and good demonstrable people management skills. A technical degree (BS ChE) would be highly preferred. Strong preference for at least some refinery experience.

EHS Manager Northern Illinois Location

This position reports to the Plant Manager. Site has approximately 60 people on site. 1 direct report. 70% safety; 30% environmental. Requires demonstrated occupational/industrial health education and experience as well. This position will be accountable for all health, safety, and environmental activities at the site, with a primary focus on improving the site's safety performance, and maintaining environmental regulatory requirements. This position will be responsible for the development and implementation of site specific safety programs and will provide leadership for incident investigations and process safety reviews. Responsibilities include: Provide safety leadership. Lead site compliance with OSHA standards, providing guidance to production and maintenance personnel on occupational safety and health issues. Ensure site is fully compliant with all state and federal environmental regulations, and own execution of all compliance related activities. Implement corporate safety standards with support from corporate EHS group. This includes the development, update and implementation of site specific programs, policies, and procedures as well as development of any required training programs. Monitor the safe condition audit process – ensuring that all audits are completed and properly documented. Track safety actions and safety work orders to ensure timely completion. Manage the daily/weekly/monthly Safety and Environmental metrics and reporting for the site. Ensure execution of routine audits of safe work management systems, especially life critical standards (LOTO, Hot Work, Elevated Work, etc.). Drive improvement in behavior based observation systems and culture. Manage site industrial hygiene monitoring program. Lead incident investigations to ensure they are properly classified and fully investigated to identify root causes, and drive the implementation of corrective actions. Assist in the safety evaluation of new projects and ventures; evaluate and recommend actions to improve safety performance and to reduce risk. Participate in any process safety reviews conducted on site operations. Lead the emergency response team and all emergency response team activities. Requirements: Bachelors or advanced degree preferable in occupational safety, environmental health, engineering or the physical sciences. 3-5 years of experience leading an EHS program. Detail oriented and consistently meets commitments. Possesses good organizational and planning skills, can multi-task and prioritize effectively. Is able to document and execute against short and long term plans to achieve objectives. Can lead, direct, and coach managers, technical professionals, and hourly employees. Familiar with manufacturing production processes and driving safety within the plant environment.

Safety Superintendent Baton Rouge, LA Location

One direct report of a safety specialist. Hands-on safety position. Reports to the Safety & Security Manager. Responsible and accountable for the planning, developing, implementation, maintenance and management of all activities and elements of the plant policy, process and programs in compliance with and according to

company policies and governmental regulations, OSHA 1910.119, Company policy, Industry Best Practice and assumes Leadership role in absence of Department Manager. Develops and administers all phases of Safety/Health program at the plant site. Supervise department personnel, manages site Safety activity and provide Safety/Health direction and advice as required. Monitors and directs site safety process movement toward desired results and makes appropriate corrections. Evaluates existing programs, services, techniques, and procedures, & establishes methods for installation of changes & improvements. Coordinate all TapRoot Incident Investigation Process. Participate in incident investigations; assist in evaluation of root cause, in preparation of documentation, implementation of corrective action and close-out of investigation. Update and Maintain Safety Policies Guidance documentation, etc. Identify training needs and work with the Training Manager to create training curriculum, schedule classes, conduct training and documents accordingly. Provides technical expertise, assists and counsels all levels of management and employees regarding safety, health topics and concerns. Participate in safety audits, emergency teams, training, and safety meetings. Assist the department manager to develop and mentors staff. Supervises the development and coordination of emergency response procedures. Coordinates with local law enforcement officials on emergency planning. Coordinate and conduct drills in security and emergency response. Maintain a level of competence in the emergency response teams on site by insuring challenging training, special projects and insuring challenging training, special projects and insuring regulatory compliance within PSM/RMP on Emergency Response. Supervises the development and implementation of the Industrial Hygiene program. Ensures program meets applicable OSHA regulations. Fosters and promotes good working relationships with all local, state and government regulatory agencies as well as with various community groups. Serve as one of the primary contact with Agency management personnel. Work with all departments in the plant to create and maintain good working relationships to coordinate safety services for the plant customers. Qualifications: Bachelor of Science degree in a safety related field. Other degrees may be considered depending on post graduate work experience in the safety profession. Prefer a minimum of 7 years of direct related and progressively responsible experience in safety and health. These years of experience are the collection of experience in these two areas. It is preferred to have a balance of experience which may coincide with years of education. Also, some equivalency may be considered for operations time. Thus, education and experience equivalencies will be considered. CSP, ASP and other certifications are considered a plus but not required. Able to achieve goals and targets through coordination and indirect management of people.

Environmental Safety Technical Leader Houston, TX Location

Science technical role with emphasis in soil science and hydrology and extensive people leader skills. Requires 10-15+ years. Will have 6 direct reports. Key challenges include: Short deadlines, expectation of responding quickly, handle multiple projects at same time. Multi-tasking on projects with short timelines, need to be very responsive on requests from customers. Needs to be familiar with what is going on with projects within their team. Need to balance responsibilities of own projects and involvement in team members projects. Dealing with environmental exposure modeling and environmental residue studies is key to this role. Will provide leadership, expertise and advice in a broad area of Environmental Fate within North America Environmental Safety and to the wider business on product related issues. To lead a group of experts in study generation, issue management and/or environmental exposure/risk assessment. Will be lead advocate at the internal and external interface for the business. Develops new science and novel approaches to problem solving in this critical area for company. Responsible for the associated people and external contract budget. Ensures that high quality staff are recruited, developed and motivated to ensure the availability of appropriate skills to meet the needs of the business and to realize each individual's potential. To serve as a leadership role model and encourage scientific excellence and professional integrity in all members of the section. Matches the deployment of resources to prioritized business requirements and indicate resource issues and options to facilitate the development of integrated resource plans and outputs of scientific and technical excellence. With the North America platform lead for Environmental Safety develop an integrated technical strategy for the specific area and capability using both internal and external resources to deliver high level study data, risk assessment and advocacy for all stages of product life cycles. As a leading and recognized specialist in the field, develops the science in their area, develops links with other parts of the Company and the industry and introduces new science to the department. Helps to recruit, train and develop team members. Debates and agrees with internal experts, recommends the appropriate strategies for use in work programs. Is empowered to commit Product Safety to programs of work. Reviews the work/reports of team members and makes recommendations for further work, taking into account regulatory and technical implications. Represents the Company in discussions with external

agencies and other groups to negotiate issues or the acceptability of results and procedures for compounds under review. A senior advisor to other Environmental Safety technical experts over the design of new or unfamiliar studies and may have lead responsibility for complex studies or programs of studies. May lead significant projects/portfolios for ES and in some cases across Product Safety. Plays a proactive role in the management of key technical issues and assisting in the definition of future technical strategy for Product Safety. Experience Required: Ph.D is preferred (Soil Science, Agricultural Engineering, Environmental Chemistry, Hydrogeology, Environmental Sciences and related fields). Minimum 5 years of experience and demonstrated proficiency in environmental fate and transport and/or environmental exposure/risk assessment related to pesticides and/or other chemicals and/or relevant or connected fields. Experience of significant project/program leadership in an appropriate area of Science. Experience in making and justifying interpretations of complex data bases for chemicals and across groups of related chemicals. Experience advocating technically robust positions within the Company and externally. Experience in agricultural or environmental sciences (surface water/ground water hydrology, hydrogeology, soil science, environmental or agricultural engineering, environmental chemistry, etc.). Strong background in environmental fate and transport processes (especially in soil and water). Proficiency in interpretation of field and laboratory studies focused on chemical fate and transport. Knowledge and/or experience in the following areas is considered a plus: Environmental/regulatory modelling and GIS applications and extensions, statistical procedures used in environmental sciences, and interactions with regulatory authorities. A high degree of technical knowledge in Agricultural or Environmental Sciences. Project leadership experience. Ability to build networks. Creative problem solving/interpretation skills. Advocacy and influencing skills. Capable of high level technical judgment.

Waste Programs Manager Dallas, TX Location

Corporate position in Corporate Office Location and intended to be SME in Waste. No direct reports. Will support all US based Chemical Plants (26 total). 10-25% travel. Reports to Director of Environmental. Responsible for promulgating and continuously improving a management program to ensure company/facility compliance with solid/hazardous waste related environmental laws and regulations through program/procedural development and training, as well as direct mentoring of facility personnel. Provide leadership to the organization in the identification, development and implementation of areas of focus to promote continuous improvement in Recycling of secondary materials, waste minimization and cost reduction in waste disposal management. Negotiate RCRA Treatment, Storage and Disposal permit provisions, both during periodic renewal and when modifications are required for expanded/new facilities, with regulatory agencies to obtain timely and cost effective results. Develop strategies for and negotiate resolution of solid/hazardous waste related compliance issues and respond to agency inspections/legal actions. Provide technical support for recycling projects and waste characterization determinations, including sampling and analytical testing of waste characteristics, as well as QA/QC requirements. Participate on facility audit teams and assist facilities in responding to audit action items, and provide regulatory assistance to facilities to improve processes and documentation to demonstrate compliance. Participate on Industry association committees responsible for waste and recycling related issues, both at the national and state levels. Assess the impact of proposed regulatory and legislative changes on products and manufacturing operations and prepare comments on behalf of the company to ensure company impacts and recommendations are recognized and considered by regulators. Work closely with corporate remediation teams to minimize costs of remediation of past hazardous substance releases to soil and groundwater at operating facilities, while reducing risks to current operations. Assist Supply Chain staff with waste disposal contract negotiations and develop related waste disposal cost reduction projects in conjunction with facility staff. Initiate special projects to anticipate and/or respond to solid/hazardous waste and recycling related regulatory issues, e.g. Definition of a Solid Waste, RCRA waste handling issues, Delisting Petitions, Recycling exemptions, Legitimate recycling determinations, etc. Provide technical expertise to management, facilities and other divisions where a solid waste related issue is expected to have a significant impact. Integrate waste and recycling management planning with air and water quality management programs to assure consistency, capture synergies, manage overlaps and address conflicting requirements. Initiate projects to capture synergies in recycling and waste treatment activities across operating facilities, as well as corporate projects to minimize overall company costs and maximize utilization of on-site capabilities. Support regulatory approvals for reuse of company wastes and secondary materials as products to be utilized by other facilities and third party customers, e.g. spent sulfuric acid, light and heavy ends to Catoxid and/or Perc reactors, etc. In support of HES&S Department communications,

prepare and submit relevant waste and recycling information for company annual reports as well as special reports for community and company advocacy efforts. This includes waste reduction planning, TRI reporting and related release reductions, including those related to process changes at operating facilities. Provide periodic training on Waste related topics. Bachelor's degree in Chemical and related Engineering, Chemistry, Environmental Science, or equivalent; 10 or more years overall environmental waste experience required can be plant based, corporate based or consulting based backgrounds. Position newly created position.

MAINTENANCE ENGINEERING POSITIONS

Maintenance Engineer *Beaumont, TX Location*

Position open due to internal promotion. Reports directly to Maintenance Manager on site. Team consists of 13 mechanics and 3 electrical techs. Must have Leadership skills. Must have aspirations of advancing into Management. Excellent troubleshooting skills. Self-directed Mechanical Engineer who can work well independently or with teams. Lead small capital projects. Typical responsibilities will be 50% supporting maintenance initiatives/pipe specifications/ developing and executing projects [\$250K] and 50% PSM/ Quality Assurance/Responsible Care/FMEA/Audits/ MOCs etc. Background must include a mixture of fixed and rotating equipment knowledge as well as capital project exposure. Ability to wear multiple hats and become familiar with EHS policies and procedures, including Hazardous Waste Management Requirements and associated Training Requirements for waste handling, storage, and disposal. Develop, execute, and monitor capital appropriation requests and projects. Provide Maintenance support. Support the development and adherence to corporate pipe specifications. Develop and execute Predictive and Preventative Maintenance programs. B.S. in Mechanical Engineering required. Refinery or Chemical plant exposure required.

Maintenance Engineer *Iowa Location*

Existing client going through \$1.5BB on site expansion. Will provide engineering and technical expertise to the maintenance department and other plant departments as needed to maintain continuous plant operations and high efficiency. Provides mechanical expertise to the maintenance department in solving problems relating to mechanical equipment, instrumentation, and the preventive maintenance program for routine, shutdown, and project activities. Serves as technical specialist concerning major rotating equipment and participates in planning to achieve group objectives. Assists with the PSM Mechanical Integrity program for the Nitrogen Complex while maintaining the existing maintenance procedures and training that utilizes these procedures. Assists in monitoring the Mechanical Integrity documentation required to maintain the plant computerized maintenance management system. Performs technical investigations/audits or independent research in equipment and material failures, documenting the results and making recommendations to resolve issues. Provides the technical expertise necessary to solve specific maintenance problems and to assist other departments requiring engineering knowledge. Assists in the review of all new rotating and reciprocating equipment prior to purchase and recommends proper selections including spare parts lists. Makes routine vibration analyses of all large rotating machines, keeps up-to-date records of vibration base line data, vibration trends and alignment data and recommends corrective action as required to maintain equipment integrity. Serves as mechanical acceptance specialist on newly installed plant equipment to assure proper installation and that the equipment will be mechanically reliable when accepted. Designs Preventive Maintenance Programs for all critical items of machinery and equipment and lubrication programs for all plant machinery. Responsible for the implementation of these programs, monitoring the effectiveness of the program, and making modifications as necessary. Updates and maintains lubrication manual containing lubricant specifications and lubricating instructions for all plant machinery. Prepares and delivers to the planner work orders relating to approved preventive maintenance programs, together with the related checklists, instruction sheets, and other material defining the work to be done, the frequency of the execution and, where pertinent, the sequence of the steps to be followed. Performs analyses of pertinent management information reports and equipment histories for the purpose of identifying items of machinery and equipment with high maintenance costs or with lubrication problems and makes recommendations for corrective action. Follows up to see that action is taken. Assists the Maintenance Manager and Planner with pre-planning of all planned turnarounds, shutdowns, and special projects including timing, accumulation of job lists, ordering of parts and materials,

sequencing of jobs around critical path, sizing of work crews based on job estimation, and preparation of an overall schedule. During the execution of these projects, monitors and advises the Maintenance Manager daily of the progress of the work. Directs the maintenance of the maintenance department technical files on equipment, vendor products library and industrial code ASME, ANSI etc. B.S. Mechanical Engineering required. 3+ years of industry experience required.

RELIABILITY ENGINEERING POSITIONS

Rotating Equipment Maintenance Engineer Tennessee Location

Position will undertake responsibility for discipline management of technical integrity. Directs critical activities requiring mechanical knowledge and expertise. Provides daily technical support to mechanics. Assists in planning and execution of turnaround mechanical activities; provides technical input in determining priority and scope of equipment repairs; leads root cause failure investigations for mechanical related incidents. Analyzes equipment monitoring data and develops appropriate response to reliability issues. 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. Develops and manages reliability projects for plant mechanical systems. Reviews supplier data and witnesses shop tests, and writes material requisitions. Directs the efforts of design engineering and construction contractors. Knowledge of: Exceptional Reliability and Defect elimination skills and aptitude, Exceptional mechanical troubleshooting skills, Strong organizational and communication skills, Training and experience in RCFA, 5 Why or Fault Tree, etc., Strong computer skill, Knowledgeable in LOTO, Knowledgeable in DCS control systems (Honeywell and Emerson Delta V preferred), Basic understanding of compressor control systems, Foundation Fieldbus experience a plus. Bachelor's degree in Mechanical Engineering or other related discipline. 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. Some project management and budget management experience helpful.

Mechanical Integrity Engineer Houston, TX Location

Would prefer a local Houston area candidate or an individual that is an easy and affordable relocation. BS in Mechanical Engineering or related engineering field required. Demonstrated ability in the practical application of the requirements of 29CFR 1910.119 regulations, ASME Boiler and Pressure Vessel Code, ASME B31 series Piping Codes, API 579, ANSI/NB-23 National Board Inspection Code and 49 CFR (DOT Code). Working knowledge of API 510, 570, 572, 574, 576, 580 and 581 codes or recommended practices. Must have ability to perform: (1) calculations (2) safety/risk/fitness for service assessments for Fixed Equipment, Relief System and Rotational equipment. Self-motivated individual that can work independently or with teams. General understanding of reactors, exchangers, boilers, tanks, etc. Excellent written and oral presentation skills. Will lead MI program elements. Trains process engineers, project engineers and reliability engineers on MI process. Coordination/consultation with site maintenance, operations and project group in the delivery of MI management systems. Develop and/or revise procedures relating to MI as required. Interfacing and providing leadership and support to capital projects, process engineering, and contractors supporting elements of the MI program. Strong presenter in technical forums. Can work independently or in a team effectively. Self-starter, organized, and capable of working under pressure to meet deadlines.

Fixed Equipment Maintenance Engineer Houston, TX Location

BS ME with 8+ years of experience. Chemicals, petrochemical and refining experience will be considered. Refining is preferred experience. Focus on job will be to provide engineering support for both operations and maintenance on fixed equipment repairs/modifications (pressure vessels, piping, heat exchangers, relief devices, storage tanks, etc.) Should have good knowledge/experience with industry standards (API, ASME, ASTM, etc), experience with NDE/NDT inspection methods, familiarity with piping systems and storage tanks as well as general plant fixed equipment. Hands on, field position. Lots of work in terms of both day to day maintenance as well as some new tank projects.

PROJECT MANAGEMENT/PROJECT ENGINEERING POSITIONS

Project Manager *New! Ohio Location*

Manage and lead capital projects for the plant. Provide role model leadership for safety culture and behavior on capital projects. Collaborate with the corporate procurement group to ensure best price, quality, and timing on capital purchases. Guide front-end development and planning on capital projects. Develop monthly forecasting techniques for consistent capital spend based on established plans. Work in partnership with project teams to develop cost estimates for capital projects. More of a senior role so requires leadership capability as this role will provide direction and oversight to contract staff at the site, ability to manage overall capital plan/budget, ability to assign work (determine who does what and when), ability to identify projects and develop plan/schedule (3-5 years) in collaboration with the plant manager, ability to execute capital projects of higher dollar value (up to \$1M and over) and complexity, able to work with leadership team in the execution of projects. Bachelor's degree in Engineering or other related field of study from an accredited college/university. Minimum five 5 years' engineering experience. Minimum 5 years' project management and forecasting experience with a proven track record of successfully leading capital projects.

Project Engineer *Houston, TX Location*

Minimum 3 years of PM experience, PMP certification is a plus and startup polymers experience is a plus. Technical degree in mechanical, electrical, chemical engineering is preferred. PE License is a plus. Familiar with project management work practices and current technical standards/procedures. Responsible for coordinating and completing projects from project conception to close-out. Capable of multi-tasking and prioritizing tasks. A leader and team player. Directs subordinates to accomplish project goals. This position does NOT have direct reports and is not a manager position, but an individual contributor position. Responsible for the capital project planning, development, budgeting, and execution in the Gulf Coast Region. This includes coordinating the development of detailed engineering plans, specifications and construction packages to meet the Gulf Coast Engineering standards while working closely with process engineering, construction, reliability and operations teams to ensure successful project design, implementation and start-up. Provides leadership and accountability on capital investment and expense projects and ensures full compliance to Safety, Health and Environmental regulations. Responsible for all aspects of cost control and planning on each project ensuring each project is implemented within the approved budget and established time schedule. BS Degree in Mechanical or Chemical Engineering. Minimum of 3 years in capital project engineering and management in a plant environment. Experience with project budgeting and managing scope changes during project execution. Excellent written and oral presentation communication skills. Strong facilitation and mediation skills to assist multiple departmental representatives communicate and accomplish project objectives in a timely manner. Excellent conceptual thinking abilities. Good aptitude for critical path reasoning used when setting target deadlines for deliverables and managing project schedule. Industry knowledge of PSM standards and environmental awareness. Strong problem-solving skills. Results oriented. Expertise in Metallurgy preferred. Possess a solid understanding of large equipment (reactors, rotating equipment, heaters, exchangers, tanks, etc.) and piping design principles. Successfully works with other inter-departmental team members to complete projects through a stage gate process emphasizing front end loading and constructability tools to execute a project. During the different project phases, will present the project status to the Gulf Coast Leadership Team. Serves as back up for the Project Engineering Leader in their absence. Possess working knowledge of applicable technical codes and standards (ASME, API, NFPA, etc.). Turnaround (TAR) experience including knowledge of plant safety regulations and unit preparation procedures. Capable of implementing and integrating multiple projects during TAR activities. Demonstrated ability to work independently and on multiple technical projects simultaneously. Needs to be familiar with project stage gate processes, front end loading, and constructability. The Gulf Coast Region has experts in many disciplines from Purchasing to Operations. Must successfully and efficiently coordinate the organization's internal resources to complete the project. A team approach towards project objective completion is expected with a major emphasis on results.

Project Engineer *Baton Rouge, LA Location*

Position reports to Project Superintendent. BS Mechanical Engineer is a requirement. Must have direct operating company experience. Will support and execute goal-oriented plant wide projects that enhance productivity, energy recovery, process control, product quality, safety and or environmental compliance.

Provides project engineering and small capital project management for selected projects. Works daily with Area Operations Managers and/or designees to accomplish plant objectives in the following priority areas of Safety, Environmental, Quality, Reliability, Production, Efficiency, Cost Reduction and Innovation. Accountable for project management and project engineering support for small to large projects to include but not limited to the following related activities: Project initiation and justification, Project scope and design, Supplier and vendor selection, Project Construction Management, Project cost control and schedule compliance, Equipment/process start-up. Management and support of multiple projects is routinely required. Apply technical expertise and strong project leadership to site and contract resources for project execution. Assist in the training of Operating and/or Maintenance Technicians for equipment installations, process changes & other MOCs. Performs engineering calculation to include but not limited to; sizing process equipment, basic compressor and pump calculation, heat exchanger performance and evaluations, pipe sizing and controls. Assist in Process designs including equipment specifications, operating instructions, training, process P&ID's and management of change. Assists process engineers in trouble shooting efforts and advises on solutions. Familiar with process/project modeling computer software packages. Performs and/or initiates effective and timely engineering and technical studies to troubleshoot known plant problems, predict impending problems and to optimize plant operations as needed. Develops project scope and justification from a Process Design Package for capital projects and, in some cases, may be the project manager for the project. Performs and/or contributes to thorough pre-star-up and process reviews. Hazard and Operability Studies (HAZOPs) and "What If" analyses on current operations and on proposed changes to plant equipment, processes and systems via the plant Process Safety Management of Change (MOC) process. Performs and/or contributes to Root Cause Failure Analysis (RCFA) and incident investigations and completes assigned action items on schedule. Ensures that all project related Process Flow Diagrams (PFD's) and Piping & Instrumentation Diagrams (P&ID's) are complete and up-to-date. Promotes and contributes to site Process Safety Management (PSM). Facilitates implementation of production, reliability, efficiency and cost improvement opportunities. Performs special studies/projects as directed by the Engineering Manager. Oversee specific material and equipment usage for best engineering practices. Review new technologies and attempt to apply them to local operations. Position provides active support and participates in the departmental safety and environmental programs. Position interfaces with all levels of plant personnel and Divisional Technical personnel. Assist the departmental Manager in the preparation of the departmental budgets, capital budgets, and individual project budgets. Required Education and Experience: Bachelor of Science Degree in Mechanical from an accredited university. Experience: Minimum of 5+ years of project engineering experience in chemical manufacturing or related industries successfully meeting cost, schedule and functional requirements preferred in the fertilizer manufacturing areas or chemical process related industry. Proficient in computer applications for data trending, tracking action item closure, procedure writing, etc. Ability to read and understand P&IDs, isometric piping drawings and instrumentation control loops. Strong and proficient computer skills in Microsoft Office Suite and Engineering software, Trouble shooting, Process Safety Management, Process design/improvement.

Process/Project Engineer Houston, TX Location

Manage the preparation, installation, and startup of new processing units. Work with technical personnel to understand, evaluate, and communicate new chemical manufacturing processes. Evaluate consistency between existing process equipment and requirements of new process including heating requirements, pressure and vacuum requirements, material handling requirements – pumping, agitation, storage, material of construction, unit operation, process analysis, cycle time estimation, waste handling, and storage requirements. Work with EHS group to evaluate the safety and PSM related requirements for new projects. Find economical ways to upgrade existing equipment to meet needs or modify process to fill gaps. Track progression of project work and ensure installed equipment meets design requirements. Develop operating procedures, ensuring ease of use and clear communication to the operations group. Provide Technical support to operations during startup and as needed. Track production processes (cycle time, phase time, yield, etc.) Investigate problems, and ensure processes meet expectations. Work with other technical and operations personnel to find ways to improve existing processes (reduce cycle time, improve yield etc.). Evaluate efficiency of operational practices. Participate in and help ensure reaction area maintains compliance with plant management systems (ISO, PSM, Responsible Care etc.) Bachelor's degree in Chemical Engineering is required. Minimum of 5-10 years in process support and/or process design required. Experience in a range of chemical processes.

CHEMICAL ENGINEERING POSITIONS (PROCESS/PRODUCTION/OPERATIONS)

Technical Engineer *New! Houston, TX Location*

Corporate position. Main competencies include intellectual curiosity, ability to solve problems and ability to work across all levels of the organization. Strategic role vs. site engineer, but still need to be able to roll up sleeves when needed. Will work with the Technology Manager, with direction from the EBSM business, to develop and deliver upon the overall asset strategy through technology development, implementation and execution to maintain global leadership position for SM business. Plays a key leadership role in improving, optimizing and supporting the performance of all four assets in terms of safety, environmental, quality, reliability, and cost metrics. This includes developing and delivering on improvement projects, assisting in unit performance tracking, working with plant engineers to help set operating targets/guidelines for the various units, and acting as a troubleshooting resource for recurring operational problems. Will focus on new technology or advances in technology and catalyst capabilities to support capacity reliability, and cost improvements for each location to help maintain global leadership position. Regularly interact with the sites' Operations and Maintenance teams to help improve, maintain, support, and troubleshoot unit performance. Acts as a conduit and advocate for best practices across the organization/industry to ensure assets are best utilized and perform optimally. Will be called to lead technical discussions and/or ad hoc teams regarding operational or asset design improvement ideas and drive those teams toward recommendations for process improvements. With direction from the Technology Manager, interacts and serves as the liaison with technology providers, engineering companies, and catalyst suppliers to understand technology advancements that would improve overall performance. Work with these external resources, local site teams, and internal project group to evaluate and develop projects and make recommendations for improving the long-term performance of assets. Will also work with local site teams to assist with catalyst evaluation and selection. Participate in project activities including early scoping and development of capital and expense projects. Provide process engineering support for capital and expense projects. Create preliminary and detailed process designs/specifications as needed. Act as technical resource to assist units with recurring or significant operational issues. Support the product lines by leading the technical optimization of various operating units. Make recommendations to Regional and Site Leadership teams regarding ways to optimize unit performance Economic evaluation and/or modeling of technical aspects affecting operability of EBSM units. Assist in monitoring performance and activity for EB and SM catalysts, make recommendations regarding life of catalyst, and assist in verifying performance against supplier guarantees. Assist in the bid evaluation and negotiation for new catalyst purchases. Assist in the monitoring of unit performance variables and supporting benchmarking efforts. Facilitate the sharing of best practices between operating sites and champion identified solutions. Support TAR planning, inspections and execution as directed. Assist in developing long-term asset strategy. Inform on longer term strategic projects, including technology and catalyst decisions, based on our overall asset strategy. Clear understanding of our cost model and cost performance across assets to help inform on both short-term and long-term asset decisions. Anticipates and recommends process or product improvements to external business challenges or regulatory issues. Mentor and coach Process Engineers. Has expertise and expert level knowledge in engineering. Recognized across the company as a technical resource. Anticipates business and regulatory issues. Solves broadly defined complex problems while developing new solutions using expertise and acquired knowledge. Leads others in moderately large complex projects, or work streams with significant risk and complexity, Develops strategy for projects. Project execution through CapEx process. B.S. Degree in chemical or mechanical engineering. Advanced engineering knowledge and skills. 5-10 yrs experience in process engineering in gas/liquid chemical processes. Distillation, control systems, reaction kinetics, and reactor design. Experience with catalysts a plus. Detailed knowledge of process equipment: distillation columns, fired heaters, pumps and compressors, and utility systems. Good computer skill. Process and/or cost modelling in AspenPlus is desirable. Plant reliability, sustainability and cost improvements. Capital project cost and schedule performance. Project delivery especially knowledge transfer between sites. Overall catalyst cost (including change out costs) per ton produced.

Process/PSM Engineer *New! North Louisiana Location*

Responsible for monitoring and optimizing unit operations throughout the refinery via daily parameter and stream data analysis, computer aided simulation, process control, independent research and good engineering practices. Expected to interact with all plant personnel, safety, and maintenance necessary to identify, develop, and manage improvement projects. Additional special projects will be assigned as needed. Provide process engineering support to the Operations department to achieve operational goals of

process safety, HSE compliance, consistent and high product quality, efficiency improvement, unit cost reduction in the production of intermediate and finished products. Work may include process design, process optimization, process modeling, equipment design, chemical system improvements, new product development, debottlenecking, use of alternate raw materials, safety and environmental compliance, improving process control, development and implementation of improvement initiatives or other work related to process improvement. Interface with other most other plant functions including operations, maintenance, lab, etc. Work will require working independently as well as part of a team. Develop KPI metrics/ monitoring systems and tools to drive efficiency improvements and identify opportunities for improvement. Analyze daily unit operating parameters and lab data for overall plant efficiency control and improvements. Use simulation software for process modeling for evaluation of overall unit and equipment performance. Monitor utilities required for unit operations performance, measure performance and identify/implement improvement opportunities to improve utility efficiency. Develop and generate onstream and utilization reports for processing unit equipment. Develop and maintain unit operating Process Safety Information. Initiate and review Management Of Change for unit operations. Develop and improve unit Operating Procedures, Training materials and Operating Limits. Maintain Process & Instrument Diagrams, PFD's, Process Schematics, Block Diagrams. Lead/Participate in Process Hazard Analysis reviews. Address PHA action items requiring process engineering support. Provide process engineering/technology expertise to the site for all areas including distillation, hydrotreating, hydrogen generation, etc. Optimize catalyst operating conditions to maximize useful life, rate, cost and yield performance. Lead/Participate in HSE incident investigations and customer complaints. Interact with maintenance for discussion and input on repair and maintenance procedures. Provide support during turnarounds and assist in inspection/verification of process equipment. Develop capital project scopes and cost estimates. Interface with outside contractors as needed. BS or MS in Chemical Engineering. 5-15 years of experience refinery operations including Distillation, Hydrotreating, and Hydrogen generation via steam/methane reforming preferred. Must be highly organized, self-motivated and able to work with minimal supervision. Familiar with process modeling and simulation software. OSHA PSM, PHA's, PSSR's, MOC, etc. Able to multitask and handle multiple projects and deadlines. Strong analytical and problem solving skills. Good communication, time management and interpersonal skills. High level of proficiency with MS Office (Word, Excel, PowerPoint, etc.). Willingness to spend time in the field.

Process Engineer *New! Houston, TX Area Location*

Plays a key role in optimizing and supporting the operation of assets. This includes tracking unit performance, setting operating targets and guidelines for the unit operators, troubleshooting problems, developing and executing improvement projects and administering the unit quality program. Daily interaction with operations and maintenance to help maintain, support, troubleshoot, and maximize unit performance. Frequent interaction with logistics and commercial regarding production forecasts and quality management. As needed interaction with vendors, consultants, and raw material suppliers to identify improvements, resolve operational issues, and provide technical support for projects. Managing project activities including scoping and prioritization. Creating preliminary and detailed process designs. Economic evaluation, start-up support, post audit evaluations and completion of proper documentation. Day-to-day interface with operations and maintenance to help maintain, support, troubleshoot, and maximize unit performance. Preparation and support for unit shutdowns, turnarounds, and start-ups. Assisting in the monitoring of unit performance variables and supporting benchmarking efforts. BS Degree in an engineering field. Recent project demonstrating innovation ability. Knowledge of Health, Safety and Environmental quality issues. Needs to be familiar with or show an aptitude to become familiar with chemical processes. Needs to be results oriented. Leadership Skills a Plus.

Process/Project Engineer *Houston, TX Location*

Manage the preparation, installation, and startup of new processing units. Work with technical personnel to understand, evaluate, and communicate new chemical manufacturing processes. Evaluate consistency between existing process equipment and requirements of new process including heating requirements, pressure and vacuum requirements, material handling requirements – pumping, agitation, storage, material of construction, unit operation, process analysis, cycle time estimation, waste handling, and storage requirements. Work with EHS group to evaluate the safety and PSM related requirements for new projects. Find economical ways to upgrade existing equipment to meet needs or modify process to fill gaps. Track progression of project work and ensure installed equipment meets design requirements. Develop operating

procedures, ensuring ease of use and clear communication to the operations group. Provide Technical support to operations during startup and as needed. Track production processes (cycle time, phase time, yield, etc.) Investigate problems, and ensure processes meet expectations. Work with other technical and operations personnel to find ways to improve existing processes (reduce cycle time, improve yield etc.). Evaluate efficiency of operational practices. Participate in and help ensure reaction area maintains compliance with plant management systems (ISO, PSM, Responsible Care etc.) Bachelor's degree in Chemical Engineering is required. Minimum of 5-10 years in process support and/or process design required. Experience in a range of chemical processes.

Refining Technical Services Engineer St. Louis, MO Location

Role is with a service company on a refining customer site. Must have at a minimum 5 years of direct refining experience. Act safely in all aspects of the job, including the operation and maintenance of the company provided vehicle and compliance with all company and customer site specific safety policies. Provide and document onsite service to assigned accounts. Competent at evaluating customer laboratory results, recommending chemical feed rates, and maintaining product inventory. Diagnose, repair or adjust chemical feed equipment and be able to provide basic training to customers in these techniques. Competent at adjusting chemical dosages and recommending customer operational changes when necessary. Focus on customer retention and improving customer relationships through effective business calls and entertainment at all levels of the customer's organization. Identify and resolve customer complaints, escalating as required. Add customer value by acting as a business consultant to customer's key management by developing a thorough understanding of customer's business, strategy and operational issues. Advise customers on the best products to accomplish their objectives. Document the value offered and delivered to the customer in clear, customer accepted financial terms. In coordination with the territory manager, develop sales plans and strategies for active and potential pursuits. Assist the technical group by providing ongoing information regarding customer trends, issues and requests related to products and their application. Contribute to the territory's team development by mentoring field and technical representatives. Competent at handling all projects from the identification stage through data collection, Qualification, implementation, Value quantification, and Report out phases. Has a high level of curiosity to improve the customers operations and our financial standing with existing customers. Competent at training and mentoring all Field Rep's and Technical Rep's. Bachelor's degree (Engineering, Chemistry, Biological Sciences or related field). 7-10 years of relevant work experience. Good communication skills (both written and verbal). Proficiency with MS Office products preferred.

Technical Services Representative Houston, TX Location

Reports to Director of Technical Service/QC. Position requires focusing on assisting the Sales & Marketing team to increase Company products sales by introducing new products, supporting customer projects and problem solving. Typically requires a minimum of 50% travel within the United States and some occasional international travel. Communicate with the Sales & Marketing department to determine customer needs and participate in customer visits when requested. Support the efforts of the Sales & Marketing department, which may include but not be limited to designing and conducting testing, interpreting data, creating technical reports to be presented to customers, and making technical presentations at industry functions. Be the primary technical service contact between existing and potential customers. Must be able to communicate directly with customers from outside testing agencies or other company locations regarding various issues related to the performance or technology associated with their products. Resolve customer technical issues and conduct customer trials effectively. Communicate with R&D personnel to develop products and coordinate long-term development projects based on customer feedback. Prepare testing reports for internal use and provide feedback from customers to the Sales & Marketing and R&D personnel. Support the company's customer base, identify future business opportunities, and internally communicate new competitive products and developments. Must be able to prepare technical information for Company products. B.S degree in polymer science, chemistry, engineering, or other science preferred. Minimum of 3-5 years of Technical Service, compounding and/or process experience in polymer chemicals, plastics, or related industry – Engineered Resins, PVC, PVC additives, or other specialty chemicals is a plus. Manufacturing experience is a plus – Extrusion/Injection Molding. Common knowledge of physical and analytical testing techniques specific to the polymer industry.

Senior Process Engineer Victoria, TX Area Location

This position will support a new plant build of a ½ billion dollar investment. Ideal candidate will have process, production and project experience with startup or restart experience in a chemical plant operations capacity. Can have combination of engineering firm and plant experience. Must have at least 5+ years of experience and possess a BS Chemical Engineering degree with 3.2 GPA or better. MS degree a plus. Highly hazardous chemical exposure a plus. Must be flexible on locale and temporary living/relocation will be handled on a case by case basis. Chosen candidate will work out of engineering company's offices that have been hired to execute the project in Houston for a 2 year period and then will be expected to relocate to the Victoria, TX area permanently for construction, start up and then operations of the new plant. Will join an existing team of 10+ engineers that work directly for company with 4 of those being peer process engineers. This role provides process engineering support for the design, construction, start-up, and operation of a new chemicals manufacturing plant that will include multiple, interconnecting, process units. This includes: Responsible for identifying, developing, designing and implementing manufacturing processes, equipment, and plants working in collaboration with technology licensors and major engineering contractors. Provide process design and start-up support for major capital project. Lead and direct the work of contractors and consultants. Results oriented and relies on experience and judgment to plan and achieve performance targets. Propose and implement improvements to existing processes and procedures that will increase yield and production, improve product quality, and reduce costs. Maintain engineering documentation. Write accurate, clear, and concise procedures and support start-up activities. Determine root cause of process problems and lead implementation of permanent solutions. Actively participate in PHA/HAZOP studies, safety audits, and incident investigations. Ensures compliance with safety and environmental regulations. Excellent leadership and communication skills. Demonstrated ability to work well independently with minimal direct supervision. Demonstrated ability to work well in a team environment. Proven ability to manage improvement initiatives and/or capital projects. Experience using root cause analysis. Experience with OSHA PSM compliance requirements. Demonstrated ability to use SPC/SQC tools to monitor processes and make decisions. Working knowledge of PLC and DCS control hardware and software.

Process/PSM Engineer Baton Rouge, LA Location

Responsible for support of systematic Process Safety Management (PSM) execution in the plant. Position will lead and support PSM program and OSHA standards. Will support job function training, assessments, competency and PSM compliance training needs for the site. Will work with PSM Engineer, Mechanical Integrity Engineer, Production Specialist, Process Engineers, and I/E Engineers to help ensure plant stays in compliance with OSHA 1910.119 Process Safety Management. Will ensure accurate record keeping and reporting for PSM Leading and Lagging Indicators. Works with PSM Engineer and Safety/Security Coordinator to ensure accurate tracking and maintenance of Management of Change forms and documentation. Support execution of PSSR for major outages and capital projects. Participates in PSM and other related audits, both internal and external. Works with Safety/Security Coordinator to ensure accurate record keeping and reporting of action items from Process Hazard Analyses, Incident Investigations, Root Cause Failure Analyses, Process Incidents and other actions. Conducts contractor safety meetings as needed. Assist all departments in the review of plant process additions, modifications, construction and operations for compliance with Company PSM policy and regulatory regulations. Coordinates and provides support in Tap Root incident investigations, Management of Change process, and hazard analysis process, contractor auditing process, Quality Assurance/Mechanical Integrity of Critical Equipment process and PSM auditing process. Stays abreast of new and innovative technologies such as computer software etc. that would aid in improving the PSM process. Stays abreast of new or pending PSM regulations and methods of enforcement and inspections by regulatory agencies. Required Qualifications and Experience: Bachelor's Degree in Chemical Engineering with 3-5+ years' experience in a Chemical or Oil and Gas production facility. Proficient in computer applications for data trending, tracking action item closure, procedure writing, etc. Ability to read and understand P&IDs, isometric piping drawings and instrumentation control loops. Exposure to the application of PSM in capital projects and turnarounds.

Senior Process Engineer Alabama Location

Reports to the Process Engineering Manager. Primary duty of the Senior Process Engineer is to provide technical support for an area in the refinery and training for the Process Engineers, Economists, Mechanical Engineers, Electrical Engineers, Operations Specialists and operating personnel. Responsible

for multitasking which includes conception, development and process design of larger, longer range projects that are too large in scope for the Process Engineers. These larger projects can include projects to reduce operating costs, produce new product lines, meet new environmental regulations, improve refinery profitability, etc. Other areas of responsibility may include PSM duties and other organizational support functions. Serves in a senior advisory technical support role for Engineering Management and other departments in the refinery. In this role, the Senior Engineer provides technical leadership to the organization with engineering and operational continuity. Experience: B.S. in Engineering from accredited university, preferably Chemical Engineer by degree. 5+ years of refinery/petrochemical experience and demonstrated knowledge of refinery processes (refining experience highly preferred, but not required). Proven experience in refinery planning or process equipment design. Demonstrates leadership in improving income generation as well as reducing costs for the refinery. Self-motivated starter, able to work with very minimal supervision. Effective at working with other management, other engineers, hourly personnel. Possess some skill at refinery process software such as simulation software, design software, etc. Position is open due to promotion.

Emulsions Production Engineer Baton Rouge, LA Location

Will provide technical and production leadership to the Powders Plant. Will play a critical role in the troubleshooting and growth of the plant. Responsible for technical and production aspects of the Powders manufacturing process and associated equipment. This includes continual improvement in all key performance indicators. This position will work closely with the Plant Manager, Plant Supervisor, Shift Supervisors and Process Engineers (part of the onsite Engineering department). Maintain and monitor daily production and quality metrics as well as operation log books to ensure optimal plant operation and accurate reporting. Continually optimize production operations to maximize the Efficiency and On-Stream-Time of the manufacturing equipment. Lead safety training, conduct behavior based safety audits, and provide a strong safety presence in the plant. Develop, revise and review standard operating procedures to meet ISO9001 and PSM requirements. Minimize/eliminate out of specification production by efficiently troubleshooting process issues and ensuring equipment is maintained in the condition that is required. Conduct thorough/appropriate non-conforming product and customer complaint investigations necessary to identify root causes and effective corrective/ preventive action to continuously reduce the amount of off-spec production and customer complaints. Investigate/identify causes of waste generation in order to minimize the amount of waste generated. Apply troubleshooting/problem solving techniques and resources, as required, to quickly respond to many varieties of operational issues. Maintain and monitor raw material and finished product inventory levels to maximize cost savings. Identify, communicate, and eliminate production bottlenecks with Engineering/Maintenance in order to continually maximize production capacities. Train the salaried and hourly staff, as appropriate, on technical matters. Revise/update training manual/program for the new ACM plant staff, as needed. BS Chemical Engineering; 7-10 years relevant experience with future Operations Management potential and goals. PSM experience preferred. Prefer utilization or production of hazardous chemicals, such as Acrylonitrile, Acrylamide, Acrylic Acid and Sodium Hydroxide. Prefer experience in commissioning and initial plant startup. Yokogawa DCS and data acquisition systems experience a plus.

Monomer Production Engineer Baton Rouge, LA Location

Position will report to the Acrylamide (ACM) Plant Manager and provide technical and production leadership to the ACM Plant. Will play a critical role in the troubleshooting and growth of the ACM plant. Responsible for technical and production aspects of the ACM manufacturing process and associated equipment. This includes continual improvement in all key performance indicators. This position will work closely with the Plant Manager, Plant Supervisor, Shift Supervisors and Process Engineers (part of the onsite Engineering department). Maintain and monitor daily production and quality metrics as well as operation log books to ensure optimal plant operation and accurate reporting. Continually optimize production operations to maximize the Efficiency and On-Stream-Time of the manufacturing equipment. Lead safety training, conduct behavior based safety audits, and provide a strong safety presence in the plant. Develop, revise and review standard operating procedures to meet ISO9001 and PSM requirements. Minimize/eliminate out of specification production by efficiently troubleshooting process issues and ensuring equipment is maintained in the condition that is required. Conduct thorough/appropriate non-conforming product and customer complaint investigations necessary to identify root causes and effective corrective/preventive action to continuously reduce the amount of off-spec

production and customer complaints. Investigate/identify causes of waste generation in order to minimize the amount of waste generated. Apply troubleshooting/problem solving techniques and resources, as required, to quickly respond to many varieties of operational issues. Maintain and monitor raw material and finished product inventory levels to maximize cost savings. Identify, communicate, and eliminate production bottlenecks with Engineering/Maintenance in order to continually maximize production capacities. Train the salaried and hourly staff, as appropriate, on technical matters. Revise/update training manual/program for the new ACM plant staff, as needed. BS Chemical Engineering; 7-10 years relevant experience with future Operations Management potential and goals. PSM experience preferred. Prefer utilization or production of hazardous chemicals, such as Acrylonitrile, Acrylamide, Acrylic Acid and Sodium Hydroxide. Prefer experience in commissioning and initial plant startup. Yokogawa DCS and data acquisition systems experience a plus.

PROCESS CONTROL ENGINEERING POSITIONS

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

Primarily responsible for maintaining the health and operability of the process controls systems. This includes implementing process automation improvements for programs and code logic. Requires strong attention to detail. In charge of the development of process control strategy. Utilize troubleshooting techniques to identify the root cause of problem areas in DCS and PLCs and SIS. Update and implement control technology and process information improvements and capitalize on current best practices. Provide expertise in troubleshooting areas of control system to assure minimum impact on operations. Develop process control code and operator interfaces. Maintain backups for process control code and graphic screens. Add user accounts in a Windows Domain Controller environment. Test written code and provide realistic demonstrations in all modes. Ensure the delivered product is user friendly and meets stakeholder needs. Conduct training for applicable personnel on equipment. Ensure process control operating discipline is maintained and updated. Utilize available techniques and tools for optimizing plan process control systems and prevention of unplanned events. Conduct regular audits of process control system to insure safe operations. Present findings to management on a routing basis. Record and communicate information on work process deficiencies and improvements. Work with other functional disciplines to identify possible improvements in work process. 3+ years of manufacturing process environment with strong knowledge of basic process equipment and their functions. Experience in programming and maintaining a DCS system, including hardware maintenance, programming of controllers and alarm management. Knowledge of operating systems, hardware, software, PC troubleshooting and problem solving techniques. Experience in executing process control projects. Experience in problem solving/troubleshooting of data analysis. Ability to read P&ID's and instrument loops sheets. Experienced with PID controller tuning. Experienced in commissioning of new instrument and electrical systems/projects within a petrochemical process. Experienced in troubleshooting process and control issues in a fast paced environment under periods of urgency. Working knowledge of basic instrumentation principles and basic electrical principles. Experience in networking (switches, firewalls). Strong written and verbal communication skills. BS degree required. Knowledge of Honeywell DCS is preferred. Position is open due to retirement. Reports to plant manager.

Senior Automation and Process Control Engineer *North Carolina Location*

Smaller plant site, but LARGE organization. Non-Union. Warm and open work environment. Great family area. Position is for smaller projects and daily operations. Reports to Manufacturing Technology Manager. Position requires mentoring but has no employees in direct down line. Basic understanding of PSM is important, wants someone with initiative and enthusiasm for chemical process organization. System is Siemens, high hazardous plant. Please inquire if you have an interest in discussing in further detail. Set direction and provide day to day troubleshooting for DCS hardware/software, instrumentation, and controls. Identify new process control improvement opportunities. Responsible for designing and implementing these improvements. Provide coaching and development for site technicians and A&PC specialist. Provide site leadership for A&PC networks and electrical safety team. B.S. Engineering and 10 years of experience in developing and commissioning process control applications. Fundamental understanding of Process Safety Management (PSM) systems and High Hazard Processes. Desire to work in a manufacturing environment. Experience championing and implementing improvements in systems capabilities in a manufacturing plant environment. Demonstrated expertise and understanding of distributed control system (DCS) architecture

and demonstrated skills in configuring, documenting and troubleshooting. Demonstrated knowledge of instrumentation systems and electrical infrastructure. Experience with process control and instrumentation tuning. Demonstrated success in managing and leading both long-term programs/projects as well as address short-term operational issues. Demonstrated ability to develop instrument and control mechanics/technicians. Understanding of the principles of operation, reliability and performance characteristics of instrumentation, measurements, analyzers and control valves. Experience with process safety standards and their application to chemical manufacturing facilities. Knowledge of the open and closed loop response characteristics of dynamic systems. Preferred Skills/Experience: Siemens PCS 7 experience. Demonstrated good mentoring skills. Experience with working in a HPWS environment. Six Sigma Green Belt.

Instrument Control Specialist Eastern Tennessee Location

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

prescription medications that may affect the Employee's ability to perform safely the essential functions of his or her position to Human Resources.

Process Control Engineer Texas Panhandle Location

Provides recommendations for improving refinery operations based on technical information and raw process data. Functions as a process troubleshooter and provides 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. Assists 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.

Process Control/Automation Engineer New Jersey Location

Looking for a proven leader with a strategic outlook. \$40MM-\$60MM Capital Equipment Projects in the next 12 months. Seeking a go-getter who is enthusiastic as well as technically strong. Someone with good ideas/planning skills as this facility continues to make major capital investments. Not just a day to day hands on Automation or Process Control Engineer but a strategic advisor as it pertains to future automation initiatives. Will focus on improving site performance and/or reducing site manufacturing costs by initiating and driving optimization and improvement of the site by providing broad and in depth technological expertise for current automation processes and to guide and safeguard all design and related engineering aspects of projects in a QESH compliant way. Interfacing with Operations, Technology and Business Partners to anticipate and propose solutions for current and future business/site needs. Together with Operational partners, analyze processes and equipment requirements and develop scope of work for Improve Plant Projects in the Automation/Process Control area. These projects encompass SHE improvements, cost and efficiency improvements, site and unit improvements and general optimization efforts. Identify, prioritize and manage plant automation process issues and cost drivers by analyzing performance using data driven statistical methods and RCA (Root Cause Analysis) techniques to identify the cause-and-effect relationship. Deliver high level automation technology and engineering expertise for all operating areas on the site. Takes on challenges that go beyond the customers (production areas) abilities to solve. Has innovative ideas and thinks "outside the box" or beyond traditional boundaries in order to identify solutions to improve that have not been used before. Creates new concepts that are not obvious to others and not learned from previous education or experience to explain situations or resolve problems. Uses a long-term perspective to ensure sustainability and adjusts approach accordingly. Becomes involved in a customer's decision-making process. Recommends approaches which are new and different from those requested. Takes specific actions to keep skills up-to-date with the most current requirements. Actively seeks learning opportunities from other specialty areas in order to become a broader resource to the team. Finds appropriate ways to use new ideas, approaches, and knowledge to more effectively address challenges. Provides day to day automation and process control support for operating areas under his/her supervision. Coordinates with the site's other Automation Engineers for vacation/weekend coverage. Ensures site compliance with engineering codes & practices, safe operating windows and corporate requirements (SHE, Manufacturing, Finance) and cGMP standards. Responsible for the effective and efficient allocation of the Improve Plant Department Operational Expense Budget. Ensures as part of this that engineering hours are properly accounted to capital projects. Execute feasibility studies and plant trials in support of plant problems, opportunities, product development and technological innovations. Consults and advises other engineering and operations colleagues on automation aspects of their own individual projects. Develop and lead projects within the Improve Plant Work Process and ensure handover to appropriate work process. Anticipates obstacles and thinks ahead about next steps. May manage outside consultants, temporary engineers and engineering firms in support of larger projects. Monitors progress of a project against milestones or deadlines. Responsible to ensure that the various SHEQ aspects of capital projects are considered/ assessed and integrated into the design, construction and commissioning. B.S. in Engineering required. 5+ years of process control/ automation experience [various DCS and PLC systems].

ELECTRICAL ENGINEERING POSITIONS

Senior Instrument Engineer *New! California Location*

Provides daily technical support for the specification, design purchase, installation and commissioning of instrument and low voltage electrical systems. Support operations during troubleshooting, upset or emergencies, improving instruments in the area, as well as capital and expense projects. Provides ongoing technical support to operations and maintenance departments on instrumentation, analyzers, PLCs and control valves problems. Troubleshoots performance and makes recommendations to improve safety, reliability and operability for related areas. Provides scoping, cost estimates and preliminary design work for both capital and expense projects AFEs. Provides orifice calculations/specifications, valve sizing/specifications, and various instrument specifications for Operations, Maintenance, Capital Projects and Process Engineering. Reviews and approves design changes to ensure conformance to refinery standards. Monitors and directs activities of engineering contractors for progress and quality to ensure compliance to the refinery and industry standards. Develops and maintains multi-year obsolescence plan for instruments and analyzers. BS degree (or higher) in Electrical or Chemical Engineering required. Minimum of 5 years of experience in all phases of instrument/electrical systems design and installation required. PLC Programming and troubleshooting experience required. Basic Internetworking (routing, switching, IP addressing, etc.) knowledge required.

Instrument/Control/Electrical (ICE) Specialist *Houston, TX Location*

Develop instrumentation, control, and electrical strategies for the design, procurement, and installation strategy/standards/procedures for a new polymer plant to be built. The position provides single point coordination for all design activities in the contractor offices from basic through detailed engineering. The specialist is also responsible for the system completion, commissioning, and start-up of the all these types of systems. This position has responsibility for developing, instituting, auditing, and ultimately field acceptance for a wide range of assets. Is a member of a small but essential project team which will drive performance on this important project. Will be accountable for refining and implementing the control and instrumentation philosophy as well as the electrical philosophy across the site. This will involve managing interfaces between internal technology personnel, site operations/maintenance personnel, and select engineering contractors. The role also covers technology support through the procurement, construction, commissioning and initial operation, to ensure the site executes the instrumentation/control and electrical technology as designed. Works with existing technology/site personnel to assure accuracy and efficiency in vendor/equipment selection. Helps define and clarify technical requirements and specifications to the procurement team, vendors, and construction personnel. Institutes best in engineering practice, challenges cost, and assures operational reliability in a cost driven project environment. Assures on time and quality services from Vendors. Aligns Processes with Global Procurement processes. Responsible for Best Practice initiatives. Authority to propose new vendors. Delivery of best-in-class HSE Performance through influencing world class engineering and construction contractors to deliver leadership across your work area. Leading, auditing and/or participating in safety reviews (e.g. HAZOP's/HAZID's/SIL reviews) will be a key activity. Contribute to establishing common engineering codes and standards for the ESPN Project. In conjunction with the main engineering contractors and company/site requirements, develop criteria for the selection of instrument and electrical Vendors. Lead the selection process. Provide technical direction to contractor I&C&E staff to ensure compliance with philosophies, codes and standards and delivery of the project goals. Establish and lead processes to ensure the I&C&E engineering and design integrity is not compromised during the design, construction execution and commissioning phases. Accountable for all I&C&E engineering activities from basic engineering to detailed engineering through start-up, to meet the target start-up dates, budget, facilities engineering design integrity, and HSE performance for the project. Provide technical support to the operations team during preparation for start-up and up to normal operation. Coordination of Peer Reviews and Peer Assists as required. Degree in Engineering with minimum 5 years of engineering/project experience in the ICE asset areas. Development of an integrated control system including the core process control system, safety systems and interfaces to the plant information system. Design of safety systems in line with company standards. Design of custody transfer metering systems. Interfacing control systems with third party systems. Design requirements for field instrumentation using "smart" or "field bus" technology. Application of criticality to instrument safety design. Design of high voltage power distribution and protection systems.

Senior Automation and Process Control Engineer North Carolina Location

Smaller plant site, but LARGE organization. Non-Union. Warm and open work environment. Great family area. Position is for smaller projects and daily operations. Reports to Manufacturing Technology Manager. Position requires mentoring but has no employees in direct down line. Basic understanding of PSM is important, wants someone with initiative and enthusiasm for chemical process organization. System is Siemens, high hazardous plant. Please inquire if you have an interest in discussing in further detail. Set direction and provide day to day troubleshooting for DCS hardware/software, instrumentation, and controls. Identify new process control improvement opportunities. Responsible for designing and implementing these improvements. Provide coaching and development for site technicians and A&PC specialist. Provide site leadership for A&PC networks and electrical safety team. B.S. Engineering and 10 years of experience in developing and commissioning process control applications. Fundamental understanding of Process Safety Management (PSM) systems and High Hazard Processes. Desire to work in a manufacturing environment. Experience championing and implementing improvements in systems capabilities in a manufacturing plant environment. Demonstrated expertise and understanding of distributed control system (DCS) architecture and demonstrated skills in configuring, documenting and troubleshooting. Demonstrated knowledge of instrumentation systems and electrical infrastructure. Experience with process control and instrumentation tuning. Demonstrated success in managing and leading both long-term programs/projects as well as address short-term operational issues. Demonstrated ability to develop instrument and control mechanics/technicians. Understanding of the principles of operation, reliability and performance characteristics of instrumentation, measurements, analyzers and control valves. Experience with process safety standards and their application to chemical manufacturing facilities. Knowledge of the open and closed loop response characteristics of dynamic systems. Preferred Skills/Experience: Siemens PCS 7 experience. Demonstrated good mentoring skills. Experience with working in a HPWS environment. Six Sigma Green Belt.

Instrument Control Specialist Eastern Tennessee Location

Reports directly to the Maintenance Manager for an Eastern Tennessee chemical production facility. Responsible for control and instrument systems and equipment design, procurement, planning, and support. Assists with planning technical studies, evaluations and design of plant projects and modifications to improve and enhance plant efficiency and improve equipment reliability. Enhance plant safety, environmental compliance and maintenance. Improve communications between departments. Direct subcontractors, develop work scopes, and supervise activities associated with plant projects. Responsible for supporting instrumentation/CEMS/ automation equipment at all levels, including training, analysis, and documentation of associated computer automation systems (PLC or DCS). Support continuous improvement efforts, daily operations, and capital projects using an applied technical knowledge of the manufacturing processes, instrumentation and computer automation equipment. Retrieve and evaluate process & environmental data; troubleshoots logic diagrams and drafts reports. Participate in safety and environmental initiatives to ensure overall employee safety and regulatory compliance. Review and update required instrument PM & Calibration procedures. Document and update loop drawings, interlocks and data sheets. Uses personal computers, Microsoft Office suite products and specialty computer software used for process instrumentation, control equipment and DCS/ICS equipment. Support Maintenance and Operations departments to ensure personnel safety and maximize plant uptime, including after-hours support if needed. Works with appropriate personnel and plant systems to ensure plans, schematics and diagrams are maintained accurate and up to date. Performs/assists in the programming of additions and changes for PLC/DCS systems. Troubleshoot and recommend solutions to recurring instrumentation problems on critical equipment. Provide field supervision support on critical equipment. Work with the Maintenance, Technical and Operations Managers to establish, track, and achieve equipment reliability goals and objectives for the facility. Provide daily technical support to craftsmen, supervisors and other engineers to resolve equipment design, maintenance and operating issues for immediate and long term solutions. Assists in planning and execution of turnaround activities; provides technical input in determining priority and scope of equipment repairs; leads root cause failure investigations for instrument/control related incidents. Reviews engineering projects to ensure compliance with plant standards, and other applicable industry standards; Assists in developing and maintaining plant mechanical engineering/safety standards. Completes engineering design and documentation for small plant improvement and modification projects. Knowledgeable in the theory and workings of all types of instrumentation – control valve assembly, level, flow, pressure, temperature, pH, conductivity, and all types of gas analyzers. Ability to read and understand blueprints, schematic diagrams, wiring diagrams and technical manuals; do detailed work with a high degree of accuracy and neatness; keep

records of equipment and machinery repair; follow oral and written instructions; communicate and coordinate work effectively with a wide variety of people; maintain cooperative working relationships. Experienced with smart instrumentation, pneumatics, hydraulics. DCS, PLC, HMI, Historian, database programming and management. Experience with Emerson DeltaV and Rockwell Software products a plus. Exceptional reliability and defect elimination skills and aptitude. Exceptional instrumentation and control logic troubleshooting skills. Strong organizational and communication skills. Training and experience in RCFA, RCM or equivalent methodology. Strong computer skill – CMMS, database management, analysis software, etc. Knowledgeable in LOTO. Basic understanding of compressor control systems. Foundation Fieldbus experience a plus. HS Diploma and more than eight (8+) years of experience in instrumentation and control in the chemical process industry. Experience inspecting, maintaining, and specifying control, SIS, and instrumentation systems and equipment. Prefer 5+ Years of engineering experience. Preferably in a chemical manufacturing environment. Working knowledge of Process Safety Management and a good understanding of general process control preferred. Project management and budget management experience preferred. This is a safety sensitive position which requires employees to disclose the use of any prescription medications that may affect the Employee's ability to perform safely the essential functions of his or her position to Human Resources.

ENVIROMENTAL ENGINEERING POSITIONS

Waste Programs Manager Dallas, TX Location

Corporate position in Corporate Office Location and intended to be SME in Waste. No direct reports. Will support all US based Chemical Plants (26 total). 10-25% travel. Reports to Director of Environmental. Responsible for promulgating and continuously improving a management program to ensure company/facility compliance with solid/hazardous waste related environmental laws and regulations through program/procedural development and training, as well as direct mentoring of facility personnel. Provide leadership to the organization in the identification, development and implementation of areas of focus to promote continuous improvement in Recycling of secondary materials, waste minimization and cost reduction in waste disposal management. Negotiate RCRA Treatment, Storage and Disposal permit provisions, both during periodic renewal and when modifications are required for expanded/new facilities, with regulatory agencies to obtain timely and cost effective results. Develop strategies for and negotiate resolution of solid/hazardous waste related compliance issues and respond to agency inspections/legal actions. Provide technical support for recycling projects and waste characterization determinations, including sampling and analytical testing of waste characteristics, as well as QA/QC requirements. Participate on facility audit teams and assist facilities in responding to audit action items, and provide regulatory assistance to facilities to improve processes and documentation to demonstrate compliance. Participate on Industry association committees responsible for waste and recycling related issues, both at the national and state levels. Assess the impact of proposed regulatory and legislative changes on products and manufacturing operations and prepare comments on behalf of the company to ensure company impacts and recommendations are recognized and considered by regulators. Work closely with corporate remediation teams to minimize costs of remediation of past hazardous substance releases to soil and groundwater at operating facilities, while reducing risks to current operations. Assist Supply Chain staff with waste disposal contract negotiations and develop related waste disposal cost reduction projects in conjunction with facility staff. Initiate special projects to anticipate and/or respond to solid/hazardous waste and recycling related regulatory issues, e.g. Definition of a Solid Waste, RCRA waste handling issues, Delisting Petitions, Recycling exemptions, Legitimate recycling determinations, etc. Provide technical expertise to management, facilities and other divisions where a solid waste related issue is expected to have a significant impact. Integrate waste and recycling management planning with air and water quality management programs to assure consistency, capture synergies, manage overlaps and address conflicting requirements. Initiate projects to capture synergies in recycling and waste treatment activities across operating facilities, as well as corporate projects to minimize overall company costs and maximize utilization of on-site capabilities. Support regulatory approvals for reuse of company wastes and secondary materials as products to be utilized by other facilities and third party customers, e.g. spent sulfuric acid, light and heavy ends to Catoxid and/or Perc reactors, etc. In support of HES&S Department communications, prepare and submit relevant waste and recycling information for company annual reports as well as special reports for community and company advocacy efforts. This includes waste reduction planning, TRI reporting and related release reductions, including those related to process changes at operating facilities. Provide periodic training on Waste related topics. Bachelor's degree in Chemical and related Engineering, Chemistry, Environmental Science, or

equivalent; 10 or more years overall environmental waste experience required can be plant based, corporate based or consulting based backgrounds. Position newly created position.

SAFETY POSITIONS

SHE Specialist *New! Louisville, KY Location*

Responsible for occupational safety health, security, emergency response and environmental performance at the KY Plant. Will drive the effort to improve and sustain excellence in the organizational and SHE culture and knowledge base as well as provide leadership and direction to achieve the SHE vision through management commitment and employee ownership. Uphold safety, health, security, emergency response and environmental procedures, communicate directly and support the SHE department to ensure OSHA, EPA, DOT and DHS compliance at all times. Implement Corporate SHE programs at site. Assures policies and corresponding procedures are compliant with regulatory standards. Ensure a safe and environmentally sustainable operation of Plant by incorporating the proper procedures, equipment controls and training to meet or exceed all standards, laws, rules, and regulations. Develop proactive strategies in occupational safety management and lead implementation/achieve organizational acceptance of occupational safety programs, standards, management systems and procedures to ensure operational excellence and sustainability in the organization. Develop and execute programs to reduce and eliminate the risk of incidents of process, equipment, and systems-related injuries and illness, exposure and property loss. Collaborate with other functions and sites including but not limited to Research and Development, Engineering, and Operations to execute the safety strategy. Ensure OSHA-required safety training and environmental training programs meet compliance standard requirements and are conducted for all employees and contractors. Ensure training incorporates innovative methods to make training interesting, relevant and effective. Maintain and monitor Plant, R&D and fire water, detection, alarm and extinguishing systems. Responds to on-site alarms, incidents, emergencies and accidents as necessary. Provides guidance to sites regarding state and federal safety, emergency response and security standards and makes recommendations for program improvements. Participates in investigations of safety and security-related incidents to provide feedback on root cause and necessary corrective actions. Provide support to Corporate Environmental Engineer related to permits for all environmental media as required. Ensure all environmental compliance records are complete and organized and all reporting requirements are met and submitted in a timely manner. Conduct site vulnerability analyses and ensure Plant maintains compliance with Department of Homeland Security Chemical Facility Antiterrorism Standard requirements. Conduct and coordinate on-site equipment inspections, work area and behavioral inspections to audit both physical conditions and safe work practices to insure the highest SHE standards are being maintained throughout the plant. Serve as Hazmat Technician, Incident Commander and first responder to emergencies as necessary. Facilitate the sharing of Gatehouse operations with neighboring plants with respect to security and access to the site. Participate in Corporate and site SHE management system audits, report on findings, make recommendations for correction of issues and continuous improvement, and directly support the site's risk reduction efforts. Participate in PHA meetings, lead the hazard review meetings for small- to moderate-size plant projects, and document the results in a useable PHA report. Participate with Corporate in PHA/hazard evaluations of large projects (such as a new process) and revalidations of existing (older) processes as necessary. Report key performance indicators (most importantly, leading indicators) to track the SHE management system and work in cooperation with managers, engineers and others to keep process safety performance on track. With Corporate assistance, implement all fourteen (14) elements of the OSHA Process Safety Management standard and the additional requirements of EPA risk management plan rule. Identify gaps in any of the elements and implement sustainable solutions to address them. Participate in and ensure site management of change (MOC) and pre-start up safety review (PSSR) processes are completed as required. Provide hands-on support for closure of audit and PHA findings by developing and implementing solutions related to SHE risk and compliance gaps. Ensure compliance with federal (OSHA, EPA, DOT, DHS), state (KY) and local air, water and waste regulations. Represent the Company in external regulatory and insurance inspections. Lead site security drills and make recommendations to improve security procedures, processes and systems. Requires a BS degree preferably in Industrial Safety, Chemical or Mechanical Engineering, or related field. Prefer minimum of five (5) years of experience in health, safety, security, emergency response and environmental within chemical manufacturing. Professional Safety certification preferred. Certified CPR Trainer preferred. Working knowledge of OSHA and EPA regulations, particularly Process Safety Management (PSM) and Risk Management Plan (RMP) requirements for chemical plant. Must exhibit strong safety leadership and have excellent organizational skills . Must possess effective verbal and written

communication skills and presentation skills in order to communicate with all levels within the organization. Knowledgeable of chemistry/chemical terminology. Hazmat training and Incident commander training required.

Safety Specialist Houston, TX Location

Responsible for assisting 2 Houston area plants to achieve and maintain compliance with SHE polices and applicable federal, state, and local environmental regulatory requirements for the operation of the permitted site. Understands the SHE issues that contribute to company's success and profitability; establishes productive internal and external relationships; and provides satisfactory service to customer organizations. Behavioral based safety organization. Demonstrates expert knowledge and operational experience in several SHE technical areas as well as demonstrates an understanding of chemical plant operations. Compiles and submits complete and accurate information and data necessary to measure performance towards plant SHE goals and regulatory compliance, as assigned. Leads SHE compliance programs or components of such programs. Collaborates with SHE staff and customer organizations in the development, implementation, and maintenance of Gulf Coast Region or plant-specific SHE procedures and training programs. Participates in SHE assurance audits for the site. Maintains knowledge of applicable federal and state-specific SHE regulations, including pending changes, and communicate regulations and requirements to Gulf Coast personnel and management. Participate and/or Lead incident investigations as required. Responsive to SHE issues raised at any level in the organization including follow up communication of the resolution with all parties involved. BS degree required. 3+ years of chemical plant experience in a safety/ER/IH capacity required. Reports to Gulf Coast Region SHE Manager.

Safety Superintendent Baton Rouge, LA Location

One direct report of a safety specialist. Hands-on safety position. Reports to the Safety & Security Manager. Responsible and accountable for the planning, developing, implementation, maintenance and management of all activities and elements of the plant policy, process and programs in compliance with and according to company policies and governmental regulations, OSHA 1910.119, Company policy, Industry Best Practice and assumes Leadership role in absence of Department Manager. Develops and administers all phases of Safety/Health program at the plant site. Supervise department personnel, manages site Safety activity and provide Safety/Health direction and advice as required. Monitors and directs site safety process movement toward desired results and makes appropriate corrections. Evaluates existing programs, services, techniques, and procedures, & establishes methods for installation of changes & improvements. Coordinate all TapRoot Incident Investigation Process. Participate in incident investigations; assist in evaluation of root cause, in preparation of documentation, implementation of corrective action and close-out of investigation. Update and Maintain Safety Policies Guidance documentation, etc. Identify training needs and work with the Training Manager to create training curriculum, schedule classes, conduct training and documents accordingly. Provides technical expertise, assists and counsels all levels of management and employees regarding safety, health topics and concerns. Participate in safety audits, emergency teams, training, and safety meetings. Assist the department manager to develop and mentors staff. Supervises the development and coordination of emergency response procedures. Coordinates with local law enforcement officials on emergency planning. Coordinate and conduct drills in security and emergency response. Maintain a level of competence in the emergency response teams on site by insuring challenging training, special projects and insuring challenging training, special projects and insuring regulatory compliance within PSM/RMP on Emergency Response. Supervises the development and implementation of the Industrial Hygiene program. Ensures program meets applicable OSHA regulations. Fosters and promotes good working relationships with all local, state and government regulatory agencies as well as with various community groups. Serve as one of the primary contact with Agency management personnel. Work with all departments in the plant to create and maintain good working relationships to coordinate safety services for the plant customers. Qualifications: Bachelor of Science degree in a safety related field. Other degrees may be considered depending on post graduate work experience in the safety profession. Prefer a minimum of 7 years of direct related and progressively responsible experience in safety and health. These years of experience are the collection of experience in these two areas. It is preferred to have a balance of experience which may coincide with years of education. Also, some equivalency may be considered for operations time. Thus, education and experience equivalencies will be considered. CSP, ASP and other certifications are considered a plus but not required. Able to achieve goals and targets through coordination and indirect management of people.

Process/PSM Engineer Baton Rouge, LA Location

Responsible for support of systematic Process Safety Management (PSM) execution in the plant. Position will lead and support PSM program and OSHA standards. Will support job function training, assessments, competency and PSM compliance training needs for the site. Will work with PSM Engineer, Mechanical Integrity Engineer, Production Specialist, Process Engineers, and I/E Engineers to help ensure plant stays in compliance with OSHA 1910.119 Process Safety Management. Will ensure accurate record keeping and reporting for PSM Leading and Lagging Indicators. Works with PSM Engineer and Safety/Security Coordinator to ensure accurate tracking and maintenance of Management of Change forms and documentation. Support execution of PSSR for major outages and capital projects. Participates in PSM and other related audits, both internal and external. Works with Safety/Security Coordinator to ensure accurate record keeping and reporting of action items from Process Hazard Analyses, Incident Investigations, Root Cause Failure Analyses, Process Incidents and other actions. Conducts contractor safety meetings as needed. Assist all departments in the review of plant process additions, modifications, construction and operations for compliance with Company PSM policy and regulatory regulations. Coordinates and provides support in Tap Root incident investigations, Management of Change process, and hazard analysis process, contractor auditing process, Quality Assurance/Mechanical Integrity of Critical Equipment process and PSM auditing process. Stays abreast of new and innovative technologies such as computer software etc. that would aid in improving the PSM process. Stays abreast of new or pending PSM regulations and methods of enforcement and inspections by regulatory agencies. Required Qualifications and Experience: Bachelor's Degree in Chemical Engineering with 3-5+ years' experience in a Chemical or Oil and Gas production facility. Proficient in computer applications for data trending, tracking action item closure, procedure writing, etc. Ability to read and understand P&IDs, isometric piping drawings and instrumentation control loops. Exposure to the application of PSM in capital projects and turnarounds.

QUALITY/CHEMIST/LAB POSITIONS

Applications Development Chemist Louisville, KY Location

Position is customer interfacing and not only for a laboratory setting. Seeking a candidate with manufacturing experience with thermoset rubber (mixing, molding, extrusion, calendaring, etc.). Focus on compound development with NBR, SBR, EPDM, HNBR. More of a shop floor, compound development role. Demonstrating an ability to develop compounds that use rubber elastomers is critical. Experience processing rubber compounds to make parts is almost as critical. Position will join a rubber elastomers division in a corporate R&D Center. Primary role of this position is to develop new applications for polymers; develop projects in the area of elastomer specialty making recommendations to customers and company management. Will work as an integral part of the team working with both internal and external customers, and with a significant amount of latitude for action and decision-making. Reports to the Business Manager, Nitrile Rubber. Will develop new applications for polymers and provide technical insight to R&D for developing new polymers driven by market need. Regularly interact and work with customers, technical staff, production personnel, sales, marketing and all other areas of the organization. Identify new applications by market research and knowledge. Plan, conduct and direct complex projects of major importance, analyze results and make recommendation to customers and company management. Contribute to the preparation, presentation and follow-up of applications development projects. Must possess a Bachelor Degree in Chemistry/Chemical Engineering/Polymer Chemistry or Polymer Engineering. Possess minimum 8 years' experience in a hands-on technical role within the rubber industry. Possess rubber processing understanding with working knowledge of rubber compounding/vulcanization chemistry. Proven and demonstrated project management skills. Excellent verbal/written communication skills. Motivated & self-directed to successfully complete & deliver project & assignment results. Will join a team of 6 other chemistry individuals in this division. 20-30% travel.

Technical Services Representative Houston, TX Location

Reports to Director of Technical Service/QC. Position requires focusing on assisting the Sales & Marketing team to increase Company products sales by introducing new products, supporting customer projects and problem solving. Typically requires a minimum of 50% travel within the United States and some occasional international travel. Communicate with the Sales & Marketing department to determine customer needs and participate in customer visits when requested. Support the efforts of the Sales & Marketing department, which may include but not be limited to designing and conducting testing, interpreting data, creating technical

reports to be presented to customers, and making technical presentations at industry functions. Be the primary technical service contact between existing and potential customers. Must be able to communicate directly with customers from outside testing agencies or other company locations regarding various issues related to the performance or technology associated with their products. Resolve customer technical issues and conduct customer trials effectively. Communicate with R&D personnel to develop products and coordinate long-term development projects based on customer feedback. Prepare testing reports for internal use and provide feedback from customers to the Sales & Marketing and R&D personnel. Support the company's customer base, identify future business opportunities, and internally communicate new competitive products and developments. Must be able to prepare technical information for Company products. B.S degree in polymer science, chemistry, engineering, or other science preferred. Minimum of 3-5 years of Technical Service, compounding and/or process experience in polymer chemicals, plastics, or related industry – Engineered Resins, PVC, PVC additives, or other specialty chemicals is a plus. Manufacturing experience is a plus – Extrusion/Injection Molding. Common knowledge of physical and analytical testing techniques specific to the polymer industry.

NON-TECHNICAL ENGINEERING, BUSINESS TYPE ROLES

Sales Account Manager *New! Location is Flexible*

Responsible for all sales activities, including New Business Development within the respective territory. Position may be physically located at the client's gulf coast location or remotely in a home office environment in Southern to Lower Mid-Western States to cover Southeast US to Lower Mid-West Territory. Cities could include, Dallas, Houston, New Orleans, Mobile, Jackson, Memphis, etc. Houston or New Orleans location is a preference. B.S Chemical Engineering, Chemistry or Polymer Science; 5+ yrs. sales experience in chemicals manufacturing years experience. Experience in PVC or polymer/plastics additives applications experience a plus. Reports to Commercial Director, Americas. 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. Accountable for delivering budgeted sales and margin targets for the territory. Search out and acquire new customers and new applications for existing products and develop sales of new products. Develop account specific strategies and establish key account plans. Develop and maintain rolling forecasts for the territory with appropriate and time updates. Attend and/or prepare formal presentations for assigned territory, actively participate at sales meetings and other meetings designated by management. Prepare monthly call reports according to the established company standards. Assist in the development and implementation of an annual marketing plan in consultation with other departments and works within the business plan. This would include assisting in implementing a strategy, working within a defined budget, and evaluating the results. Represent the company at industry related associations and events.

Traffic Specialist *Baton Rouge, LA Area Location*

College degree preferred; 3-5 years of experience in the transportation field, specifically in rail/truck shipments. Strong communication skills to coordinate support/resources for product delivery. Experience in railcar components and repair, including overseeing repair progress. Computer proficiency in Microsoft office is required. Knowledge/experience in transportation/logistics. Experience in an industrial traffic department. Marine loading knowledge is a plus. Reports to Purchasing/Logistics Manager.

Site Services Manager *Baton Rouge/New Orleans, LA Area Location*

This position manages a water treatment unit on site as a refining customer's site. Is considered a "service company" position. Direct hire, full time position. 2 direct reports that are field reps/specialist. Ideal experience would be water treatment experience. Refining experience is a plus. Responsible for ensuring assigned account revenue and profitability growth by maintaining existing business, while developing and implementing sales plans for any internal opportunities. Insures that assigned account(s) are properly staffed and customer commitments and expectations are not only being met, but exceeded. Act safely in all aspects of the job, including the operation and maintenance of the company provided vehicle and compliance with all company and customer site specific safety policies. Provide and document onsite service to assigned account(s). Supervise and guide a team of professionals to promote a safe and positive environment. Competent at evaluating customer laboratory results, recommending chemical feed rates, and maintaining product inventory. Develop business plans for optimal use of resources and time. Assist in interviewing, recruiting, and training staffs. Focus on customer retention and improving customer

relationships through effective business calls and entertainment at all levels of the customer's organization. Identify and resolve customer complaints, escalating as required. Add customer value by acting as a business consultant to customer's key management by developing a thorough understanding of customer's business, strategy and operational issues. Advise customers on the best products to accomplish their objectives. Organize regular meetings with management to discuss about business updates, issues and opportunities. Train staffs on daily responsibilities, brand promotion and customer service activities. Competent at handling all projects from the identification stage through data collection, qualification, implementation, Value quantification, and report out phases. Document the value offered and delivered to the customer in clear, customer accepted financial terms. In coordination with the territory manager, develop sales plans and strategies for active and potential pursuits. Assist the technical group by providing ongoing information regarding customer trends, issues and requests related to products and their application. Evaluate employee performance and develop individual development plans. Evaluate existing business procedures and recommend improvements. Has a high level of curiosity to improve the customers operations and financial standing with existing customer(s). Updates job knowledge by participating in educational opportunities; reading professional publications; maintaining personal networks; participating in professional organizations. Competent at training and mentoring all Field Rep's, Technical Rep's, and Territory Specialists. Complete required training and documentation on time. Bachelor's degree (Engineering, Chemistry, Biological Sciences or related field). Minimum 10 years of chemical and refinery experience. Industrial water treatment experience a plus. Strong communication skills (both written and verbal). Proficiency with MS Office products preferred.

Training Coordinator Baton Rouge, LA Area Location

Requires advanced knowledge and understanding of adult learning and development discipline as well as applications and systems used to support learning management such as LMS and LCMS. Knowledge base developed around industrial needs is preferred. The Training Coordinator will manage, design, develop, coordinate and conduct small and large scale training programs following policies, guidelines and objectives while emphasizing employee safety, environmental sensitivity, operational excellence, product quality, and cost effectiveness. The Training Coordinator will be responsible for content development supporting Tier I, II & III content. The Training Coordinator will work with Training Manager to collaborate with site leaders and SMEs to achieve various training objectives and perform learning needs assessments as well as support site and corporate initiatives. The Training Coordinator will have primary responsibility for supporting job function training, assessments, competency and compliance training needs for the site including compliance, operational, technical, and business needed training. Qualifications: Support job function training, assessments, competency, and compliance training needs across the site. Map out training plans, design and develop training programs (outsourced or in-house). Choose appropriate training methods per case (simulations, mentoring, on the job training, professional development classes, blended etc.). Market available training opportunities to employees and provide necessary information. Conduct organization/department/individual needs assessments and identify skills or knowledge gaps that need to be addressed. Use accepted education principles and stay up to date with new training methods and techniques. Design and prepare educational aids and materials. Assess instructional effectiveness and summarize evaluation reports determining the impact of training on employee skills and business needs. Partner with internal stakeholders and liaise with subject matter experts regarding instructional design. Manage and maintain in-house training facilities and equipment. Maintain employee training records, training assignments /curricula and courses in the LMS and generates training exceptions reports. Assist site personnel with learning system technical issues. Responsible for development of content in the LCMS and conduct and coordinate reviews for other authors. Update LMS and LCMS courses with appropriate content, links, videos, etc. Facilitates training programs as necessary. Assists in the delivery of the new hire orientation training program. Provides coaching on content development and training methodology to SMEs, area leaders, etc. Maintain site training calendar. Strategic planner in developing department goals, objectives and processes. Partner with the Training Manager in developing 2-5 year goals and strategies for training. Recognize both short and long term impact of any and all training decisions. Recognizing and understanding the "big picture" with each situation and that its business impact is critical and must be second nature. Advises Training Manager on local Training opportunities and represents Training Manager in his/her absence within the scope of demonstrated abilities. Generates purchase requisitions for services or goods for training function using EAM system. Orders supplies for Training team. Provides general administrative and project support for team. Coordinate logistics for training activities including venues, equipment and supplies.

Establish and maintain relationships with external training vendors. Coordinate off-site training activities for employees. Design and apply assessment tools to measure training effectiveness. Organize, develop or source training programs to meet specific training needs. Identify internal and external training programs to address competency gaps. Required Qualifications: Post High School diploma or equivalent and 3+ years of experience in training profession. Prefer advanced degree in training or related field with 3+ years in the training profession and additional certifications in the field of training.

Asphalt Technical Representative *Alabama Location*

Seeking someone who has done product research and development with asphalt. Preference would be for someone with roofing or shingle experience, but will be asked to also do work on the paving side of the business as well. Need to be capable of interfacing with state DOT as well as assist paving customers (and even their crews) with troubleshooting quality issues. Ideal candidate will have some experience working with crude oils and their relationships to asphalt quality. Works with the production facilities to ensure asphalt products meet the highest possible quality standards and comply with the various agency specifications. Participates in the crude assay program by performing distillations and conducting the required evaluations. Responsibilities and requirements include the following. Visits and interfaces with satellite terminals to assist in production trials, troubleshooting, etc. (Travel could be up to 25%). Travels to job sites to assist contractors with troubleshooting, quality concerns, or initial application of new products. Develops positive working relationships with key specifying agencies. Assists in the preparation of asphalt terminal quality control plans for state DOTs. Performs crude assays. Performs asphalt flux oxidation to coating. Supports industrial asphalt customer complaints/needs with testing and troubleshooting. Operates, calibrates, and maintains all lab equipment. Stays up to date on emerging asphalt technologies. Coordinates work activities with other Asphalt Technical Center staff. Supports customers and terminal operations as needed. Performs other tasks as designated by supervision. Requires a minimum of 3–5 years' experience and an undergraduate Material Science, Physical Science, or Chemistry degree and direct analytical lab experience (preferred). Previous experience with asphalt roofing applications, polymer modified asphalt, asphalt emulsions, or with state Department of Transportation(s) is desired.

Planning and Economics Coordinator *Mississippi Location*

Position reports to Director of Refinery Planning and Economics. Will join a team of 5 professionals in this department. Position is primarily responsible for guiding the optimum economic operation through coordination of activities including raw material purchasing recommendations and support, optimization of operating mode, product mix and pricing guidance, and evaluation of new projects. Also manages the P&L for the refinery, provides optimization strategies via the refinery linear program, and participates in refinery short and long term strategic planning. Decisions will be made based on working with large sets of data, and the incumbent will need to be able to communicate the long term goals of the refinery with the company's short term revenue projections. BS degree required (engineering preferred or business related). 5+ years of experience. Refinery experience preferred, but will consider petrochemical and chemical organization backgrounds. Needs to possess High Aptitude for Making Decisions Based on Large Sets of Data. Good Understanding of plant processes. Good Understanding of Refinery Economics and Drivers. Creative Problem solving. Ability to Coordinate Activities of Multi-disciplined Groups and Negotiation Skills. Position will evaluate the profitability of existing and new products based on raw materials, marketability, and margins. Works closely with Operations and Process Engineering, Oil Purchasing, Supply and Distribution, Sales and Marketing, Technical Development, Finance, and Accounting, while representing the interests of the Planning and Economics Department.