

MAINTENANCE/RELIABILITY MANAGEMENT POSITIONS

Maintenance Superintendent *New! North Dakota Location*

Under general direction of Production Manager, provides leadership, direction and strategies for maintenance function consisting primarily of maintenance planning, routine maintenance, turnaround planning/execution and capital/expense projects. As member of refinery leadership team, and in developing and strategic/operational plans and budgets. Leadership accountability for safe, environmentally sound and reliable operations of Maintenance department. As designated, may act in capacity of Production Manager in his/her absence. Actively participates, as member of refinery leadership team, in development of refinery's strategic and operational plans. Establishes Maintenance-specific objectives aligning with refinery's targets for safety, regulatory compliance, reliability, and efficiency. Ensures risks associated with Maintenance activities are appropriately managed. Manages efforts to improve effectiveness and efficiency while ensuring departmental activities are conducted in safe, environmentally sound and regulatory compliant manner. Manages development and execution of department's policies, programs and procedures to maximize operating efficiency. Ensures adoption of and adherence to engineering guidelines, industry standards and best practices. Promotes culture of continuous improvement. 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. High school diploma or GED. Undergraduate degree in engineering or maintenance preferred. Minimum 10 years' refinery maintenance experience with at least 5 years supervisory/management experience in progressively responsible positions.

Maintenance and Engineering Manager *New! North Carolina or Houston Location*

This person will cover site operations in NC and Houston as well as some operations with tolling partners throughout the US. Preference is for individual to be based out of NC, but if individual currently lives in Houston and can't relocate due to personal situation they will consider allowing person to remain in Houston. Newly created position with 7 direct reports and 30 individuals in direct organization. Direct reports consist of project engineers, reliability engineers and maintenance supervisors. Reports to Head of Operations for North America. Must be well rounded with Maintenance background, some operations and some projects background. Engineer by degree required. Must have people management background. Will manage reliability and maintenance activities as well as engineering capital projects. Develop and lead multi-disciplinary high performance teams to support all manufacturing across North America. Accountable for maintenance and engineering budget including outsourced serviced. Responsible to enhance methodology within areas of responsibility. Foster culture. Participate in operations leadership team and directly contribute to company's and business unit's objectives. Ensure high safety standards are applied on all areas of responsibility. Define and deploy necessary resources for maintenance activities. Ensure maintenance planning/scheduling system is in place including efficiency monitoring metrics. Manage maintenance overall budget and actual expenditures. Design, implement and manage reliability engineering concept. Ensure project engineering CAPEX is prioritized aligned with company's and business unit's objectives. Ensure technical project execution in line with standards and guide lines. Manage CAPEX budget, actual expenditure, quality and time lines. Manage internal resources including team development and outsourced services including contracts and BIDs. Assess and define development plan for direct and indirect reports. Participate and directly contribute to operation's performance as part of leadership team. Participate in maintenance, engineering and technology related teams within North America and globally. Foster activities and methodology within areas of responsibility. Ensure adherence to safety standards and ESHA guideline adherence in the area of activities. Assume active participation role in the local emergency management team. Contribute towards sustainability/environmental targets on daily work as well as on projects managed.

Engineering and Maintenance Manager *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 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

High visible position. Will work with Senior Refinery Management and Corporate while managing the routine maintenance staff and program for the refinery. 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. Union experience is important. Working knowledge of process industry equipment and rotating equipment, refining operating units and processes.

OPERATIONS/ENGINEERING/PLANT MANAGEMENT POSITIONS

Operations Supervisor *New! Georgia Location*

Will help support and drive EHS programs to ensure safe working conditions for employees and the environment. Will direct day to day supervision of operations personnel, troubleshoot and resolve equipment and operating problems, review operating data daily and monitor raw material utilization and production yields to ensure most efficient utilization of materials and optimization of quality products. Will also monitor and ensure environmental compliance for all areas of operation; air, water, and solid as well as prepare, update and review operation procedures to ensure safe and efficient operation of the facility. Will coordinate operations and maintenance activities to meet department goals involving budgets, production schedules and raw materials consumption. Monitor and direct production in order to understand, and ensure the unit is operated within its limits and according to the regulatory permits. Provide technical training and assistance as well as process knowledge to operation personnel. Trouble-shoot and resolve equipment and operating problems in the unit. Track production and unit consumption rates. Monitor environmental emissions and wastewater discharge. Control operation and maintenance costs. Review operating data daily and report and investigate deviations from set operating parameters and initiate corrective actions. Identify and initiate process/production improvements and modifications. Ensure all Maintenance Work Orders are reviewed, entered and completed on schedule. Assist Plant Manager in improving effectiveness and efficiency of plant Operations and provide vacation relief to plant management as needed. Ensure operations personnel are trained (regulatory, safety, and environmental) to perform their duties safely. Assist in PHA reviews, Regulatory, Environmental, Safety, and ISO audits, and ensure that action items resulting from these audits and safety incidents are completed. Oversee the receiving and unloading of products and raw materials and ensure all regulated materials and wastes are shipped out of plant within permitted time. B.S. degree with an emphasis in the chemical or mechanical field preferred. Minimum of 2 - 5 years of experience in a related position. Must possess a working knowledge of chemical batch processing, liquid storage and transfer technologies, and ISO 9000 quality systems as well as safety and environmental issues. Must be computer literate (word, excel, etc.) and possess basic math skills along with strong mechanical and problem solving skills. SAP experience preferred. Excellent communication (verbal and written) and interpersonal skills. Able to effectively manage multiple tasks simultaneously.

Site Supervisor/Operations Manager *New! Beaumont, TX Area Location*

Hydrogen facility with a good site support staff that includes a site manager, 2 site supervisors/operations managers, maintenance superintendent, maintenance supervisor, process engineer as well as operators and maintenance personal. Requires an engineer by degree with operations leadership experience, specifically managing operators/maintenance technicians. Position reports to Site Manager. Will assist the Site Manager in managing all aspects of plant operations and will have direct responsibility for the day-to-day operations of the facility. Will interface daily with the plant operations team which includes: operator technicians, maintenance technicians, and various regional engineers/technicians who are located in the Region. Will gain an understanding of all aspects of the sites operation with a specific focus on leadership skills as a front-line supervisor. Will have responsibility for overall facility safety, plant operational reliability, implementing productivity improvements, budget management, customer interface, and will also play a key role in the coordination of maintenance activities by working in conjunction with the regional maintenance team. Communicates a compelling vision. Identifies and develops talent. Promotes teamwork. Translates business strategies into concrete objectives and simplified actions. Utilizes business and financial acumen to synthesize data and make tough decisions. Provides clarity around roles and responsibilities, authority, and expectations; moves work forward by effectively managing ambiguity, removing obstacles and eliminating non-value added work. Sees ahead to future possibilities and identifies opportunities that will enhance the organization's competitiveness. Understands the position of the business within the marketplace; considers market trends and competitive factors to develop breakthrough strategies. Uses understanding of cross-functional and enterprise implications of decisions to break down silos and leverage other resources and expertise for the greater good. 5+ years of industrial gas, chemical, petrochemical or refining industry experience. BS in Engineering required. Demonstrated commitment to EH&S. Self-starter with proven leadership abilities. Strong interpersonal skills. Experience in process plant operation/maintenance. Ability to build relationships with multiple support groups. Strong communication and organizational skills. PSM regulated facility and Title V facility.

Technical Superintendent *New! Baton Rouge, LA Area Location*

Requires leadership/people leadership experience and skills. Experience with direct and indirect reports, hands on distillation experience and someone who can take a new position and make it their own. Will have a significant role in helping create the way the Production/Operations Department is organized and works closely with Operations Supervisor and Manufacturing Manager. Reports to Manufacturing Manager who reports to Site Manager. Will have 3 direct reports (Production Engineer, Production Specialist and Process Control Technician). Non-Union facility. Responsible for supporting safe and efficient operation of all production units using established operating discipline, procedures and the guiding Principles for managing Process Safety and Behavioral Safety. Responsible for direct leadership of Process Engineering, Process Control, and Production Specialist. Responsible for the Safe Work Permit, LOTO Management Work Processes. Responsible to identify and implement Process Control Improvements. Provides direct leadership in PSM Program including Process Hazard Analyses review, Management of Change process and Risk Assessments. Responsible for the plant wide Training program. Provide technical leadership and coach site personnel on measurements and updates of technology performance and asset utilization data. Deliver established production targets for businesses; complying with quality specifications. Identify and implement Process Control Improvement and deliver as required by business. Troubleshoot process problems with technologists and operations teams. Support the Management of Change process. Direct the plant wide training program. Maintain high technical understanding of process and primary liaison with Process Technology Manager. Meet or exceed plant production goals. Provide Gap Analysis in timely manner. Achieve plant department and personal metrics as defined in annual performance assessment. Provide required support so direct reports are successful in their roles, responsibilities, and expectations. Requires a BS degree, preferably chemical engineering and 7 to 10+ years of plant process experience. People leadership experience is required.

Manager, Process and Occupational Safety Excellence *New! Oklahoma Location*

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

response. Collect, process, and analyze data. Recommend solutions for issues or potential areas of concern. Manage expenditures, track and adhere to department expense and capital budgets. Interface and regularly communicate with facility management to meet goals and objectives. Provide facility senior management guidance on regulatory compliance concerning health, safety and PSM/RMP programs. Implement and maintain/enhance health, safety, PSM, RMP programs to assure alignment with industry best practices. Develop competency across the facility in the implementation of health, safety, PSM and RMP program. Engage site leadership to develop a culture in which health, safety, fire prevention, and process safety are fully integrated in day to day operations. Adhere to all Federal state, local regulations and company policies concerning health, safety, PSM and RMP requirements.

Site Supervisor/Operations Manager *New! Baton Rouge/New Orleans, LA Area Location*

Hydrogen facility and position has 10 direct reports of operators and maintenance technicians. Requires an engineer by degree with operations leadership experience, specifically managing operators/maintenance technicians. Position reports to Regional Enclave Manager that manages 3 sites in the area. Responsible for a broad range of duties focused on ensuring all aspects of operational discipline are in place and functioning properly at the facility. Will assist Regional Operations Manager in managing all aspects of plant operations and will have direct responsibility for the day-to-day operations of the facility. Will interface daily with the plant operations team which includes: operator technicians, maintenance technicians, and various regional engineers/technicians who are located in the Gulf Coast Region. Will require an understanding of all aspects of the sites operation with a specific focus on leadership skills as a front-line supervisor. Responsible for overall facility safety, plant operational reliability, implementing productivity improvements, budget management, customer interface, and will also play a key role in the coordination of maintenance activities by working in conjunction with the regional maintenance team. Communicates a compelling vision. Identifies and develops talent. Empowers people to do their best work by providing regular and honest feedback, recognition and coaching and supporting employees to confidently express their viewpoints. Promotes teamwork. Translates business strategies into concrete objectives and simplified actions. Utilizes business and financial acumen to synthesize data and make tough decisions. Provides clarity around roles and responsibilities, authority, and expectations; moves work forward by effectively managing ambiguity, removing obstacles and eliminating non-value added work. Sees ahead to future possibilities and identifies opportunities that will enhance the organization's competitiveness. Understands the position of the business within the marketplace; considers market trends and competitive factors to develop breakthrough strategies. Uses understanding of cross-functional and enterprise implications of decisions to break down silos and leverage other resources and expertise for the greater good. Requires 5+ years of industry experience (industrial gas, chemical or petrochemical/refining). BS in Engineering. Demonstrated commitment to EH&S. Self-starter with proven leadership abilities. Strong interpersonal skills. Experience in process plant operation/maintenance. Ability to build relationships with multiple support groups. Strong communication and organizational skills. PSM regulated facility and Title V facility.

Maintenance and Engineering Manager *New! North Carolina or Houston Location*

This person will cover site operations in NC and Houston as well as some operations with tolling partners throughout the US. Preference is for individual to be based out of NC, but if individual currently lives in Houston and can't relocate due to personal situation they will consider allowing person to remain in Houston. Newly created position with 7 direct reports and 30 individuals in direct organization. Direct reports consist of project engineers, reliability engineers and maintenance supervisors. Reports to Head of Operations for North America. Must be well rounded with Maintenance background, some operations and some projects background. Engineer by degree required. Must have people management background. Will manage reliability and maintenance activities as well as engineering capital projects. Develop and lead multi-disciplinary high performance teams to support all manufacturing across North America. Accountable for maintenance and engineering budget including outsourced serviced. Responsible to enhance methodology within areas of responsibility. Foster culture. Participate in operations leadership team and directly contribute to company's and business unit's objectives. Ensure high safety standards are applied on all areas of responsibility. Define and deploy necessary resources for maintenance activities. Ensure maintenance planning/scheduling system is in place including efficiency monitoring metrics. Manage maintenance overall budget and actual expenditures. Design, implement and manage reliability engineering concept. Ensure project engineering CAPEX is prioritized aligned with company's and business unit's objectives. Ensure technical project execution in line with standards and guide lines.

Manage CAPEX budget, actual expenditure, quality and time lines. Manage internal resources including team development and outsourced services including contracts and BIDs. Assess and define development plan for direct and indirect reports. Participate and directly contribute to operation's performance as part of leadership team. Participate in maintenance, engineering and technology related teams within North America and globally. Foster activities and methodology within areas of responsibility. Ensure adherence to safety standards and ESHA guideline adherence in the area of activities. Assume active participation role in the local emergency management team. Contribute towards sustainability/environmental targets on daily work as well as on projects managed.

Engineering and Maintenance Manager 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 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.

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.

EHS MANAGEMENT POSITIONS

EHS Manager *New! Houston, TX Location*

Position is open due to retirement. Requires a BS degree in engineering or related environmental field. 10+ years of chemical/petrochemical plant experience. 5+ years environmental management experience. Reports to plant manager with degreed safety superintendent reporting to this role. Responsible to provide guidance to management in environment protection, personnel health and safety, and community well-being. Develop, implement, and monitor policies and procedures to comply and exceed related regulations. Time demands are 80% environmental and 20% safety. Collect data and report the daily/weekly/monthly environmental and safety metrics for the plant. Manage various environmental and safety audits and inspections. Title V facility. 80 person plant facility.

Manager, Process and Occupational Safety Excellence *New! Oklahoma Location*

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

process safety are fully integrated in day to day operations. Adhere to all Federal state, local regulations and company policies concerning health, safety, PSM and RMP requirements.

EHS Manager *New! Salt Lake City, UT Location*

Directs formulation and execution of refinery environmental, health and safety (EHS) strategies and tactics. Participates on labor-management committees (where appropriate). Develops and implements budgets and strategic/operational plans. May act in capacity of VP Refinery in his/her absence. Collaborates with refinery leadership team to develop refinery's strategic and operational plans. Establishes department objectives to align with corporate and refinery targets for safety, regulatory compliance, reliability, and cost efficiency. Directs efforts to continuously improve operational effectiveness and efficiency while ensuring departmental activities are conducted in safe, environmentally sound and regulatory compliant manner. Ensures refinery's EHS risks are appropriately managed. Ensures compliance with local/state/federal regulatory requirements, corporate guidelines and standards, industry standards and best practices. Manages refinery environmental efforts to proactively reduce emissions and waste generation. Manages refinery's environmental permitting process. Ensures necessary monitoring systems, work processes and records are in place. Coordinates formulation of and presents refinery's routine submittals to local, state, and federal regulatory agencies. Interfaces with regulatory agencies on environmental compliance matters. Stays current on legislative/regulatory changes and coordinates refinery's input with Corporate Affairs representative. Takes proactive measures to address business concerns regarding impact of such changes. Coordinates with Training department on environmental training for all refinery staff. Manages refinery health and safety efforts encompassing personal safety, process safety management, occupational health, emergency response and other prevention programs. Manages EHS assurance activities. Advocates for health and safety initiatives. Manages training activities related to OSHA requirements, occupational safety, materials and waste management and emergency response. Manages departmental budget. Exercises financial stewardship to control expenditures. Manages staff. Initiates selection, promotion and corrective actions when appropriate; accountable for fair and uniform application of personnel policies. Leads, design and implementation of environmental, health and safety development programs. Coordinates EHS career paths and succession planning with corporate EHS. Works closely with local Human Resources staff on labor relations matters in area of responsibility. Ensures compliance with collective bargaining agreement. Minimum undergraduate degree in engineering or other relevant EHS discipline required. Minimum 10 years' industrial EHS and/or refinery process engineering experience with at least 5 years' EHS supervisory/management experience required. Petroleum Refinery experience is required.

Environmental Manager *Eastern Tennessee Location*

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 very strong communication skills to deal with regulators as well as internal employees to utilize resources to get objectives accomplished. Responsible for ensuring strict compliance with all Federal, State, and local environmental regulations. Must possess a current knowledge of rules and regulations, an ability to prepare permit applications for regulatory agencies, provide appropriate training on environmental topics, and maintain strong working relationships with business unit managers and regulatory agencies. Also expected to develop and implement environmental management systems that are effective in driving environmental excellence for this chemical facility. Should be able to prepare permit applications and regulatory reports in a fast-paced team environment and demonstrate continuous compliance with State, Federal and Corporate regulatory requirements and compliance standards. Expected to engage in site auditing and inspections, help employees understand their environmental obligations and maintain a strong working relationship with regulatory agencies and the community. Identify, develop, implement and manage effective plant programs for the prevention and control of environmental risks, including compliance with air permits, construction permits, land disturbance permits, storm water permits, solid and hazardous wastes, and release notifications. Efforts focus on compliance with the Federal Clean Air Act (CAA), but also Clean Water Act (CWA) and Resource Conservation and Recovery Act (RCRA) and Department of Transportation (DOT) Hazardous Materials regulations. Facilitate compliance with all regulatory environmental standards and guidelines through internal audits, inspections, recordkeeping and data documentation. Provide extensive environmental regulatory and technical expertise on: Air quality and

emission management, permitting and controls, Wastewater and storm water management, permitting and controls, Solid and hazardous waste management, Regulatory reporting and recordkeeping requirements, Root Cause Analysis and corrective actions of environmental incidents, Environmental hazard identification, effectiveness of controls and risk management associated with processes. Lead investigations on environmental incidents including near misses, injuries, releases, and non-compliance. Ensure that root causes are identified, and effective corrective actions are implemented in a timely fashion. Develop and write environmental assessment reports, SPCC/SWPPP plans and compliance plans. Prepare environmental permit documents and submit to the appropriate agencies. Prepare regulatory spreadsheets and tables that address regulatory compliance. Track, assess, communicate and facilitate compliance with environmental regulations. Build, deliver and track global environmental training programs to enhance environmental competency across the company. Create tools, standard work and model programs. Mentor junior staff in preparing permit applications, compliance plans and managing permit compliance. Serve as liaison with regulatory agencies on behalf of the plant. Monitor air emissions and independently manage stack testing reports. Investigate environmental incidents and odor complaints, make required notifications, and submit follow-up reports including off business hour response. Support onsite Emergency Coordinator in the event of a chemical spill or release.

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.

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

Senior Mechanical Engineer *New! New Orleans, LA Location*

Will provide mechanical engineering expertise and support for both rotating and fixed equipment to ensure the reliable operation of world class chemical manufacturing facility. Will also perform project engineering functions as required; definition, justification, estimation, and request for capital funds for process maintenance and improvement projects. Provide general mechanical engineering support to the operation and maintenance of a chemical manufacturing plant. Lead mechanical reliability program to achieve best in class results in terms of reliability of the operation and life-cycle cost for rotating and fixed equipment in world class solids manufacturing and handling facility. Support Reliability Centered Manufacturing initiatives aimed at improving occupancy and efficiency of the process. Provide mechanical engineering expertise in the resolution of equipment failures, the selection or evaluation of plant equipment, and the operation of rotating equipment. Monitor mean time between equipment failures and perform root cause analysis to identify solutions to eliminate chronic equipment problems. Coordinate with Management, Operations, Maintenance and Engineering to insure that the job scope satisfies the requirements of all the groups. Estimate, justify, and prepare capital job order requests for Management's approval. After approval, coordinate all aspects of the project with Operations, Maintenance, Engineering, Drafting, Purchasing, Safety and Environmental to insure a successful completion of the project. Excellent cost focus and desire for continuous improvement. Capable of drawing others to action; able to influence others to targeted outcomes. Self-motivated, highly skilled, team player with exceptional cost focus. Desire and patience to teach craftsmen. BS in Mechanical Engineering from an accredited university. Minimum 5-10 years of related experience in a Chemical, Petrochemical or petroleum production or refining facility.

Maintenance Engineer Iowa Location

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 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-start-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.

CHEMICAL ENGINEERING POSITIONS (PROCESS/PRODUCTION/OPERATIONS)

Process Engineer *New! Baton Rouge, LA Location*

To optimize the assigned production unit and produce process improvement ideas/design supporting capital investment. Advise and optimize daily operations for the units. Work closely with day to day activities of shift supervisors, specialist and operators, assisting them with process troubleshooting. Perform process data analysis, tracking and reporting to optimize production and increase process safety. Provide technical support for outages, turnarounds and capital projects. Qualifications: Works daily with Operations Area Team members and Operations Manager to accomplish plant objectives in the following priority areas of Safety, Environmental, Quality, Reliability, Production, Efficiency, Cost Reduction and Innovation. Performs and/or initiates effective and timely engineering and technical studies to troubleshoot known plant problems, predict impending problems and to optimize plant operations in the above priority areas. Performs and/or contributes to thorough 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. Closely monitors real time and historical plant data from log sheets, data historian, lab analysis, walk throughs, etc. to detect abnormalities and to optimize plant operations. Tracks and reports compressor / turbine/ pump/ exchanger efficiencies, pressure drop surveys and catalyst evaluations. Interacts daily with operators and shift supervisors to learn and share knowledge of the plant operations and to meld "reality" with "theoretical". Closely monitors quality of raw materials, process chemicals, catalysts, finished products and water treatment processes. Performs and/or contributes to Root Cause Failure Analyses (RCFA) and incident investigations and completes assigned action items on schedule. Performs training for operations personnel as needed. Ensures that Process Flow Diagrams (PFD's), Piping and Instrumentation Diagrams (P&ID's), Steam Balances and Standard Operating Procedures are complete and up-to-date. Promotes and contributes to successful implementation of projects by providing accurate, timely and thorough process designs, participating in design reviews and pre-startup safety assessments. Develops month-end lost tons / reliability reports. Identifies and facilitates implementation of production, reliability, efficiency and cost improvement opportunities. Researches and evaluates industry technology advancements, other plant experiences and innovative ideas. Performs special studies / projects as directed by the Engineering Manager. Ensures proper loading of vessels during catalyst, desiccant, packing and gauze changes. Acts as the process engineer for capital projects as needed. Provide assistance as needed to PSM Engineer. Required Qualifications: Education and Experience: Bachelor's Degree in Chemical Engineering from an accredited university. Minimum of 4+ years engineering experience in the chemical process industry.

Technical Engineer *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 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 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.

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.

PROCESS CONTROL ENGINEERING POSITIONS

Process Control Engineer 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.

ELECTRICAL ENGINEERING POSITIONS

Utilities I&E Reliability Engineer New! Houston, TX Location

Provide leadership to improve equipment reliability and reduce vulnerabilities. Follow-up (direct technical support or lead focus teams) on equipment failures, determine root causes and identify actions to prevent reoccurrence. Apply proactive reliability processes (i.e. criticality ranking, bad actor focus, root cause failure analysis, reliability centered maintenance) to ensure long term reliability. Benchmark internally and externally to identify and share best practices. Work within SAP and develop work plans within. Be the focal point for plant I/E electronic documents and drawings. Troubleshoot, along with I/E techs, operations staff, daily instrument and electrical problems via the ILP process. Initiate and implement I/E MOCs. Define appropriate condition monitoring of operating equipment and audit performance. Optimize equipment spare parts and predictive/preventative maintenance practices to ensure required reliability at lower cost. Ensure reliability/maintenance issues are considered and addressed on new equipment installations. Perform an ongoing reliability assessment of site assets fully utilizing reliability metrics to prioritize and focus efforts. Considerations in the assessment include the impact of equipment reliability on overtime, emergency work, maintenance resource utilization, maintenance cost and lost production. Highlight and correct maintenance and operational practices that negatively impact reliability. Provide technical assistance for critical work in progress and for scope development of planned packages for regular and shutdown maintenance and plant projects. Develop maintenance job procedures as required and ensure a consistent review process is maintained. The position of instrument and electrical engineer interacts with the maintenance manager to manage the prioritization, scheduling, and execution of plant maintenance, reliability and optimization projects. Minimum of Electrical Engineering degree with 5 years reliability/engineering experience in a chemical/petrochemical plant. A strong demonstrated competence in Electrical Equipment (i.e. high voltage systems, power distribution, motors, UPS systems). Demonstrated knowledge of Control System Equipment (i.e. control valves, transmitters, computer based & electronic instrumentation, PLC/DCS (Allen Bradley & Honeywell system knowledge a plus), Ladder Logic, Triconex systems, analyzers). Knowledge of refrigeration systems a plus. Demonstrated performance in the area of leadership and facilitation within a technical/ manufacturing environment. Advanced trouble shooting ability to determine root cause. Thorough understanding & ability to effectively apply reliability processes. Effective verbal and written communication

skills. Good ability to teach/share information. Strong organizational skills (ability to multi-task & prioritize effectively). Demonstrated ability to effectively deliver results in a team environment. General knowledge of and exposure to SAP. Cooperative manner, capable of effective interfacing at all levels within and outside the organization. Strong and demonstrated ability to learn. Ability to lead investigations, support PHAs, initiate and follow MOCs. Power system Reliability, I/E PM effectiveness, Unit uptime, Timeliness of action item completion.

Senior Instrument Engineer California Location

Provides daily technical support for the specification, design purchase, installation and commissioning of instrument and low voltage electrical systems. Support operations during troubleshooting, upset or emergencies, improving instruments in the area, as well as capital and expense projects. Provides ongoing technical support to operations and maintenance departments on instrumentation, analyzers, PLCs and control valves problems. Troubleshoots performance and 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.

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 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.

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

Quality Assurance Supervisor New! Houston, TX Location

Newly created position that will support pipeline operations. Corporate office location. Reports to the Quality Assurance Director and is responsible for developing and managing the product quality processes,

procedures and practices for a pipeline and terminal system transporting crude oil and crude oil blend stocks. Responsibilities include, but are not limited to: Developing and managing a product quality program including: Policies, procedures, processes for sampling and testing crude oil samples. Qualification of third party labs and testing services. Audit protocols and schedules for Enterprise and third party locations. Product specifications and quality guidelines. Approval of crude oil types. Provide subject matter expertise for product blending and product additives as they impact crude oil quality. Provide subject matter expertise for crude oil test methods and techniques including selection of methods, training, and troubleshooting problems. Resolve issues involving compliance with product quality, environmental and personnel exposure guidelines. Lead the resolution of product quality issues. Manage the Quality Incident reporting system for the crude oil system. First point of contact for commercial and distribution personnel regarding quality issues, analytical concerns, and analytical dispute resolution. A minimum of a Bachelor's degree or commensurate work experience is required. A minimum of a Bachelor's degree in Chemistry is preferred. 5-10 years of experience in the oil and gas industry is required. Experience with crude oil is strongly preferred. Extensive knowledge of crude oil testing, properties, and additives is required. Negotiating, influence management, and customer service skills are required. Must be results oriented and possess excellent communication skills. Computer skills including the use of Microsoft applications Word, Excel, and PowerPoint is required. Willingness and ability to travel up to 25% of the time is required.

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

Regional Buyer *New! Houston, TX Location*

Assure on time services and goods for CAPEX Projects through negotiation of Purchase Orders, Contracts with local and International Suppliers for Project. Assures the procurement process will comply with Americas Procurement processes. Assure competitive costs in the markets with suppliers. Cost Avoidance main driver. Support global sourcing and oversight on spends that meet the on time CAPEX Approval plan for pricing of certain equipment and materials. Adherence to Procurement Policies “Golden Rules” on different FEL levels for approving projects. Helps facilitate the technical requirements and specifications to the external suppliers. Analyzes pricing trends, inflation, savings, cost avoidances, supplier development. Also has the responsible for facilitating supplier selection and evaluation. Guardian for Payment process for vendors. Resolves any differences between AP and Vendor. Updates data on the vendor master. Negotiates credit terms with project vendors. Complies with cost avoidance budgets for the project. Authority to assign tasks and activities to vendor’s commercially. Support internal customers in the requisition and the PO/Contract process. Generate Bids, Table charts and costs comparisons. Assures on time and quality services from Vendors. Aligns Processes with Global Procurement processes. Responsible for Best Practice initiatives. Authority to propose new vendors. Availability and reliability of Purchase Orders, Contracts, CRAFS, OLAS for acquiring goods and services. Makes sure the procurement process will be followed and aligned accordingly to Americas and Corporate Policies. Makes sure there is a list of vendors catalogued as recommended for business relationships, based on Quality, on time, professionalism and ethical behavior. Makes sure vendors comply safety standards. Supports the development of purchasing strategy with key vendors that will help to comply with Annual CAPEX Plans. Will have a strong relationship with the CAPEX team to make sure they will have all they need to complete projects with the best options (vendors) in the market. Makes sure the plant will have on time services and goods, complying with Quality and safety standards. Coordinates and facilitates external audits to the vendors. Works to ensure on time deliver to help minimize major disruption of project schedules. Complies with key safety principles. Degree in International Business, Business Management, Chemical Engineering, Industrial Engineering, etc. required. Experience should be at least 8 years related in a chemical/petrochemical. At least 8 years related in negotiation, development and contract management. Technical or Capex Procurement experience preferred. Negotiation and Management of Conflicts. Planning and Resources Management. Purchase process. SAP System – Purchase Process Intermediate level at least. Project Management. Communication - Able to negotiate in English and Spanish is preferred.

Sales Account Manager *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 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.

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 with 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 terms 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.