

MAINTENANCE/RELIABILITY MANAGEMENT POSITIONS

Maintenance Superintendent *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 Superintendent *Eastern Tennessee Location*

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

OPERATIONS/ENGINEERING/PLANT MANAGEMENT POSITIONS

Production Superintendent *New! Beaumont, TX Location*

Position reports to Operations Manager and may function as a backup as it relates to the plant daily activities. Role is critical to organization and will be challenged to drive and deliver improvements in Safety, Quality, and Productivity. Responsible for maintaining safety, health and environmental standards in designated operating as well as shipping areas of the plant. Will need to utilize leadership skills in this

role by supervising and providing technical expertise in designated areas of the facility. Overall objective for this role will be to provide expertise to monitor overall process, act as a primary troubleshooter, and deliver production goals. Leads Shift Leaders and Process Operators in designated areas of the plant as well as Shipping process areas. Recommend equipment and process modifications to improve efficiencies. Identify, advise, and communicate with Supervisors to resolve potential problems that may affect plant capacity, safety, and/or efficiency. Maintain active involvement in safety program, ensure safe work operation and good housekeeping, and assist in safety training of personnel. Applies strong Technical support by analyzing, reviewing and recommending changes to processes to improve Operational and Shipping units performance, productivity, and profitability while focusing on continuous improvement. Manages the direct interaction with Maintenance, HES and other departments for optimum coordination. Support full compliance of all safety related regulatory requirements including: OSHA, PSM, RMP and Company Policies and programs. Ensure timely implementation of incident investigations, technical review, and recommended action items. Maximize operational efficiency by working in a team environment with Process and Production engineers, that units are operated at optimal conditions. Communicates, guides and leads the Maintenance/Safety Coordinator to ensure that quality and correctly prioritized work has been completed. Requires a bachelors degree in Chemical Engineering from an accredited University. Minimum 7 years experience in a chemical manufacturing environment. 5 years in a manufacturing environment leading a team. Ability to understand and troubleshoot chemical processing to achieve production goals. Demonstrated skill in executing targeted development plans, resource allocation. Ability to establish clear performance expectations. Organized and flexible to manage changing priorities and schedules. Ability to work independently and with multiple teams. Strong communication skills (written, interpersonal, verbal – including presentation skills). Strong leadership skills - ability to coach, train, lead and mentor others. Minimum relocation costs considered for this role. Non-Union facility. Position is open due to promotion.

Operations Superintendent *New! West Texas Location*

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

Director, Technical Services *Oklahoma Location*

Will be over Process Engineering, Automations (process controls/instrumentation), and the Lab. Total of about 30 people. 10+ years of experience with a minimum of 5 years of some kind of supervisory/leadership experience. Plant will be bringing in a new level of automation shortly so someone who has had some decent familiarity with automation/controls would be a strong plus. BS Chemical Engineering and good solid process/technical refinery experience is a must.

VP of Engineering Southern US Location

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

Production Supervisor Baton Rouge, LA Area Location

Position is open due to expansion and growth. Newly created position. Degreed engineer preferred. 8+ years of industry experience. 2+ years of supervisory experience. This will be a 12 hour rotating shift job. Requires a hands on supervisor and will have 5 to 7 operators reporting to this role. 60+ employees on plant site. Non-Union facility.

Operations Supervisor 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.

Manager, Process and Occupational Safety Excellence Oklahoma Location

Newly created position. Must have good supervisory experience in operations and exposure to refinery operations, as well as good understanding of PSM. In addition to supervision experience, must have good execution skills and broad knowledge of refinery work process. Responsible for development and implementation of comprehensive process safety management (PSM), risk management program (RMP), training, health and occupational safety programs and procedures at the facility level to ensure regulatory compliance and to support a safety oriented culture. Will lead the facility to implement industry best practices that are consistent with company policies and procedures for safe work practices, injury prevention, emergency preparedness and response, contractor safety management and PSM/RMP. Will regularly interface with stakeholders including site leadership, employees, contractors, and industry peers. Will manage processes concerning health and safety for both employees and contractors. Will lead the health, safety, training and PSM department to ensure compliance with Federal, State and local regulations. This position is supported by the corporate process safety and health & safety directors and is responsible for planning, assessing, and developing department operating budget. B.S. in safety, chemical, or mechanical engineering or relate science field is required. Minimum of 15 years of process plant experience; 10+ years of field leadership, development, and implementation of programs; 10+ years of

supervisory experience. Demonstrated strong communication, interpersonal, leadership, and teambuilding skills. Must be able to communicate effectively with all stakeholders, and contractors. Experience in risk evaluation and mitigation. Demonstrated knowledge and application of regulatory health, safety, fire prevention, and process safety management compliance requirements and industry practices. Technical writing skills required. Ability to efficiently manage time and resources; ability to prioritize tasks. Will manage a team of Safety, Process Safety, Health, Emergency Response, and Training personnel. Provide leadership in motivation of staff including opportunities for expanding knowledge base and monitoring individual performance. Implement assurance assessments and conduct regular planned inspections for compliance with company and regulatory requirements to improve safety and process safety performance. Oversee the site training programs for competency development, progression, and certification of operations and maintenance personnel. Establish and maintain a dynamic process for regulatory compliance initiatives on risk management and loss control recommendations and objectives. Oversee incident reporting, investigation, trend analysis and monitoring of corrective actions. Administer and maintain current and effective procedures, practices and processes consistent with company compliance and safety culture objectives. Manage and assure the integrity of information residing on multiple databases documenting various activities involving PSM, RMP, training, injury/illness prevention and emergency response. Collect, process, and analyze data. Recommend solutions for issues or potential areas of concern. Manage expenditures, track and adhere to department expense and capital budgets. Interface and regularly communicate with facility management to meet goals and objectives. Provide facility senior management guidance on regulatory compliance concerning health, safety and PSM/RMP programs. Implement and maintain/enhance health, safety, PSM, RMP programs to assure alignment with industry best practices. Develop competency across the facility in the implementation of health, safety, PSM and RMP program. Engage site leadership to develop a culture in which health, safety, fire prevention, and process safety are fully integrated in day to day operations. Adhere to all Federal state, local regulations and company policies concerning health, safety, PSM and RMP requirements.

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 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 *Washington Location*

Oversees and directs all aspects of the Environmental, Health & Safety Department. Promotes a culture where EH&S matters are treated as critical business activities. Ensures that local, state, and federal regulations are being met. Develops, modifies, and executes EH&S policies. Coordinates PSM activities with Safety & Security Manager. Coordinates spill response plans with Environmental Manager. Develops compliance strategies with Safety and Environmental Managers. Ensures required audit programs are in place and effective. Manages Facility Siting program. Oversees Site Security Plan. Oversees site training programs. Participates in community and agency relations. Manages outside consultants and legal counsel. Bachelor's degree. Minimum 10 years refinery experience with significant experience in EH&S matters. Experience and formal training in HAZOP facilitation a plus. Certification as a Safety Professional (CSP) or Industrial Hygienist (CIS) a plus. Position is open due to promotion. 2 direct reports (Safety Security Manager & Environmental Manager). Position reports to the VP of Manufacturing. This role is more focused on safety.

Manager, Process and Occupational Safety Excellence *Oklahoma Location*

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

compliance with company and regulatory requirements to improve safety and process safety performance. Oversee the site training programs for competency development, progression, and certification of operations and maintenance personnel. Establish and maintain a dynamic process for regulatory compliance initiatives on risk management and loss control recommendations and objectives. Oversee incident reporting, investigation, trend analysis and monitoring of corrective actions. Administer and maintain current and effective procedures, practices and processes consistent with company compliance and safety culture objectives. Manage and assure the integrity of information residing on multiple databases documenting various activities involving PSM, RMP, training, injury/illness prevention and emergency response. Collect, process, and analyze data. Recommend solutions for issues or potential areas of concern. Manage expenditures, track and adhere to department expense and capital budgets. Interface and regularly communicate with facility management to meet goals and objectives. Provide facility senior management guidance on regulatory compliance concerning health, safety and PSM/RMP programs. Implement and maintain/enhance health, safety, PSM, RMP programs to assure alignment with industry best practices. Develop competency across the facility in the implementation of health, safety, PSM and RMP program. Engage site leadership to develop a culture in which health, safety, fire prevention, and process safety are fully integrated in day to day operations. Adhere to all Federal state, local regulations and company policies concerning health, safety, PSM and RMP requirements.

Environmental & Regulatory Compliance 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

Plant Mechanical Engineer *New! New Orleans, LA Area Location*

BS Mechanical Engineer preferred, but will consider BS Chemical Engineer. One peer to this role as a plant engineer and position reports to Technical Director on site. Must have well rounded mechanical engineering knowledge and experience. Will be a lead engineer within Maintenance and Engineering and will provide organization, planning, and direction of maintenance, improvements and technical documentation for the assigned areas. Responsible for all aspects of Plant Engineering/Maintenance which are not covered by the MI/Project Engineer or the Process, Automation and Control Engineer, for the safe and efficient operation of the process equipment. This includes insuring the technical means for safe operation, safeguarding plant availability, managing maintenance costs, initiating process and equipment improvements as well as developing and executing Capital projects. It is essential that this function and the production/operations managers, engineers and resources work together as team. Interacts closely with the related functions within the company to provide guidance to the Production department and the Maintenance Technicians. Ensure the principles of Responsible Care, including the technical means for safe operation and Community/Awareness programs, are applied to all aspects of the work. Ensure/support adequate process related equipment maintenance systems and programs are in place and that such programs are operated in a safe and efficient manner and meet or exceed all regulatory requirements. Manage all areas of mechanical equipment related maintenance not being covered by the Mechanical Integrity program, including on-plant, workshop, inventory, clerical, and planning activities as well as maintaining/improving the necessary documentation (e.g. specifications, equipment documentation). Where appropriate, ensure that prompt and effective reporting and investigation of accidents and incidents is carried out by the Engineering and support staff. Take part or take over the team lead in the investigation of accidents or significant incidents in the assigned areas (Root Cause Analyses). Ensure that Engineering and support staff are trained employing current SOPs and other documentation consistent with legal, corporate, regional, and site needs. Update personnel training records. Majority of the incumbent's time will be performing complex engineering assignments, planning, organizing, and providing technical engineering support to the plant. Minimum of 5+ years within the chemical or petrochemical industries is required. Must possess broad based skills in engineering, maintenance, process technology, planning and organizing. Experience developing solid working relationships with production personnel and must be willing to teach and mentor production and maintenance personnel. A basic knowledge of accounting principles is required. Theoretical technical knowledge combined with analytical thinking and process experience to solve process, maintenance and technical project problems. Some project management experience desired.

Maintenance Engineer *Baton Rouge, LA Area Location*

Day-to-day activities will normally support the maintenance and mechanical goals of the site. The position will report to the Maintenance Manager. Oversight of small capital projects originating from the maintenance department needs. Develop mechanical equipment specifications, as needed. Initiate and manage action

items for activities requiring a Management of Change. Develop and manage maintenance procedures. Supervise daily maintenance activities, when needed. Participate in commissioning of new production units. Assist with CMMS management, including development of pre-commissioning checklists and preventative maintenance schedules. Conduct field surveys to gather and confirm equipment information. Participate in equipment troubleshooting activities. Ensure that maintenance purchases adhere to applicable specifications and codes. Assist with maintenance quality assurance efforts. BS degree in Mechanical Engineering; 10 years minimum applicable experience. Experience in maintenance of PSM regulated processes preferred. Maintenance of mechanical equipment and piping systems handling flammable and combustible liquids and handling solids. Plant maintenance including use of CMMS (SAP preferred).

Maintenance Engineer Iowa Location

B.S. in engineering, preferably Mechanical Engineering, with a minimum of 3 years of industrial maintenance experience preferred. Experience in a plant environment preferred. Specific knowledge-background in rotating and reciprocating equipment; vibration analyses; fluids product handling; electrical systems; regulatory design codes (pressure vessels, piping codes, building codes); OSHA regulations; manpower coordination. Good communication skills critical. Position 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. Assists with the PSM Mechanical Integrity program for the site 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. Monitors the condition of critical equipment in the plant through the use of continuous and offline vibration monitoring equipment, oil analysis results, process data, temperatures, and ultrasonic surveys. Conducts further audits and information gathering as required. 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 the 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 a 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 execution and, where pertinent, the sequence of 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 a 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. Reviews annually the stock of spare parts carried by Stores and submits recommendations to the Maintenance Manager for approval to adjust the inventory. Promotes the standardization throughout the plant of such widely used items as pumps, valves, instruments, etc., to simplify maintenance work, standardize work methods, reduce Stores inventory, and reduce manufacturing cost. Communicates with production management on problems relating to mechanical failures and offers suggestions. Reviews and assists in the selection of outside contractors, executes negotiation of contracts and evaluates contract performance. Directs the maintenance of the maintenance department technical files on equipment, vendor products library and industrial codes (ASME, ANSI, State).

RELIABILITY ENGINEERING POSITIONS

Plant Mechanical Engineer *New! New Orleans, LA Area Location*

BS Mechanical Engineer preferred, but will consider BS Chemical Engineer. One peer to this role as a plant engineer and position reports to Technical Director on site. Must have well rounded mechanical engineering knowledge and experience. Will be a lead engineer within Maintenance and Engineering and will provide organization, planning, and direction of maintenance, improvements and technical documentation for the assigned areas. Responsible for all aspects of Plant Engineering/Maintenance which are not covered by the MI/Project Engineer or the Process, Automation and Control Engineer, for the safe and efficient operation of the process equipment. This includes insuring the technical means for safe operation, safeguarding plant availability, managing maintenance costs, initiating process and equipment improvements as well as developing and executing Capital projects. It is essential that this function and the production/operations managers, engineers and resources work together as team. Interacts closely with the related functions within the company to provide guidance to the Production department and the Maintenance Technicians. Ensure the principles of Responsible Care, including the technical means for safe operation and Community/Awareness programs, are applied to all aspects of the work. Ensure/support adequate process related equipment maintenance systems and programs are in place and that such programs are operated in a safe and efficient manner and meet or exceed all regulatory requirements. Manage all areas of mechanical equipment related maintenance not being covered by the Mechanical Integrity program, including on-plant, workshop, inventory, clerical, and planning activities as well as maintaining/improving the necessary documentation (e.g. specifications, equipment documentation). Where appropriate, ensure that prompt and effective reporting and investigation of accidents and incidents is carried out by the Engineering and support staff. Take part or take over the team lead in the investigation of accidents or significant incidents in the assigned areas (Root Cause Analyses). Ensure that Engineering and support staff are trained employing current SOPs and other documentation consistent with legal, corporate, regional, and site needs. Update personnel training records. Majority of the incumbent's time will be performing complex engineering assignments, planning, organizing, and providing technical engineering support to the plant. Minimum of 5+ years within the chemical or petrochemical industries is required. Must possess broad based skills in engineering, maintenance, process technology, planning and organizing. Experience developing solid working relationships with production personnel and must be willing to teach and mentor production and maintenance personnel. A basic knowledge of accounting principles is required. Theoretical technical knowledge combined with analytical thinking and process experience to solve process, maintenance and technical project problems. Some project management experience desired.

Mechanical Rotating Equipment Engineer *New! Tennessee Location*

Newly created position. Individual contributor role. Refinery or petrochemical experience is required. Executes job requests according to set priorities. Reports on general purpose equipment repairs. Analyzes vibration spectra and trends, and issues Machine Action Reports if any corrective measure is required. Records all data (memos, close-out reports, recommendations) in the REL-ROT file system. Analyzes and documents the cause of rotating equipment failures. Performs Failure and Root Cause Failure Analysis. Develops and implements proactive, predictive and preventative maintenance processes. Provides technical rotating equipment support with solid recommendations to the customer, which includes but is not limited to Operations, Maintenance, Process, Projects and Turnaround department. Provides daily rotating equipment support to assigned operations units. Serves as the pump and seal program steward, producing key measures and bench marks. Issues monthly reports and audits. Provides new equipment and replacement project packages. Provides maintenance and capital rotating equipment budget input. Coordinates and provides technical support and recommendations for rotating equipment repairs, in-house and outside. Remains aware of new rotating equipment technology for potential applications. Bachelor's degree (or higher) in Mechanical Engineering required. 2+ years of related mechanical engineering experience required. Experience with API 610 and 686 standards preferred. Experience troubleshooting, performing root cause failure analysis and experience on centrifugal pumps and API seal plan arrangements preferred. Experience troubleshooting, performing root cause failure analysis. Experience on centrifugal and reciprocating compressors preferred. Experience with vibration monitoring and analysis preferred. Experience with gear boxes and rotating couplings preferred. Experience with SAP and PI preferred. Experience with developing and providing complete MOC packages preferred. Experience with tracking pumps' MTBR using SAP and Excel programs preferred. Experience with centrifugal pump seal

retrofits from the engineering concept to the actual execution completion preferred. Experience with John Crane seal products preferred. Experience with Windows Microsoft office programs including Outlook, preferred.

Mechanical/Reliability Engineer New Orleans, LA Area Location

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

Reliability Engineer Eastern Tennessee Location

Reports directly to Maintenance Manager. Responsible for continuing the development and implementation of the equipment reliability programs to ensure employee safety, provide environmental security and maximize the facility's availability, product quality and cost effectiveness. Will be a technical resource and have shared responsibility for the mechanical integrity program for the site. Work with the Maintenance, Technical and Operations Managers to establish, track, and achieve equipment reliability goals and objectives for the facility. Participate in safety and environmental initiatives to ensure overall employee safety and regulatory compliance. Assume ownership of predictive and preventative maintenance activities – oil analysis, vibration analysis, and infrared thermography. 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 mechanical 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. Develops and manages reliability projects for plant mechanical systems. Reviews supplier data and witnesses shop tests, and writes material requisitions. Knowledgeable in the mechanics of turbines, axial compressors, reciprocating compressors, screw compressors, centrifugal pumps, positive displacement pumps and diaphragm pumps. High pressure piping, heat exchangers, furnaces and gas boilers. Exceptional Reliability and Defect elimination skills and aptitude. Exceptional Mechanical 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. Knowledgeable in DCS control systems (Emerson Delta V and Rockwell Software 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.

Mechanical Reliability Engineer Baton Rouge, LA Area Location

Position is open due to growth. In plant position. 300+ person plant site. BS Engineering degree required. 5-10 years of related mechanical reliability Maintenance area experience. Minimum 3 years of chemical plant operations experience and prior reliability experience required. Experience with Root Cause Analysis and rotating equipment is preferred. Mechanical Reliability experience in a PSM facility is preferred. Experience in leading investigations of equipment reliability including troubleshooting activities that lead to issue resolution. Able to use equipment analytical tools for predictive and preventative maintenance program, as well as IT-systems and databases for work orders and maintenance records.

Knowledge and expertise in RCA methodologies. Strong safety and environmental performance. Strong bias for action to identify potential problems and coordinate the resolution before it becomes an issue. Prepares policies, budgets, broad plans, programs and schedules to guide activities within the Mechanical Maintenance Department. Responsible for performing moderately complex engineering projects; performing project engineering work from design to implementation in accordance with company policies; participates as a key contributor on project and technical teams and providing technical guidance to others as assigned; works independently and makes technical decisions based on full awareness of viability, cost and other benefits; and developing and implementing innovative solutions. Performs engineering studies with the view of improving plant operations, productions capacity, efficiency, etc. Initiates action for engineering and construction of fixed capital projects. Responsible for providing focus on improving equipment reliability by making recommendations, refining and auditing preventive/predictive maintenance measures, completes reliability investigations, evaluates data, and monitors craftsmen and contractor performance; works in a team environment with operators, mechanics, and exempt professionals; provides mechanical engineering support to operations and maintenance organizations; defines and implements enhancements to improve operations and reliability; leads Root Cause Analysis Investigations of failures and develops corrective action to prevent reoccurrence; assists in the implementation reliability programs; tracks compliance within the plants to ensure mechanical integrity; works with teams in developing shutdown/turnaround work scopes; and reviews proposed changes to equipment, and provides mechanical engineering support for project work. Works with production, maintenance Department personnel and maintenance of plant including contractors performing maintenance or minor construction work. Inspects equipment which, has malfunctioned repeatedly and works with other sections to eliminate cause of malfunction. Establishes and maintains Mechanical Integrity Program under PSM with maintenance and operational personnel. Works with vendors and contractors as needed. Studies spare parts requirements and maintain necessary materials in the warehouse with aim to provide adequate protection. Establishes and assists appropriate personnel in the functioning of productive maintenance programs such as vibration analyses and other non-destructive testing programs. Assists maintenance and operating supervision in troubleshooting problems with critical machinery. Contacts service engineers in order to determine best methods of repairing equipment, if applicable. Develops maintenance repair procedures for critical machinery. Reviews equipment repair to detect required design changes in cases where abnormal maintenance is being incurred. Maintains an up-to-date work order data base on all equipment in the plants. Prepares and collects, reports and analyzes unit performance data to track unplanned losses and identify opportunities for improvement.

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. Must have RBI experience, including implementation experience of the RBI process. Experience developing and implementing change effort. 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.

PROJECT MANAGEMENT/PROJECT ENGINEERING POSITIONS

Project Engineer Houston, TX Location

Minimum 5 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. Must have someone that can hit the ground running. Expected approval on some really big projects and need

to have proven capabilities to deliver. 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.

CHEMICAL ENGINEERING POSITIONS (PROCESS/PRODUCTION/OPERATIONS)

Production Superintendent *New! Beaumont, TX Location*

Position reports to Operations Manager and may function as a backup as it relates to the plant daily activities. Role is critical to organization and will be challenged to drive and deliver improvements in Safety, Quality, and Productivity. Responsible for maintaining safety, health and environmental standards in designated operating as well as shipping areas of the plant. Will need to utilize leadership skills in this role by supervising and providing technical expertise in designated areas of the facility. Overall objective for this role will be to provide expertise to monitor overall process, act as a primary troubleshooter, and deliver production goals. Leads Shift Leaders and Process Operators in designated areas of the plant as well as Shipping process areas. Recommend equipment and process modifications to improve efficiencies. Identify, advise, and communicate with Supervisors to resolve potential problems that may affect plant capacity, safety, and/or efficiency. Maintain active involvement in safety program, ensure safe work operation and good housekeeping, and assist in safety training of personnel. Applies strong Technical support by analyzing, reviewing and recommending changes to processes to improve Operational and Shipping units performance, productivity, and profitability while focusing on continuous improvement. Manages the direct interaction with Maintenance, HES and other departments for optimum coordination. Support full compliance of all safety related regulatory requirements including: OSHA, PSM, RMP and Company Policies and programs. Ensure timely implementation of incident investigations, technical review, and recommended action items. Maximize operational efficiency by working in a team environment with Process and Production engineers, that units are operated at optimal conditions. Communicates, guides and leads the Maintenance/Safety Coordinator to ensure that quality and correctly prioritized work has been completed. Requires a bachelors degree in Chemical Engineering from an accredited University.

Minimum 7 years experience in a chemical manufacturing environment. 5 years in a manufacturing environment leading a team. Ability to understand and troubleshoot chemical processing to achieve production goals. Demonstrated skill in executing targeted development plans, resource allocation. Ability to establish clear performance expectations. Organized and flexible to manage changing priorities and schedules. Ability to work independently and with multiple teams. Strong communication skills (written, interpersonal, verbal – including presentation skills). Strong leadership skills - ability to coach, train, lead and mentor others. Minimum relocation costs considered for this role. Non-Union facility. Position is open due to promotion.

Technical Manager *New! Dallas Area Location*

Coordinate the development of site capex project list. Manage site capex projects from start to finish including developing the project scope, cost estimate, and economic evaluations, submitting the project for approval, coordinating the implementation of the project, maintaining the project budget, and closing the project. Coordinate the site MOC program. Submit MOC's as appropriate and ensure other's submit as appropriate. Provide support as necessary to evaluate and/or approve MOC's. Provide support as necessary for troubleshooting, project development / evaluation, process improvement, and any issue requiring engineering expertise. Be a proactive member of the site's quality meeting. Provide statistical data for key products on a site and corporate level, to help determine fitness-for-customer use. Act as an advisor to site personnel and business management, related to certain business strategies. Coordinate the site scale up process. Interface with the R&D organization to provide feedback to R&D to validate manufacturing capability, and to ensure that the necessary manufacturing requirements are met by R&D.

Ensure new raw material, regulation, HSE, etc. needs are addressed during the new product/process development phase. Manage the QC Technicians to ensure performance and attendance meet or exceed expectations. Provide technical support for the development and implementation of QC / lab methods as well as troubleshooting QC issues. BS Chemical Engineering. 5-10 years of experience in a chemical manufacturing setting. 50 employee site. 5 direct reports : Plant Engineer, Project Engineer and the employees in the QC Lab. Position reports to the Site Manager. Will consider someone that is looking to take the next step in their career into management/leadership.

Senior Process Engineer *Victoria, TX Area Location*

Chosen candidate will work out of engineering company's offices that have been hired to execute the project in Houston for the next 18 to 24 months and then will be expected to relocate to the Victoria, TX area permanently for construction, start up and then operations of the new plant. This position will support a new plant build of a ½ billion dollar investment. Ideal candidate will have process, production and project experience with startup or restart experience in a chemical plant operations capacity. Can have combination of engineering firm and plant experience. Must have at least 8+ years of experience and possess a BS Chemical Engineering degree with 3.2 GPA or better. MS degree a plus. Highly hazardous chemical exposure a plus. Must be flexible on locale and temporary living/relocation will be handled on a case by case basis. Will join an existing team of 10+ engineers that work directly for company with 4 of those being peer process engineers. This role provides process engineering support for the design, construction, start-up, and operation of a new chemicals manufacturing plant that will include multiple, interconnecting, process units. This includes: Responsible for identifying, developing, designing and implementing manufacturing processes, equipment, and plants working in collaboration with technology licensors and major engineering contractors. Provide process design and start-up support for major capital project. Lead and direct the work of contractors and consultants. Results oriented and relies on experience and judgment to plan and achieve performance targets. Propose and implement improvements to existing processes and procedures that will increase yield and production, improve product quality, and reduce costs. Maintain engineering documentation. Write accurate, clear, and concise procedures and support start-up activities. Determine root cause of process problems and lead implementation of permanent solutions. Actively participate in PHA/HAZOP studies, safety audits, and incident investigations. Ensures compliance with safety and environmental regulations. Excellent leadership and communication skills. Demonstrated ability to work well independently with minimal direct supervision. Demonstrated ability to work well in a team environment. Proven ability to manage improvement initiatives and/or capital projects. Experience using root cause analysis. Experience with OSHA PSM compliance requirements. Demonstrated ability to use SPC/SQC tools to monitor processes and make decisions. Working knowledge of PLC and DCS control hardware and software.

Process Engineer Baton Rouge, LA Area Location

Will lead the improvement process by gathering and analyzing data to identify and evaluate improvement opportunities. Will partner with operations personnel to drive results. Focused on evaluating and prioritizing gaps in current operations and knowledge based solutions. Responsible for safe and efficient operation of assigned production unit using established operating discipline and procedures. Responsible for maintaining the plant assets and protective systems integrity and to deliver established production targets set by the business. Will identify and implement Process Control Improvements and will develop and enhance key process engineering competencies such as steady state modelling, dynamic modelling, specific unit operations designs (e.g., Heat Exchange, Distillation), fluid dynamics calculations and others. Maintain and control the safe and efficient operation of the production unit using established operating disciplines and procedures. Ensure safe and environmental compliance is achieved. Responsible for maintaining the plant assets and protective systems integrity. Assist in defining and maintaining the correct operating envelopes for the organization. Investigate when deviations outside of the operating envelopes occur. Participate in the development of operating procedures and training materials. Provide leadership in PSM and Environmental efforts including Process Hazard Analyses review, Management of Change process and Risk Assessments. Understand and lead by example all safety and environmental programs. Identify and implement Process Control Improvements and delivered as required by business. Actively provide input and participate in operator development and training programs with Operations and Training personnel. Assist in closing performance gaps, which can include project execution. Provide technical support and coach site personnel on measurements and updates of technology performance and asset utilization data. Provide data to validate that the projects deliver performance objectives after implementation. BS Chemical Engineering degree with 2 to 5 years plan process experience. Preference is for local Baton Rouge area candidates.

Process Excellence Engineer Houston, TX Location

Position is created to drive process improvements, improve existing processes and to introduce new processes at the site. Will lead project execution across the entire range of operations and drive process improvement activities delivering financial and non-financial benefits toward company and business unit objectives. Ensure high safety standards are applied on areas of responsibility. Lead introduction of new products into manufacturing plants and partner plants (tollers). Support engineering/CAPEX projects with process knowledge and product know-how. Identify, develop and lead implementation of systems and procedures to optimize processes across operations. Strive to implement most up to date and efficient technology. Lead process improvement initiatives on manufacturing and non-manufacturing processes. Support investigation and troubleshooting on equipment/process/product problems. Interface and share know-how and experience with other process areas. Mentor problem solving using statistical tools and lead sigma methodologies. Ensure adherence with safety standards and ESHA guideline adherence in the area. Contribute towards sustainability/environmental targets on daily work as well as on projects managed. Contribute to Process Safety activities. BS Chemical Engineering degree with 3+ years of in plant, process experience.

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

Operations role, but also seeking someone with strong capital project background. Plant has a good amount of capital to spend and need someone in operations who can work with the project group to scope and estimate projects from an operations perspective. 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. 5+ years of experience. Recent project demonstrating innovation ability. Knowledge of Health, Safety and Environmental quality issues. Needs to be familiar with or show an aptitude to become familiar with chemical processes. Needs to be results oriented. Leadership Skills a Plus.

PROCESS CONTROL ENGINEERING POSITIONS

Automation & Process Control Engineer New Jersey Location

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

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

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.

ELECTRICAL ENGINEERING POSITIONS

Electrical Engineering Manager Alabama Location

Position is open due to retirement. Position is 60% senior electrical engineering work and 40% management of department responsibilities. Position can have up to 10 direct reports that are mostly all degreed EE's. Travel can be up to 50% at times. Must be a strong team player. Project size experience should be anywhere between \$10 million to \$200 million (total project costs) with electrical portion being \$1 million to \$15 million. KV experience should be up to 13.6KV. PE is strongly preferred, MS strongly preferred. Must be eligible to work within the US with no sponsorship required. Will define, organize, plan, direct and execute major capital projects for the electrical engineering discipline with a high investment volume and/or high level of complexity with focus in the Americas region (North, Central and South and Canada). Ensures

that all electrical engineering and construction work for capital projects is carried out in a timely, cost effective, safe and technically superior manner in accordance with accepted engineering practices, governmental regulations and company standards. Serves as a seasoned technical resource for the Business Segments with specific know-how in the electrical engineering discipline and state-of-the-art engineering practices. This is in order to keep the company equal to or ahead of the competition regarding operational and total life cycle cost. Should have detailed knowledge of plant standards and applicable code requirements, using advanced Computer Aided Engineering tools to maintain work efficiency while meeting customers' requirements, reducing total cost of ownership, provide high product quality, maximize plant availability for all plants, increasing ROI and enforcing environmental, safety and health requirements for all new or reviewed designs. Promotes and maintains the principles of and responsibilities related to Responsible Care within assigned areas of responsibility. Direct the definition and development of the most economical project scope based on objectives provided by the Business Groups in cooperation with the Project Manager and Project Responsible. Generate, direct and approve designs, specifications, drawing and instructions with emphasis on lowest possible investment cost and efficient and safe plant operability. Fully responsible for the preparation of cost estimates of capital projects within relevant engineering discipline for basic engineering, detail design and construction. Identification of required internal and external resources (personnel requirements) in relevant engineering discipline for a clear division of tasks and responsibilities in the project team in various project phases. Fully responsible technically and managerially for the definition, organization and execution of capital projects in the electrical engineering discipline and for the compliance with all regulatory and corporate requirements. Direct preparation of the front end engineering documentation. Serve as a technical consultant to the business groups and other engineering disciplines for electrical issues. Maintain responsible charge of a group of electrical engineers, designers, and drafters performing electrical engineering design for major capital projects. A Bachelor Degree and preferably Master's Degree in, Electrical Engineering and a Professional Engineer (PE) license in relevant engineering discipline as well as a minimum of 10 years of extensive chemical plant experience is required for this position. Should have constructed at least one and preferably several major chemical plants as the primary discipline lead. Must possess a broad based knowledge of engineering fundamentals, standard industry practices, regulatory issues as well as cost and schedule management as they relate to capital investments in the Process Industry. Extensive experience in the supervision of engineers and excellent leadership skills are mandatory for this position. Must have a strong knowledge of electrical distribution networks.

Instrument Control Specialist Eastern Tennessee Location

Reports directly to the Maintenance Manager for an Eastern Tennessee chemical production facility. Responsible for control and instrument systems and equipment design, procurement, planning, and support. Assists with planning technical studies, evaluations and design of plant projects and modifications to improve and enhance plant efficiency and improve equipment reliability. Enhance plant safety, environmental compliance and maintenance. Improve communications between departments. Direct subcontractors, develop work scopes, and supervise activities associated with plant projects. Responsible for supporting instrumentation/CEMS/ automation equipment at all levels, including training, analysis, and documentation of associated computer automation systems (PLC or DCS). Support continuous improvement efforts, daily operations, and capital projects using an applied technical knowledge of the manufacturing processes, instrumentation and computer automation equipment. Retrieve and evaluate process & environmental data; troubleshoots logic diagrams and drafts reports. Participate in safety and environmental initiatives to ensure overall employee safety and regulatory compliance. Review and update required instrument PM & Calibration procedures. Document and update loop drawings, interlocks and data sheets. Uses personal computers, Microsoft Office suite products and specialty computer software used for process instrumentation, control equipment and DCS/ICS equipment. Support Maintenance and Operations departments to ensure personnel safety and maximize plant uptime, including after-hours support if needed. Works with appropriate personnel and plant systems to ensure plans, schematics and diagrams are maintained accurate and up to date. Performs/assists in the programming of additions and changes for PLC/DCS systems. Troubleshoot and recommend solutions to recurring instrumentation problems on critical equipment. Provide field supervision support on critical equipment. Work with the Maintenance, Technical and Operations Managers to establish, track, and achieve equipment reliability goals and objectives for the facility. Provide daily technical support to craftsmen, supervisors and other engineers to resolve equipment design, maintenance and operating issues for immediate and long term solutions. Assists in planning and

execution of turnaround activities; provides technical input in determining priority and scope of equipment repairs; leads root cause failure investigations for instrument/control related incidents. Reviews engineering projects to ensure compliance with plant standards, and other applicable industry standards; Assists in developing and maintaining plant mechanical engineering/safety standards. Completes engineering design and documentation for small plant improvement and modification projects. Knowledgeable in the theory and workings of all types of instrumentation – control valve assembly, level, flow, pressure, temperature, pH, conductivity, and all types of gas analyzers. Ability to read and understand blueprints, schematic diagrams, wiring diagrams and technical manuals; do detailed work with a high degree of accuracy and neatness; keep records of equipment and machinery repair; follow oral and written instructions; communicate and coordinate work effectively with a wide variety of people; maintain cooperative working relationships. Experienced with smart instrumentation, pneumatics, hydraulics. DCS, PLC, HMI, Historian, database programming and management. Experience with Emerson DeltaV and Rockwell Software products a plus. Exceptional reliability and defect elimination skills and aptitude. Exceptional instrumentation and control logic troubleshooting skills. Strong organizational and communication skills. Training and experience in RCFA, RCM or equivalent methodology. Strong computer skill – CMMS, database management, analysis software, etc. Knowledgeable in LOTO. Basic understanding of compressor control systems. Foundation Fieldbus experience a plus. HS Diploma and more than eight (8+) years of experience in instrumentation and control in the chemical process industry. Experience inspecting, maintaining, and specifying control, SIS, and instrumentation systems and equipment. Prefer 5+ Years of engineering experience. Preferably in a chemical manufacturing environment. Working knowledge of Process Safety Management and a good understanding of general process control preferred. Project management and budget management experience preferred. This is a safety sensitive position which requires employees to disclose the use of any prescription medications that may affect the Employee's ability to perform safely the essential functions of his or her position to Human Resources.

ENVIRONMENTAL ENGINEERING POSITIONS

Environmental Engineer Alabama Location

BS Chemical Engineer preferred. 4-10 years of experience. Will consider candidates out of DEQ, consulting or industry experience. Position reports to Environmental Manager and will join a group of 4 other staff members (including a senior level air engineer). Is a multi-media position with Air experience needing to be strongest suit. Position is open as an addition to staff. Will provide support for the regulatory compliance for the Plant in such a manner as to ensure total compliance with all current and impending Local, State and Federal environmental laws and regulations. Provides guidance for general regulatory matters, develop and produce air permit application and/or oversee contractor for the air permitting tasks. Promotes and maintains the principles of and responsibilities related to Environmental Regulations/Responsible Care within assigned areas of responsibility. Acts as a consultant and technical expert to promote compliance and safe, efficient operations. Provides support for the plant's environmental policies, procedures and objectives in accordance with the Corporation's procedures and objectives. Provides permitting capabilities to produce or oversee the air permit application development in support of Title V operating permits. Provide review capabilities for the Plant Environmental Department in support of the audit/review program, in order to maintain support for environmental compliance within the plant. Participate in compliance reviews on a regular basis. Provide appropriate information/data as required for environmental reporting for the Plant to ensure that the Plant Environmental Manager is (1) continually informed of the Plant's environmental status, progress and liability; and (2) Advise regarding the appropriate actions required. Coordinate the storage, transportation, and disposal of hazardous waste within the assigned areas of responsibility. Review results of environmental testing and inspections in light of air and/or water permit requirements; ensure that reporting, recordkeeping, and other activities that impact compliance are conducted in a timely and accurate manner. Extensive knowledge of the environmental laws that impact chemical plant or refinery operations is essential. Should have experience interpreting and applying the provisions of the Clean Water and Clean Air Acts, RCRA, RMP, EPCRA, and state environmental regulations that regulate waste management, water and air permitting, among others. Familiarity with environmental modeling software product is a strong plus.

Environmental Engineer Arkansas Location

Entry level position; 0-8 years experience. Reports directly to the refinery Environmental Engineering Manager, the Environmental Engineer is responsible for environmental compliance in assigned areas of responsibility in support of refining operations. Works within the Environmental Department and assures

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

Senior Environmental Engineer Houston, TX Location

Position is open due to retirement. Requires a BS degree in chemical engineering. 10+ years of chemical/petrochemical plant experience. Texas Regulations Experience Required. This is a senior level position where the person needs to be able to step up into an EHS Manager role in the next few years. Will be the sole environmental professional on site. 80 person plant site. Position reports to plant manager. 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. Collect data and report the daily/weekly/monthly environmental and safety metrics for the plant. Manage various environmental and safety audits and inspections. Company is investing in the site and expecting continued future growth. Title V and PSM facility.

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

EHS Specialist *New! Upstate New York Area*

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

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

Provides guidance and technical knowledge related to process safety to assist facility staff in properly maintaining systems for compliance, to ensure the safety of employees and integrity of the safety programs

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

Senior EHS Safety Specialist Beaumont, TX Area Location

Lead in the development of EHS programs with focus on Occupational Safety and Industrial Hygiene, and Process Safety for the assigned site. This may include supporting other sites in the Texas Hub as necessary. Advise site management of compliance concerns and provide strategic guidance on EHS matters to the site leadership teams. Coordinate and conduct exposure monitoring in accordance with the Industrial Hygiene Monitoring Plan, including recordkeeping, results interpretation, and recommendations for controls and communication. Complete all internal and external EHS reporting to ensure compliance with company and regulatory requirements. Facilitate and participate in incident investigations to ensure root causes are identified and appropriate corrective actions are created and implemented. Support the interface with regulatory agencies and third parties, as needed, on compliance and enforcement issues. Support the development and implementation of EHS training programs for new and existing employees. As the site Radiation Safety Officer, manage monitoring, testing, and any compliance-related activities. Will be required to take RSO training and be approved by the state. Bachelor's degree required, preferably in Safety Engineering, Engineering, Chemistry, Science, or a related discipline. At least 5 years of experience as an OSH Specialist and/or in an Operations Manufacturing role. In lieu of degree, a minimum of 8 years of experience as an OSH Specialist and/or in an Operations Manufacturing role. Prior background at a Refining or Chemical manufacturing facility preferred. Professional certification as a CSP, ASP, CIH, or CIHT strongly desired. Experience with Process Safety Management and /Process Safety at a Refining or Chemical manufacturing facility is a plus. Thorough understanding of OSHA and NFPA rules. Excellent communication skills and an ability to work with employees at all levels of management; ability to effectively communicate with Management, Operations, Maintenance, and Contractors. Data analysis capability while using different programs and databases. Knowledge of current industry safety practices; lead/facilitate OSHA/RMP regulatory inspections.

Safety Supervisor Baton Rouge, LA Area Location

Position requires people management experience. 4 year degree from an accredited University in a field of study involving occupational safety and health with one or more of the following certifications: *ASP, CIH, CSP, Etc.* Accredited safety and auditor training. Demonstrated Leadership skills. Planning, organization and time management skills. Interpreting applicable safety codes, standards, guidelines and relevant legislation/regulations. 5+ plus years hands on supervisory experience. Communication proficiency. Responsible for reviewing and updating existing safety Standard Operational Procedures (SOPs). Develop and implement policies, standards, and procedures relating to the safety of employees and the protection of plant facilities. Work in accordance with the OSHA safety regulations. Support the handling, reporting, and maintenance of safety records, accidents, incidents, and government reports as required by federal and state regulations. Assist with monitoring of safety related equipment by on-site and outside services inspections, as set forth by the Plant Manager. Supports established training programs for non-exempt and exempt personnel utilizing audio/video equipment techniques, graphics, classroom, field instructions, and written materials. Assist with performance of safety/health audits of the plant facility to identify personnel hazards and evaluate compliance with state and federal regulations. Supports necessary testing programs, maintenance procedures, operations procedures, and testing activities to ensure the ongoing safeguarding of the plant facilities. Promptly reports to superior any fire or accident as well as any equipment malfunction which will disrupt production. Reports to plant manager.

NON-TECHNICAL ENGINEERING, BUSINESS TYPE ROLES

Project Procurement Manager *New! Mobile, AL Location*

Responsible for managing firms who provide Engineering, Procurement, and Construction Management (EPCM) services to company for multi plant locations in the United States, Canada and Mexico with respect to the purchase of Technical Investment Equipment and Service. This position requires someone who acts at all times in an honest and ethical manner and in accordance with company policy, national and international legal standards. Manage supplier contract/price negotiations as it pertains to Investment Projects. Dollar ranges up to \$200 MM/year. Achieve savings > \$5 MM/year. Reach agreement on procurement cost for the project with the ordering party or project manager, control procurement costs, and ensure costs stay within project procurement budgets. Represent Indirect Procurement within the capital project team. Travel can range from 20% up to 50% of the time. Responsible for coordination of Indirect Procurement functions for the capital project. Define procurement workflow including interface to external procurement service providers (e.g., EPCM) and ensure execution, where applicable. Bachelor's degree required, technical degree preferred. 5+ years purchasing experience in a related field of expertise, or in other fields with focus on internal and/or external customers, or a minimum 8 years experience in chemical industry experience with five (5) years experience Purchasing Agent or Engineer. Must possess knowledge of business law, accounting principles, state tax laws, "Occupational Safety & Health Act" (OSHA), "Environmental Protection Agency" (EPA) and state licensing regulations, as well as a basic understanding of Quality Management Systems.

Lead Production Planner *New! Upstate New York Area*

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

Procurement-Category Manager *Alabama Location*

Responsible for efficient purchasing in support of Category Management initiatives, through the use of Outline Agreements, Purchase Orders and Procurement Bidding Policies, acting at all times in an honest and ethical manner and in accordance with company policy. Conducts oneself in accordance with procedures and guidelines set forth in the ISO Quality and Environmental Management System. Will also execute his/her responsibilities as defined in the RC 14001 Management System. Processes purchase requests and Outline Agreements in SAP with defined suppliers for Category Management Team. Processes data requests from Category Management Team, utilizing Microsoft Excel, Microsoft Powerpoint, SuMa, PRIME, SAP, and other internal data systems. Responsible for utilization of only approved vendors and contractors for implementing purchases and contracts according to drawings and specifications. Conducts tenders below above \$50T USD and below \$100T USD, in alignment with Category Management Team. Assist in implementation of Category Management strategies. Interacts on a daily basis with managers both at company and suppliers and contractors firms. Bachelor's degree required (Technical Degree

Preferred/Master's Preferred). 5 yrs. purchasing experience in a related field of expertise (procurement of Technical Services, Business Services, IT items or non-Raw Material goods). Experience procuring MRO/capital goods up to \$30MM. Experience with strategic process. Experience running national bids and implementations.

Account Manager Northeast US Territory

This position is considered a field position and will be home based. Majority of customers will be in NY and NJ. Responsible for Personal Care multi-national Key Account and other regional accounts as assigned. Responsibility includes budgets, forecasting, customer account strategies and sales development. Proactively manage existing business, and work to develop new opportunities through interaction with customer Purchasing, Technical, and Manufacturing staff. Communicate and interact with the Global Key Account Managers to help develop and support implementation of strategies and business planning. Lead regional customer project teams to ensure proper implementation and positive results. Grow Sales and Profitability of Key Accounts using frequent customer contact to identify opportunities, manage and enhance relationships, and resolve issues. Develop regional account strategies and tactics in coordination with Global staff, and follow through on effective implementation. Provide a rolling forecast that is accurate and allows for proper advanced production planning to ensure we meet the needs of customers. Develop in, cooperation with regional and global technical staff, presentations and effective communication tools to establish new project opportunities ensuring business growth. Internal communication via customer reports, emails, and phone on a daily basis to all global interested parties, updates on customer needs, opportunities and competitive activities and technologies. Interact and participate in Global teams, and associated project work. BS in Chemistry, Chemical Engineering, or equivalent in related fields. 5 years in the chemical industry, with minimum 2-3 years in sales and marketing roles. Direct working experience with multi-national consumer product companies, international exposure, and foreign language desired. Professional Selling Skills, Leadership Training, Team Building, Contract Negotiation skills and demonstrated ability to 'close' business. Computer literate, especially with Office, SAP, CRM.