

MAINTENANCE/RELIABILITY/CONSTRUCTION MANAGEMENT POSITIONS

Construction Manager *New! Georgia Location*

Will be located in Engineering Department at plant. Oversees contractors and subcontractors to assure quality work and cost controls. Keep all parties involved well informed throughout the whole project. Oversee and direct construction projects from conception to completion. Respond to work delays, emergencies, and other problems. Ensures quality construction standards and the use of proper construction techniques. Reviews the work progress on daily basis. Reviews the project in-depth to schedule deliverables and estimate costs. Oversees construction to monitor compliance with building and safety regulations. Coordinates and directs construction workers and subcontractors. Selects tools, materials and equipment and track inventory. Meets contractual conditions of performance. Prepares internal reports pertaining to job status. Plans ahead to prevent problems and resolve any emerging ones. Obtains permits, analyze, manage and mitigate risks. Interprets and explains contracts and technical information to other professionals. Investigates damage, accidents, or delays at construction sites, to ensure that proper procedures are being carried out. Evaluates construction methods and determine cost-effectiveness of plans. **REQUIREMENTS:** BS degree in construction management, architecture, engineering or related field. 3+ years' experience in new construction and in a supervisory capacity. Proven working experience in industrial construction management, especially in mechanical and electrical fields. Advanced knowledge of construction management processes means and methods. Knowledge of building products, construction details and relevant rules, regulations and quality standards. Understanding of all facets of the construction process. Ability to plan and see the "big picture". Competent in conflict and crisis management. Excellent time and project management skills. Analytical Skills: must be good at planning for large-scale, multi-step projects. Decision Making: must make lots of decisions, such as picking subcontractors, materials, and more. Management Skills: must lead teams and keep motivated and focused on the job. Communication: Good writing and speaking skills are needed by construction managers when communicating with employees, writing proposals, subcontractors, procuring materials and dealing with clients. Technical Skills: must know construction methodologies, read blueprints and understand other technical aspects of construction. Time-Management: Deadlines are crucial in construction. Making sure that everything is on time and moving smoothly is a critical part of the job.

Chief Inspector *US Virgin Islands Location*

Responsible for, but not limited to, overseeing and managing fixed equipment inspection activities for the facility to ensure compliance with industry and company standards to include PSM and RAGAGEP. Will also ensure and maintain the quality of inspection data. Leads the inspection team to ensure all inspection activities are planned, scheduled and completed timely, accurately and in adherence to safety standards. Will coordinate inspection resources for emergency, routine and turnaround maintenance activities. Facilitates API Risk based Inspection program to manage fixed equipment mechanical integrity. Requirements: High school diploma or Equivalent required; Technical degree preferred. At least 10 years of related experience in refinery industrial equipment inspection, At least 5 years industry related supervisory experience. API 510/570 certified. Demonstrated knowledge of welding and metallurgy. Knowledge of fixed equipment standards, codes, welding, inspection techniques and damage mechanisms in a refinery or related facility. Demonstrated knowledge of API Risk Based Inspection. Ability to communicate clearly and concisely, both orally and in writing with internal and external customers. Demonstrated ability to exercise sound judgment and discretion in making recommendations. Strong delegation skills. Results driven with strong planning and organization skills. Must have strong attention to detail with the ability to use logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems. Ability to influence, mentor, establish and maintain effective working relationships with employees at all levels of the organization. Highly motivated self-starter who takes initiative with minimum supervision. Paid company housing plus utilities. Paid relocation expenses. Full time, direct position.

Turnaround Manager *Houston, TX Location*

Newly created position. Company is getting away from contracting out their TA's and going to hire a TA Manager to build his/her own internal team. Responsible for the safe and efficient planning, scheduling, cost control, execution, follow-up and documentation of the Gulf Coast turnarounds. Coordinates the TARs onsite from front-end loading thru execution phases, as well as post-TAR identification of, and action on, lessons learned. Accountable for leading the TAR team to achieve defined milestones around safety, environmental, outage duration, cost, and driving continual improvement in our TAR processes. Accountable to deliver the goals and objectives of the TAR (i.e., safety, environmental, cost, schedule, and unit performance optimization) through the development, budgeting, and execution of TAR projects, leading

a team of in-house and contract personnel, as well as to create, document, and continually improve TAR processes. Will develop and maintain an effectively trained and motivated team of individuals with technical expertise to handle TAR planning, scheduling, cost monitoring, and field execution. Requires commitment to learning, following and practicing Principles of Process and Behavioral Safety as applicable to the position. In addition to understanding and applying the principles, this role will: Champion the Principles and Life Saving Rules, ensuring the understanding and application of these principles and other SHE policies and procedures within their team. Promote team involvement and personally demonstrate SHE behaviors to complete safety observations, audits, near miss reporting, housekeeping, and review of others' safety incidents and near misses. Proactively engage contractors to ensure they understand safety expectations and any issues are dealt with promptly. Ensure safety and environmental incidents are properly reported and followed-up, as needed. Lead incident investigations to identify root causes and corrective recommendations to prevent reoccurrence. Participate and/or support team member's participation in incident investigations, Management of Change, Process Hazard Analysis/LOPA. Maintain the management of change system on the impacted unit(s). The tasks for doing this include performance of PHA, updating of required drawings and records and final documentation of project changes. Ensure technical resolution of all resultant recommendations from major unit HAZOP studies and other safety audits. Support integrity management. Scheduling and planning of Preventative Maintenance. Review task list to ensure proper maintenance in accordance with manufacture's recommendations and best engineering/maintenance practices. Ensure adherence to all Maintenance procedures. Ensure TAR responsibilities support and are consistent with ISO 9002 and ISO 14001 certification objectives for the Gulf Coast. Plan, staff, and manage the labor & other resources under turnaround/shutdown conditions (short timetable, multiple shifts, etc.). This requires knowledge obtained from industry experience in positions such as Capital Project Manager, Maintenance Superintendent/ Manager, or other TAR roles. Must properly manage and segregate capital project work from maintenance activities. Lead time for identifying the scope of work, ordering materials, and securing manpower is typically at least a year prior to execution. Determine project development and execution strategies, including a contracting plan and materials management plan. Collaborate with Purchasing to develop the material procurement and contracting strategies. Develop and maintain effective relationships with key suppliers of parts, services, and labor. Obtain support for materials and contracting plans from Maintenance Superintendent and Operations Manager. Develop standardized processes and templates for such plans that can be re-used or modified. Capture learnings from each outage and adapt the templates to incorporate the insights and foster continuous improvement. Assure integration of Operation shut down activities, TAR mechanical work, additional capital projects and start-up activities into a master schedule at the scope definition stage. During execution, coordinate with the TAR scheduler(s) and planners to ensure there is one consolidated TAR schedule with all operations, maintenance, and projects tasks. Develop a TAR milestone chart for each outage and monitor progress during pre-TAR, TAR execution, and post-TAR. If issues arise, facilitate resolution in a timely manner. Supervise TAR Field Coordinator, and along with the Coordinator, oversee management of field construction operations and start-up. Ensure contract supervisors are effectively managing their personnel to execute work safely and minimize downtime. Help facilitate coordination of subcontractors work with the contractors' resources. Build long-term relationships with external organizations such as TAR planning & scheduling companies, exchanger pulling/cleaning, tower work contractors, etc. to attain business objectives. Leverage potential to bid for two consecutive turnaround-years. Maximize use of alliances to benefit company. Coordinate with Maintenance and Capital Projects to minimize impact of TAR on routine maintenance work. Optimize effective management of materials procured for TAR. Jointly responsible with Operations to stay within TAR budget and meet TAR milestones. Assure basic work process discipline and drive process improvements within the Gulf Coast. This includes maintaining a master worklist, facilitating scope collection, establishing and maintaining scope prioritization criteria, and championing scope change process. Manage, document, and approve scope change orders with Shared Services Manager and Site Director. Scope management is critical to avoid cost overruns on TARs. Work with Commercial/ Business Team, Operations, Projects and Maintenance on business impacts and potential value of TAR timing flexibility. Develop and report on cost and TAR duration impact of schedule changes. (Depending on how close the timing is to the TAR, it may involve costs associated with contract changes and require a major effort to revise plans. (Costs need to be accurate to help make appropriate decisions). Work with site leadership to set challenging yet realistic TAR work hours, cost, and duration targets. Lead team to provide accurate up-front engineering and development of cost and schedule estimates for approved work scope including change orders. Interface with department leaders for effective turnaround Front End Loading and execution. During TAR execution, provide team oversight to monitor, communicate progress, and adjust plans if required daily. Provide daily updates to communicate to the site

and/or management on 1) status, 2) progress, and 3) forecasting. Ensure TAR team tracks costs and provides monthly accruals to the Financial Group for outage expenditures. Facilitate periodic auditing of TAR cost settlements and communicate status to site leadership. Ensure creation and adherence to utilize effective TAR processes, capturing and integrating learnings, communication, and coordination across disciplines to support successful execution. Drive continuous improvement in TAR planning and execution capabilities. Develop TAR KPIs and utilize Cost Analyst to report KPIs on regular basis. Conduct TAR post-audits and lessons learned sessions. Make recommendations for TAR approach across SM sites to improve processes. Document pre-outage reviews of outage standard specifications for maintenance and construction work. Includes specifications concerning cathodic protection, inspection testing plans, lifting plans (weights of equipment to be lifted), environmental plans including waste disposal, design information on key equipment, drawings and P&IDs, welding specifications, test pressures, etc. Maintain and update of the unit(s) technical records including the establishment of new equipment files, the organization of relief valve specifications and calculations and the updating of training materials for the unit. With Business Team/Sales & Marketing, develop, publish, and communicate the multi-year TAR/Outage plan. Update, as needed, based on Operations and Marketing changes. B.S. Degree in Engineering (Mechanical, Chemical, Electrical, or related) or Engineering Technology preferred. Minimum of 10 years of petrochemical or refinery experience in an Operations or Maintenance capacity. Minimum of 5 years of TAR experience preferred or integral participation in at least 4 major TARs (\$5m or greater). Project management experience required. Supervisory experience of direct reports preferred.

Maintenance and Reliability Manager Houston, TX Area Location

Position has responsibilities over two sites in the Houston area. 9 direct reports, 25 indirect and 2 dozen contractors. \$20 million-dollar maintenance budget. Plans and directs activities for the reliability and maintenance organization; creates and executes on a long-range strategy; establishes standards; develops engineering and inspection staff's technical expertise; and improves, maintains, and repairs facilities and equipment to ensure optimal reliability and lowest life cycle cost. Must lead and drive the continuous improvement efforts that impact mechanical integrity, plant reliability and conversion cost while ensuring safety and compliance with company standards and regulatory requirements. Accountable for understanding and putting into practice the company's Principles of Process and Behavioral Safety. As a safety champion, cascade the understanding of these principles through their organization. Meet all SHE objectives and comply with all governmental laws and policies for the Gulf Coast plants. Ensure Reliability & Maintenance employees are following a comprehensive SHE training program to meet OSHA requirements and discipline-specific skill training to ensure competency of workforce. Assure adherence within the team to SHE reporting, incident investigations, sharing of lessons learned, corrective action tracking and personal training on Incident Command in support of Incident Management System. Lead or participate as needed in Process Hazard Analysis, Layers of Protection Analysis (LOPA), or other risk assessments. Write and support the Management of Change process through PHA and PSSR Evaluations. Lead/participate in incident investigations to identify root causes and corrective recommendations to prevent reoccurrence. Champion the reliability and mechanical integrity strategy reviews and support execution. Demonstrate accountability for the integrity of critical assets and protective systems. Ensure efficient and effective daily maintenance activities. Oversee maintenance of assets in proactive manner following high level of focus on End of Life, Obsolescence. Develop and implement preventive and predictive maintenance programs on existing equipment (fixed equipment, pumps, safety devices, etc.) based on manufacture's recommendation or best engineering practices. Develop and monitor a comprehensive inspection program to maintain mechanical integrity and compliance with all engineering/regulatory codes and internal policies. Support Gulf Coast sites in the definition, implementation and sustainability of risk management initiatives identified to deliver continuous improvement and/or compliance with industry/regulatory changes associated with MI. Ensure delivery of reliability and maintenance targets for the site, by participating in the development and execution of a comprehensive reliability/availability plan for the site. Ensure measurement system is in place to for tracking reliability and causes for deviation understood by the organization. Ensure resources are committed to completing and follow up on root cause failure analysis. Support audits and insurance surveys in relation to MI programs for Fixed Equipment and Relief Systems. Promote maintenance of Relief Systems, Flare Systems and venting systems to keep related equipment in evergreen status. Oversee quality control checks and audit deliverables for timeliness, accuracy, and adherence to the MI procedures for Gulf Coast. These audits include reviewing maintenance records and 3rd party vendors involved in the design or testing of relief devices. Coordinate with procurement team to ensure an appropriate spares management system is in place. Interface with Technology group regarding current and future equipment needs. Ensure adequate cost controls are in place to allow the site to meet its financial obligations. Develop

annual departmental budget plan and cascade the budget's expectations through the organization. Monitor performance versus plan and investigate deviations, taking corrective action when necessary. Ensure appropriate priorities are established for work, work is planned and estimated and actual costs versus estimates are reviewed and addressed. Monitor performance of maintenance and engineering contracting within the department. Provide oversight of the development of the people in the Maintenance & Reliability organization to ensure staff is effectively trained and succession/replacement plans are in place. Ensure alignment and clarity of roles including expectations for performance. Lead meetings with teams to ensure proper communication of plant priorities is cascaded throughout the organization. Ensure a performance management process is in place and that performance is reviewed on a periodic basis and corrective action is taken when appropriate. Ensure that human resource policies are followed, and the organization is in compliance with legal requirements regarding employees and relationship with contractors. Lead Reliability & Maintenance team through transition period of new organization. BS in Mechanical Engineering or related engineering field required. Minimum of fifteen (15) years' experience in chemical, refining or industrial manufacturing environment is required. Demonstrated and documented successful experience managing a diverse, multi-functional team in a manufacturing, or related, environment is required, including at least 5 years' experience in managing professionals. Minimum 10 years' experience in plant operations, maintenance and/or engineering. Proven ability to effectively serve and function on a leadership team. Demonstrated operational safety leadership with sustainable results. Experience in Process Safety Management especially in areas pertaining to asset integrity. Experience developing and implementing effective preventive maintenance and condition-based maintenance programs preferred. General understanding of reactors, exchangers, boilers, tanks, etc. Multi-site experience and experience in a union environment is a plus.

OPERATIONS/ENGINEERING/PLANT MANAGEMENT POSITIONS

VP of Engineering & Technology Houston, TX Location

Small, boutique, niche chemical manufacturer is seeking a VP of engineering and technology. Two direct reports with the possibility of a third. Direct reports include Director of Engineering, Director of Applied Technology and potentially Director of Continuous Improvement. Newly created position so chance for individual to shape the role and carve out their place. Reports to COO. 2 plants and a number of terminal operations. Focus should be on engineering, expansions, process improvement and not a lot of "technology". Peer would be VP of Finance. Total in the organization is around 100 individuals but growing. One plant recently went through an expansion and will begin making new production that is sold out for 2020 in March 2019. Private company. Will plan, direct, coordinate, and oversee activities in the Engineering and Technology department, ensuring the development and implementation of efficient operations and cost-effective systems to meet current and future needs of the company. Ensures that projects are completed within budget and in an economical manner. Proven track record of utilizing Capital Project best practices. Establishes and implements the strategic direction of the company's engineering and R&D initiatives. Collaborates with the company's executive leadership to develop and meet organizational goals while supplying expertise and guidance on projects, operations, and systems. Ensures that departmental decisions such as staffing, development, organization, hardware acquisitions, and facilities are in line with best practices and the organization's business plan and vision. Establishes, communicates, and implements engineering and development policies, practices, standards, and security measures to ensure effective and consistent operations. Proven track record of Continuous Improvement by identifying areas for better performance or cost saving and successfully implementing the improvements. Pilot plant development & implementation to improve systems operations. Develop & implement engineering process improvements. Coordinate effective planning and execution of Capital Projects by utilizing industry best practices. Responsible for new product development including technology, pilot plant, scale up, as well as expanding current product development. Establish and lead both internal and external research resources. Identifies, recommends, and implements new technologies and systems to improve organizational processes and decision-making. Maintains knowledge of emerging technologies and trends in engineering and development related to the organization's industry. Demonstrate interpersonal, negotiation, coaching, and leadership skills to effectively implement change within an organization. Demonstrate strong analytical abilities, mechanical aptitude and problem-solving skills. Demonstrate proficiency with the Microsoft Suite (Word, Excel, Outlook, PowerPoint, etc.) and PC skills. Effective verbal and written communication skills; should be able to adapt communication style to suit different audiences. Ability to develop and execute Design of Experimentation (DOE) methodology. Knowledge, training and experience conducting root cause analysis. Proven track record of utilizing continuous improvement. Demonstrated focus on safety. Proven track record of managing and leading small to large groups. Exhibits strong leadership skills including but

not limited to coaching, mentoring, performance management, team building, problem resolution, active listening, training and development. Thorough knowledge of ASPEN (modeling software), thermodynamics, heat and mass transfer. Thorough knowledge and understanding of engineering first principles. **Requirements:** Advanced degree in Mechanical or Chemical engineering; physical chemist (analysis); PhD preferred. 12+ years' experience or equivalent experience in chemical manufacturing and at least 5 years of experience in a leadership role. Hazardous chemicals experience preferred. Six Sigma certification – black belt preferred. Experience running a capital project on a site through various stages (i.e. development, capital proven concept) and have successfully met milestones including safety but not limited to this component. Demonstrated experience in both areas of engineering & technology with a portion of previous work experience being in a chemical plant setting.

Refining Consultant Dallas, TX Location

Expected to become an expert in company's fuels refining and chemicals studies, developing a strong belief in the benefits these studies provide clients. Work will require extensive analysis at company's office as well as training, presentations, and workshops at client sites worldwide. As part of the analysis, will evaluate client data for validity and consistency and develop an understanding of how client-submitted data are used in the development of study calculations. Candidate is expected to commit to travel (domestic and international) up to 30% of the time. **Required:** BS in Chemical or Mechanical Engineering; MBA preferred. Minimum of 10 years' experience in refining and/or chemical manufacturing, including operations, economics, and planning department. Functional expertise in one or more of the following areas: economics and planning, process technology, project management, energy, maintenance/reliability, and/or oil loss. Process improvement/change management experience. 1–5 years Microsoft SQL database programming experience. Engineering calculations, word processing/spreadsheet/database expert user. Operational knowledge of main refining processing equipment. Preferred experience: 15+ years' experience in refining as an operations manager or higher. Experience with marketing and supply interactions. Understanding of market drivers and supply situations around the world. Expert on lube refining processes. Power Microsoft Excel user, expert on refining processes, strong database skills. VBA, Microsoft Excel macros, etc.

Operations/Maintenance Management Consultant Houston or Dallas, TX Location

Qualified candidates will have a combination of operations and maintenance management. Heavier on the operations side than maintenance management. Requires strong presentation skills as there will be expert witness testimony involved. Strong operational, technical, and management experience in the petroleum refining and/or petrochemicals industries. Plays a leading role in enhancing and expanding the firm's consulting activities related to refinery and petrochemicals operations, including accident investigations, insurance claims, and standard-of-care in advisory and dispute assignments. Operations and/or maintenance management responsibilities in refineries and/or petrochemicals facilities. Demonstrated hands-on experience in plant operations and maintenance planning activities. Experience in the evaluation of operating economics and maintenance budgets. Key role in managing expansion and/or revamp projects in facilities. Testifying witness in disputes related to plant operations and disruptions. **Requirements:** Bachelor's Degree in Chemical or Mechanical Engineering. A minimum of 15 years' industry experience. MBA or Professional Engineer license preferred, but not required. Ability to travel in the U.S. and international.

Area Manager Coastal Georgia Location

Reports to Plant manager and has direct supervision of a 24-hour/7 days a week union production department of 20+ operators and a production supervisor. Manages production with a results-driven/sense of urgency framework focused on safety, quality and continuous improvement to meet customer demand and company goals. Develops a culture which minimizes risks throughout the area and ensures compliance with regulations, policies and procedures. Sets, monitors and uses the area KPI's to drive efficiencies and value throughout the organization. Regularly communicates with staff to achieve mutual understanding and desired results. Initiates plans and processes which minimize manufacturing costs through effective utilization of manpower, equipment, facilities, materials, and capital. Oversees the development of operational and capital project plan and budget for the area, submits projects as necessary for review and approval. Manages activities related to material requirements planning, inventory control, warehousing, or receiving. Oversees the production schedule and overall efficiencies, addresses any issues within the department by working jointly with other departments. Supports the manufacturing organization with technical resources to resolve equipment and process issues and collaborates with other department leaders to resolve issues. Manages and develops all employees. This includes recruiting, hiring, coaching,

mentoring and giving proper performance feedback. Identifies training requirements and develops the skill set within the team to support existing and new technologies. Carries out managerial responsibilities in accordance with the organization's policies and applicable laws. **REQUIREMENTS:** Bachelor's degree in Chemical Engineering. Minimum of 5 years' experience in the chemical or petroleum field. Minimum of 5 years' leadership experience in a chemical or manufacturing industry. Strong leader who is results-driven with focus on future growth and optimization. Experience managing a continuous distillation facility is a plus. Must have ability to interface with diverse teams, including vendors, business line management, operators, maintenance, project management, engineering, and colleagues in other global production facilities. Computer Proficiency in all MS Office Software Applications including MS Word, MS Excel, MS PowerPoint. Ability to work well in a fast-paced environment with proven time management, organization and prioritization skills. High degree of personal responsibility and initiative is required. Must possess a high level of integrity as well as excellent organizational and analytical skills. Communicate effectively (verbal, listening, written) and work with various departments. Self-motivated, team-player with good interpersonal skills; ability to maintain positive customer relations & act courteous/respectful of others. Bonus experience would include oilseed processing/solvent extraction (not required, but beneficial).

Technical Services Manager East Texas Location

Responsible for managing the Technical Department which provides technical solutions, advice and unit optimization analyses for the Operations Department, and provides support to Projects, Maintenance, Safety, Environmental and Planning. This position may also manage the Laboratory and Control Systems Engineering. Leads and directs the Technical Department employees, including Process Engineers, Rotating Engineers and may also manage the Laboratory and Control Systems Engineers by providing technical guidance, leadership, and prioritization of projects. Develops the Engineering employees and prepares them for future roles in the organization. Participates in developing the engineers in the Rotating Engineering program for future roles in the organization. Provides guidance on the interpretation of operating unit data, monitors catalyst performance, recommends unit operating guidelines, and estimates remaining catalyst life. Accountable for the annual budget of the department. Instrumental in the operation of excellence and work with other departments to develop and drive the progress of unit health monitoring philosophy, tools, and cadence. Serve as a technical authority of operating limit and drive continuous improvement. Prepares the annual operating goals for the department. Works with Capital Projects to develop capital projects. Provides guidance on unit optimization and develops the project portfolio gross margin improvements. **Experiences & Competency:** Minimum of 8 years related experience in the petroleum or related industry with demonstrated leadership role. Great communication skills and demonstrates the ability to embrace and drive the change. Demonstrated knowledge of process technology and process safety. BS in Chemical or other related engineering disciplines.

Area Operations Manager Midland, TX Area Location

Directly manages day-to-day operation and is accountable for ensuring reliable and cost-effective operation of assigned processing areas including multiple process units, logistics, and utilities where the department includes operations supervisors and operators. Key member of leadership and as such is instrumental in establishing and promoting a culture focused on safe, environmentally compliant, and reliable operations. Provides oversight for the overall operation, sets priorities for safety, environmental, process safety, reliability; and directs efforts of support staff including maintenance planning & execution, turnarounds, capital projects, and technical support. Evaluates plant performance, implements recommendations for reliability improvements and cost optimization, and champions initiatives in support of long-term sustainable profitability of the refinery. Manage and lead the activities of the Area Operations Team to ensure process safety, safety, environmental, reliability, and cost optimization goals of the refinery are achieved. Champion initiatives, projects, and programs that support refinery vision. Utilize sound human relations and communications skills to provide development of direct reports and motivation of staff resulting in a reliable and competent work force. Interview candidates, determine development needs, evaluate performance for compensation, and address personnel issues including training, coaching, mentoring and disciplining of subordinates. Accountable for ensuring process safety and safety compliance by supporting process hazard analysis, leading incident investigations, owning procedure development and improvement, owning management of change, ensuring emergency response preparedness, supporting alarm management, and providing assistance for work scope development, and assessment of operability requirements for design consideration. Accountable for ensuring environmental compliance while meeting or exceeding federal, state, corporate and industry standards and leading practices in Safety, Environmental, and Quality. Support environmental calculations, establish operating parameters, and

provide input into permit development. Continually improve safety and environmental record by addressing both physical safety issues and employee safety attitudes. Set and maintain exceptional housekeeping standards. Develop and implement annual business plans (financial, safety, environment, quality, personnel, etc.) in alignment with refinery and corporate objectives. Support turnaround and unit shutdown planning and execution through active participation in scope development, providing justification for work items, development of shutdown/startup and outage timelines, and active leadership during the event. Champion capital project development, identify business drivers and assist with justification. Assure quality input from operations throughout all project phases. Develops and manages the operating and capital project budgets for area of responsibility and supports other departments with planning for costs. Develop and implement long range plans to ensure long term reliability, optimization and profitability of the refinery. Monitor progress towards goals, ensuring actions are in place and sufficient when progress is not on track to achieve goals. Assure that collective bargaining agreements are effectively administered and that employee grievances are addressed in a timely fashion. Responsible for assuring all company policies, rules and guidelines are being followed and administered in a fair and consistent manner. Provide direct assistance to Human Resources for all employee issues. Bachelor's degree in Chemical Engineering or related technical field along with five (5) years of experience in Manufacturing, preferably in Refining including two (2) years of experience in a supervisory/management role, or ten (10) years of experience in Manufacturing, preferably in Refining or military equivalent experience. Two (2) years of experience in a supervisory/leadership role.

EHS MANAGEMENT POSITIONS

SHE Manager Nevada Location

This job is almost all "S" and very little "E". Plant is non-union and about 70 employees. Plant recently went through an expansion and will commission the new expansion in February and start production of product in March. 2 direct reports that include an HSE training coordinator and an environmental lab tech. Must come out of chemical plant operations. Responsible for developing and implementing both our organizational safety and environmental programs. This role will review and update institutional HSE policies and conduct risk assessments to detect potential hazards and plan precautionary measures. This role will also be responsible for developing, implementing, and monitoring environmental strategies to ensure environmental compliance in all areas but not limited to air quality, waster, clean water, and pollution. Develop, maintain and report safety related metrics. Conduct training and presentations for health and safety. Develop and execute compliant health and safety plans. Prepare and enforce policies to establish a culture of health and safety. Evaluate practices, procedures and facilities to assess risk and compliance. Develop and conduct regular Safety audits. Knowledge & facilitation of emergency response guidelines; provides support to ERT team; supervises activities of the Emergency Response Coordinator. Ensures that industrial operations are in compliance with local, state and federal environmental regulations. Implement use of Job Hazard Analysis at all levels of the site. Lead incident investigations as required. Coordinates all aspects of Safety Data Sheet (SDS) management. Conduct review of contractor/vendor activities. Conduct site safety orientations and maintain records of activity. Implement and maintain an employee exposure control program. Maintains relations with government agencies. Review and recommend improvements to existing environmental strategies. Monitor compliance to policies and laws. Stay updated with environmental trends and legislations. Generate environmental reports and maintain permits as per state and federal regulations. Demonstrate strong interpersonal, negotiation, coaching, and leadership skills. Demonstrate strong organizational and process / change management skills. Demonstrate strong analytical abilities, mechanical aptitude and problem-solving skills and exceptional written and verbal communication skills. Ability in producing reports and developing relevant policies. Outstanding attention to detail and observation ability. Build programs/change culture. Implements preventative and corrective actions in a timely manner. Expected to drive process improvements. **Requirements:** Proven experience as a Safety Manager. Deep understanding of legal health and safety matters. Good knowledge of data analysis and risk assessment. Demonstrated knowledge/expertise in root cause incident investigation process. Knowledge of regulations and standards as they pertain to chemical manufacturing industry such as OSHA, US DOT, NFPA, ANSI, API, State and Local Fire and Building Codes. BSc/BA in Safety, Industrial Hygiene, Engineering or relevant field. 10+ years related or equivalent experience in Health and Safety, preferably in the petrochemical, refining or chemical industry required. 5+ years of supervisory experience. Demonstrated history of successful and safety experience. Comfort on a chemical plant site. Proven track record of improving safety/environmental performance.

HSE Manager Southwest Chicago, IL Location

Will manage the safety and security programs on-site to ensure compliance with all corporate standards as well as compliance with federal and state regulations. Will work alongside the plant manager at this chemical manufacturing facility (~150 employees) to act as a change agent for the safety culture and role model for ensuring compliance with safety and security policies and procedures – this will include guiding site management through the development of policies/ procedures and coming up with achievement plans and strategies to meet concrete objectives. Will serve as the site liaison for external and internal audits and inspections. Will also participate in the site's HSE processes and training activities. Travel for this position will not exceed 20%. **Requirements:** B.S. degree in Engineering, Science, Safety, etc. required. Should have a minimum of 8-10 years of post-college, industry experience, working in PSM-regulated plants, ideally PSM-regulated chemical facilities. Must possess an extensive knowledge in process safety management, safety regulations and emergency response. Must have excellence communication skills, both written and verbal. Must be able to demonstrate a track-record of being able to influence people without having direct management responsibility.

PROJECT ENGINEERING/MANAGEMENT POSITIONS

Project Engineer New! Los Angeles, CA Location

Responsible for executing a wide variety of small/medium projects, including the design through installation of capital expansion and retrofits with budgets from \$50,000 to multimillion-dollar projects and leading outages in gas facilities. Servicing a number of plants within the hydrogen division located in the North America Region. Will be part of a multi skilled team to implement EH&S, productivity, and reliability projects, including overhauling huge pieces of equipment, in coordination with outages at their facilities. Needs excellent communication skills and a broad knowledge of engineering disciplines. The position involves 25-40% travel to different plants across the west coast, the Midwest, and one in Canada. **Minimum Requirements:** Bachelor's degree in Chemical or Mechanical Engineering. 3+ years' experience preferably out of gases, but also industrial and manufacturing. Manufacturing, plant operations, maintenance, and capital projects experience. Basic understanding of the process technologies employed in HYCO operations and Professional Engineer credentials are both pluses.

Major Projects Consultant Houston or Dallas, TX Location

Requires strong technical and commercial experience in the management of large construction projects (\$500 million+) in the petroleum refining, petrochemical, natural gas, pipeline, or "topsides" oil and gas production industries. Plays a key role expanding the firm's capabilities in construction dispute and lenders' engineer assignments. Must have strong presentation skills as a lot of the work is expert witness testimony. Requirements: Strong background in all aspects of major construction projects. Project management experience with a large EPC company and/or owner. Demonstrated hands-on experience in EPC contract management. Experience with analyzing capital cost and schedule overruns on major projects. Testifying witness in construction disputes on major projects. **Requirements:** Bachelor's Degree in Chemical, Mechanical, or Petroleum Engineering. A minimum of 15 years' industry experience. MBA or Professional Engineer license preferred, but not required. Ability to travel in the U.S. and internationally.

Senior Project Manager/Project Controls Lead Houston, TX Location

Primary focus will be interfacing with EPC firm to incorporate their costs and schedule reporting into company's master project reporting. Will work closely with the project manager and the construction manager to identify issues with schedule or cost proactively. As the capability of the candidate warrants, they would help to offload work from the project manager as necessary. Responsible for tracking, allocating and forecasting project costs for petrochemical projects. Monitor the contractor project schedule to determine progress and identify risks as they relate to the project cost and schedule. Develop tools, process and systems for project controls and project management for the current project and future projects. Support the decision-making process for change orders, scope changes, etc. Review, assess, and analyze contractor cost performance during engineering, procurement and construction through to the commissioning phase of the project. Prepare and deliver budget and schedule update presentations to the senior management team and to external stakeholders, including financial institutions. Support the commercial efforts of the project through contract reviews and negotiations with a focus on the EPC contract. Support the implementation and use of an ERP system. As the project nears completion, take over many of the routine project management duties as the Project Manager/Plant Manager focuses more heavily on operations. **REQUIREMENTS:** Bachelor's degree in Engineering or Business related; 5-10+

years' hands on experience. Project Management experience >\$500MM. Project Controls experience. EPC contract structure experience. Skilled with ERP software. Experience in the chemical process industry in a plant environment. Preference for local Houston candidates.

Director of Engineering Projects Georgia Location

Reports to VP of Engineering. Responsible for process, project and utilities engineering and construction for all locations in North America. Responsibilities also include the development of proper procedures and the collection of data for all engineering budgets for capital projects, utilities, and management of outside contracting agencies. Evaluate and develop procedures and methods to ensure project standards are met, maintained and within budget. Direct all capital projects from design, budget development, execution and delivery. Provide engineering expertise in the areas of project management, work specification development, contractor management, procurement, and manufacturing process technology advancements. Supervise and lead engineers, scientists, and technicians who design and manage construction of chemical manufacturing facilities. Hire train, and mentor other engineers and support staff. Oversee development of capital project budgets and schedules. Ensures current and accurate costing by partnering closely with finance and accounting. Develop a close working relationship with peers in Europe. Develop and maintain supportive relationships with manufacturing, technical, finance and sales by providing needed guidance, assistance, and information when requested. Analyze world class manufacturing technologies to develop an innovation roadmap. Leader in the development of new production processes to meet or exceed customer initiatives. Develop and maintain a high level of general knowledge of the products and services offered. Ensure that the Company adheres to the appropriate rules and regulations required by government entities and customers. **Requirements Include:** B.S. Engineering is required. Minimum of twelve years combined, successful and progressive process, and project engineering experience required in the chemical manufacturing industry. Minimum of seven years engineering supervisory experience is required. Project leadership experience in green field manufacturing plant start-ups. Strong orientation to team development with demonstrated experience in technical initiatives and problem solving. Excellent written, verbal and presentation skills. Experience in dealing with senior level management. Microsoft Office skills at the intermediate to advanced level. ERP experience required and SAP experience preferred. Ability to participate effectively in business strategic planning and arrive at sound decisions designed to produce effective results. Confident, bright, articulate, innovative, highly motivated and self-starter with a high energy level and a spirit of team effort and cooperation, and of the highest integrity. Ability to travel up to 30% of time.

MECHANICAL/MAINTENANCE/RELIABILITY ENGINEERING POSITIONS

Mechanical Engineer New! Lake Charles, LA Location

B.S. degree in Mechanical Engineering and have 4-8 years of rotating and fixed equipment experience in a chemical, refining, and/or petrochemical plant environment. **Required Skills:** Rotating equipment experience, stationary equipment experience and inspection a plus. Knowledgeable in PSM Mechanical Integrity. Knowledgeable in applicable codes such as ASME and API. **Responsibilities:** Maintain compliance of the process and related hardware within the assigned production (i.e. building, equipment, piping, instrumentation and electrical systems) unit with federal, state, local and safety and environmental regulations. Ensure capability of the process in producing the quantity and quality required. Maximize the reliability of the process in the most economical way. Maintain awareness of daily operation and provide required support. Identify and develop process improvement items, including justification. Improve the reliability and extend the operating life of plant equipment/machinery. Implement improvements in the process by submitting and managing MOC's, capital and/or maintenance projects. Forecast and manage maintenance spending. Assist in the development, implementation and administration of departmental budgets, procedures and guidelines. Maintain equipment documentation and spare parts. Provide engineering assistance to Maintenance and Production personnel. Assemble and maintain the Mechanical Integrity Documentation.

Reliability Engineer New! South Alabama Location

Tasked with identifying bad-actors and failure modes within the plant and then coming up with plans to resolve those issues. In addition, if this person has some experience with predictive maintenance techniques (vibration analysis, oil analysis, thermography, etc.), they will be part of a team that will be developing and improving plant predictive maintenance scheduling using data. Overall, the thrust of this role will be continuous improvement and helping get this plant up to World Class Maintenance (WCM) standards. Most of the equipment in the plant is rotating equipment, with some fixed equipment as well.

Minimum Requirements: B.S. degree in Engineering required (Mechanical or Chemical Engineering); 4+ years of post-college, manufacturing experience, out of chemicals, petrochemicals, paper, foods, or something closely related. Must have a proficiency in Root Cause Failure Analysis and Problem Solving. Huge plus for six-sigma experience and/or SAP experience.

Rotating Equipment Engineer US Virgin Islands Location

Assist the Reliability team in areas such as safety, planning, TPM/reliability, cost, efficiency, quality, and labor utilization (productivity). Assist in the implementation of TPM and Reliability best practices in order ensure stability and machine efficiency. Effectively analyze process concerns and performance gaps and guide resources to resolve manufacturing and maintenance problems to ensure minimum cost and prevent operation delay. Maintain compliance with company policies, regulatory requirements, quality specifications, and safety standards. Provide assistance in TPM activities such as: collection of data through PMs, maintenance planning, coordinating planned work during outages, and continuously improving the maintenance planning and execution process. Support safety initiatives across the site and establishing benchmarks within the maintenance team. Work closely with capital project teams and initiatives to ensure maintenance and reliability are integrated into capital projects. **REQUIREMENTS:** Bachelor's Degree (Chemical, Mechanical, Electrical, Industrial Engineering, or related field). Seven to ten years of progressive experience in Engineering and Reliability area, responsible for the maintenance and OEE of a manufacturing plant in a rotating engineering capacity. Training in reliability concepts and approaches. Demonstrated ability to lead TPM and Reliability best practices. Experience managing a CMMS (eMaint, MP2, UpKeep, etc.).

Mechanical Integrity Engineer Nevada Location

Must be proficient in API 510, 570, 653, 650 and root cause failure analysis and vibration analysis. Will be the only degreed ME on site, 4 other engineers but they are ChemE's. Plant does not have a formal MI program in place so this person will be tasked with setting up the program and process almost from scratch. Responsible for Mechanical Engineering design, consultation, troubleshooting, analysis, and developing testing specifications and methods within the production facility ensuring the development and implementation of efficient operations and cost-effective systems to meet current and future needs of the company. Provide technical support to Operations and Maintenance departments for all mechanical equipment. Manage the mechanical integrity program. Update and maintain reliability improvements and tracking programs for critical assets for mechanical equipment. Oversee inspections for pipes and vessels, oversee and conduct vibration readings. Provide reliability and maintenance support for projects and work shutdowns. Develop, review and maintain equipment specifications related to purchasing, installing, operating, maintenance and repairs. Manage, execute and maintain assigned projects. Ensure projects are complete and within compliance with local, state and federal regulations. Look for continuous improvement processes and projects. Perform Root Cause Failure Analysis. Achieve on time, high quality, low cost projects and maintenance support services. Work with major equipment suppliers, plant operating services, vendors and contractors. Maintain budgets for projects and assignments as directed by Maintenance Manager. Prior experience in managing a PSM/RMP compliant mechanical integrity program. Demonstrate interpersonal, negotiation, coaching, and leadership skills. Demonstrate strong analytical abilities, mechanical aptitude and problem-solving skills. Demonstrate proficiency with the Microsoft Suite (Word, Excel, Outlook, PowerPoint, etc.) and PC skills. Effective verbal and written communication skills; should be able to adapt communication style to suit different audiences. Knowledge, training and experience conducting root cause analysis. Proven track record of utilizing continuous improvement. Demonstrated focus on safety. Exhibits strong leadership skills including but not limited to coaching, mentoring, performance management, team building, problem resolution, active listening, training and development. Thorough knowledge and understanding of engineering first principles. **Requirements:** Degree in Mechanical or Chemical engineering. 5+years' experience or equivalent experience in chemical manufacturing. OSHA Process Safety Management compliance: 3 years. Mechanical and Project Engineering: 3 years Preferred. Code, Safety & Environmental compliance: 3 years Preferred. Mechanical Integrity compliance: 3 years Preferred.

Fixed Equipment Engineer US Virgin Islands Location

Provide technical/engineering support for improving fixed equipment reliability (including heat exchangers, towers, fired heaters, vessels and piping systems. Develop strategies and methodology for asset management including equipment work history, life cycle cost analysis, and equipment replacement. Lead in establishing and maintaining optimum T/A intervals. Work closely with inspection and maintenance

engineers. Provide technical input to capital projects and make metallurgical recommendations for new construction. Assist maintenance engineers and technical support engineers in solving reliability problems. through RCFA, scope development, material upgrades and material specifications. Participate and champion the use of Root Cause Failure Analysis (RCFA). Audit Risk Based Inspection programs against best practices and recommend improvements as required. Review and support modifications of maintenance repair procedures. **Required:** Bachelor's degree in Mechanical Engineering or related field required. Minimum of 5 years of progressively responsible engineering experience in refining, process operations, petrochemical or related field required. Advanced knowledge of Microsoft Word, Excel, Outlook and PowerPoint. Ability to communicate clearly and concisely, both orally and in writing. Experience in Risk Based Inspection preferred. Experience in Root Cause Failure Analysis and Reliability Centered Maintenance preferred. Ability to lead and work with other departments in a fast-paced reactive environment. Demonstrated ability to exercise sound judgment and discretion in making recommendations. Results driven with strong planning and organization skills. Company paid housing plus utilities. Relocation provided. Full time, direct position.

Maintenance Engineer Coastal Georgia Location

Responsible for providing maintenance support in all areas of the facility and will actively participate in efforts to improve the maintenance workflow process for improved productivity of the team. Development of Standard Equipment Repairs and PM's. Investigate Root Cause of Equipment Failures. Maintains Equipment Records in CMMS. Development of BOMs for Equipment and Maintenance Reports for Management. Identify and implement improvements to Plant Equipment and services. Development of Preventative Maintenance Plans for Equipment. Maintain Equipment files for process equipment in the SAP document system. Establish SAP Maintenance and PdM program; create tasks list, maintenance plans and scheduling within SAP for system generated work orders to decrease maintenance downtime. Supervise crafts and outside contractors. Provide support of capital improvements and management of projects as required. Scheduling and planning area and plant outages. Create maintenance notifications, work Order conversion and WO Planning for internal labor, external resources and materials. Create purchase requisition within the SAP work order for procurement of external services and materials for PM work orders and non-PM related work orders. Create and maintain AutoCAD drawings. **REQUIREMENTS:** BS in Mechanical or Electrical Engineering or relevant experience. 10+ years' experience as a Maintenance Engineer, preferably in a chemical manufacturing environment. Ability to read blueprints and generate AutoCad drawings. Ability to understand chemical manufacturing processes. Computer Proficiency in all MS Office Software Applications including MS Word, MS Excel, MS PowerPoint. Demonstrated proficiency in AutoCad and SAP systems. Strong commitment to safety and environmental issues. Willingness to adhere to all safety and health rules, plant rules, procedures and guidelines. Ability to work without direct supervision to accomplish goals and meet schedules. Proven solid work ethic and ability to work well with others as well as independently. Open-minded and adaptive to change, promote the collective interests of the team, ability to resolve problems in a respectful manner. Strong technical capabilities in rotating equipment, equipment sealing and mechanical integrity. Detail oriented with strong analytical, organizational, and problem solving/troubleshooting skills. Demonstration of strong interpersonal communication and presentation skills. Knowledgeable in the use of CMMS systems, preferably SAP. Experience with process control distribution systems and PLC a plus.

Senior Reliability Engineer East Texas Location

Provide engineering technical support to operating units, environmental activities and plant projects to improve reliability, process safety and environmental performance. Support process safety, safety, and environmental compliance by participating in process hazard analysis, incident investigations, procedure development, management of change, alarm management, pressure protection management, and providing technical assistance for work scope development, and assessment of operating impacts on equipment. Design improvements for equipment/systems to improve overall reliability, availability, and predictability of production, improve process safety and environmental performance including complex designs. Provide process support to Plant Engineering activities, usually involving preparation of major appropriation requests or execution of detailed engineering of projects. Perform equipment reliability analysis and recommends improvements based on Root Cause Failure Analysis (RCFA) findings. Recommend equipment reliability improvements by doing analysis of equipment trends, historical, and field data. Develop, implement and lead reliability principles, precision maintenance, and condition monitoring initiatives. Analyzes refineries' maintenance and reliability work practices to identify performance drivers. Works collaboratively with refineries' maintenance leadership on design/reengineering of existing work

processes to increase efficiency and effectiveness within established technical standards. Works with all relevant departments to ensure the reliability and maintainability of new and modified installations adhering to the life cycle asset management process throughout the entire life cycle of new assets. Develops engineering solutions to repetitive failures and all other problems that adversely affect plant operations. These problems include capacity, quality, cost or regulatory compliance issues. Stays abreast of latest industry best practices, technology and equipment design through participation in professional organizations and associations. Conduct RCFA on failed equipment/components and improves life expectancy using RCFA findings. Supports maintenance related activities in planning upcoming shutdowns, transitions and equipment requirements. Support turnaround and unit shutdown planning and execution through participation in scope development, providing justification for work items, and providing technical support during shutdown/startup and outage timeframe. Communicate and document process engineering activities in unit support, design, plant engineering, environmental and process safety support activities with little or no review required. Develops and delivers site training to educate, inform and guide refinery maintenance staffs on application of technical standards. Ensures standards reflect both engineering and work processes and supported by industry best practices in alignment with reliability effort provide input into capital projects to ensure the scope meets the objectives of operational reliability. Specify appropriate Preventive Maintenance (PM's)/Predictive Maintenance (PdM's) based on Failure Modes and Effects Analysis (FMEA). Actively interfaces with engineers and field supervision on troubleshooting, root cause failure analysis and optimization of maintenance predictive and preventive programs. Develops refining technical standards for maintenance and mechanical engineering. Conducts gap assessments primarily through periodic audits to gauge effectiveness of maintenance and reliability work processes. Identifies internal barriers to implementation and works with refineries' staffs on resolution. **Minimum Requirements:** BS Engineering, Electrical or Mechanical. Demonstrated experience in equipment reliability and mechanical integrity including rotating equipment and/or fixed equipment, and/or instrumentation, and/or electrical equipment. Working knowledge of industry safety, design, and inspection standards and procedures with at least 3 years of experience in a PSM regulated facility. Demonstrated technical, troubleshooting, and root cause analysis skills. Working knowledge of reliability centered maintenance and reliability modeling concepts (Design Standards, RCFA, and Maintenance Strategies). Ability to read and interpret engineering drawings and electrical drawings, diagrams, and sketches. Solid verbal and written communication skills, interpersonal and organizational skills. Ability to interact effectively and positively with all levels of Company personnel, customers, vendors and visitors. Ability to work as self-directed individual and in a team environment. Strong attention to detail.

Corrosion and Materials Engineer *US Virgin Islands Location*

Minimum of 5 years of progressively responsible experience in petrochemical operations engineering. Has a working knowledge degradation mechanism and fabrication related ASME, API and NACE documents. Demonstrated ability to exercise sound judgment and discretion in making recommendations. Ability to communicate clearly and concisely, both orally and in writing. Results driven with strong planning and organization skills. Skilled in the use of standard and specialized tools and the equipment of the discipline including various laboratory and metallurgical equipment. Strong computer skills, including proficiency in Microsoft Word, Excel and PowerPoint. Bachelor's degree in Mechanical, Chemical, or Metallurgical Engineering is required. Rent-free housing, utilities paid. Relocation expenses paid as well. Full time, direct position.

Maintenance Engineer *Southwest Chicago, IL Area Location*

Responsible for recommending and implementing changes to mechanical equipment to reduce downtime and/or increase throughput. Will also help to develop the current predictive and preventive maintenance strategies and gather data from a variety of testing methods in order to make maintenance decisions. Poised for growth and advancement opportunities. B.S. Degree in Chemical or Mechanical Engineering preferred; 3+ years of post-college, industry experience, ideally in chemicals manufacturing or something closely related (pulp/paper, biofuels, food manufacturing, etc.). Must have strong fundamentals of preventive maintenance and predictive maintenance including the latest testing methods employed in the industry (vibration analysis, oil analysis, infrared thermography, etc.).

Fixed Equipment Engineer *Houston, TX Area Location*

Serves the unit as the main technical contact for unit repairs and equipment reliability. Interacts directly with the maintenance technicians and supervision of the maintenance department and is a key person in setting the long-term maintenance priorities for the unit. Interacts with all of the external maintenance and service

suppliers for the unit but especially in the areas of fixed equipment maintenance. In support of safety expectations, this role: Maintains integrity responsibility for the critical fixed equipment assets and protective systems. Works with maintenance supervisors to develop and implement preventive and predictive maintenance programs on existing fixed equipment based on manufacturer's recommendation or best engineering practices. Leads or participates as needed in Process Hazard Analysis or other risk assessments. Writes and supports the Management of Change process through PHA and PSSR Evaluations. Leads/participates in incident investigations to identify root causes and corrective recommendations to prevent reoccurrence. Recommends and supervises repair to unit equipment especially in areas where mechanical engineering input is required. An example of this would be weld repairs to high temperature reactor metallurgy. Where outside resources for repair work are required, the maintenance engineer develops the job repair scope, solicits bids for the work and recommends the contractor for the work. Works with the unit inspector to assign inspection intervals and inspection techniques to all relief valves and API unit equipment in order to maintain mechanical integrity and compliance with all engineering/regulatory codes. For the unit this is a list of over 200 relief valves and 300 pieces of equipment. Provides the first stage investigation for reliability and capital projects and works with the technical engineering department to bring these projects to completion. Researches and provides information for recommended preventative maintenance techniques for equipment for example: calculation of torquing specifications for unit manways. Ensures the use of proper repair techniques, and also has a large amount of interaction with the other aspects of performing maintenance including the preparation and return to service steps for equipment. Determines the monitoring and preventative maintenance necessary to maintain equipment reliability and for analyzing failures of equipment, determining root causes, and implementing corrective action. Assists the Project Engineering department with economic justification for reliability projects. B.S. Degree in Mechanical Engineering. Experience with fixed equipment, including piping, vessels, tanks, RVs, etc. Experience with preparing job repair scopes and with equipment including high temperature reactor metallurgy and steam superheating furnace.

Fixed Equipment Reliability Engineer South Arkansas Location

Responsible for providing technical guidance on operating units and equipment within a refinery that maintains and improves the safety, environmental standards, overall reliability, and operating cost of the refinery. Demonstrates accountability for increasing equipment reliability by improving time between failures of industrial equipment while reducing equipment downtime and manufacturing costs. Works collaboratively with the entire refining organization to develop, implement and maintain standard mechanical processes incorporating industry best practices. Creates refining maintenance technical standards and standardized work practices in collaboration with subject matter experts. Develops strategies to manage refinery assets at peak performance, optimize lifetime return on investment, mitigate reliability risk, and supports capital improvements in support of long-term sustainable performance. Provide engineering technical support to operating units, environmental activities and plant projects to improve reliability, process safety and environmental performance. Support process safety, safety, and environmental compliance by participating in process hazard analysis, incident investigations, procedure development, management of change, alarm management, pressure protection management, and providing technical assistance for work scope development, and assessment of operating impacts on equipment. Design improvements for equipment/systems to improve overall reliability, availability, and predictability of production, improve process safety and environmental performance including complex designs. Provide process support to Plant Engineering activities, usually involving preparation of major appropriation requests or execution of detailed engineering of projects. Perform equipment reliability analysis and recommends improvements based on Root Cause Failure Analysis (RCFA) findings. Establish critical equipment spare strategy. Recommend equipment reliability improvements by doing analysis of equipment trends, historical, and field data. Develop, implement and lead reliability principles, precision maintenance, and condition monitoring initiatives. Analyzes refineries' maintenance and reliability work practices to identify performance drivers. Works collaboratively with refineries' maintenance leadership on design/reengineering of existing work processes to increase efficiency and effectiveness within established technical standards. Manage the mechanical integrity and quality assurance portion of Process Safety Management (PSM) programs. Works with all relevant departments to ensure the reliability and maintainability of new and modified installations adhering to the life cycle asset management process throughout the entire life cycle of new assets. Develops engineering solutions to repetitive failures and all other problems that adversely affect plant operations. These problems include capacity, quality, cost or regulatory compliance issues. Stays abreast of latest industry best practices, technology and equipment design through participation in professional organizations and associations. Conduct RCFA on failed equipment/ components and improves life

expectancy using RCFA findings. Supports maintenance related activities in planning upcoming shutdowns, transitions and equipment requirements. Support turnaround and unit shutdown planning and execution through participation in scope development, providing justification for work items, and providing technical support during shutdown/startup and outage timeframe. Coordinate and assist in implementation of plant system changes, including equipment additions, modifications and/or deletions and process design. Communicate and document process engineering activities in unit support, design, plant engineering, environmental and process safety support activities with little or no review required. Develops and delivers site training to educate, inform and guide refinery maintenance staffs on application of technical standards. Ensures standards reflect both engineering and work processes and supported by industry best practices. In alignment with reliability effort provide input into capital projects to ensure the scope meets the objectives of operational reliability. Specify appropriate Preventive Maintenance (PM's)/Predictive Maintenance (PdM's) based on Failure Modes and Effects Analysis (FMEA). Actively interfaces with engineers and field supervision on troubleshooting, root cause failure analysis and optimization of maintenance predictive and preventive programs. Develops refining technical standards for maintenance and mechanical engineering. Conducts gap assessments primarily through periodic audits to gauge effectiveness of maintenance and reliability work processes. Identifies internal barriers to implementation and works with refineries' staffs on resolution. Bachelor's Degree in Engineering discipline or military equivalent experience. Demonstrated experience in equipment reliability and mechanical integrity including fixed equipment. Working knowledge of industry safety, design, and inspection standards and procedures. Demonstrated technical, troubleshooting, and root cause analysis skills. Working knowledge of reliability centered maintenance and reliability modeling concepts (Design Standards, RCFA, and Maintenance Strategies).

CHEMICAL ENGINEERING POSITIONS (PROCESS/PRODUCTION/OPERATIONS)

Senior Production Engineer Baton Rouge, LA Area Location

Reports to Powder Plant Manager and provides technical leadership to powder plant. responsible for all technical aspects of three production lines and associated equipment. This includes continual improvement in all key performance indicators. This position will work closely with the other Plant Production Engineers, Plant Supervisor, Shift Supervisors and the Maintenance/Engineering department. Success in this role will likely lead to an Operations leadership career track. Maintain and monitor daily production and quality metrics as well as operation logbooks to insure optimal plant operation and accurate reporting. Continually optimize production operations to maximize the Efficiency and On-Stream-Time of the manufacturing equipment. Lead safety training, conduct behavior-based safety audits, and provide a strong safety presence in the unit(s). Develop and review standard operating procedures to meet ISO9001 and PSM requirements. Minimize/eliminate out of specification production by ensuring equipment is maintained in the condition that is required. Conduct thorough/appropriate non-conforming product and customer complaint investigations necessary to identify root causes and effective corrective/preventive action to continuously reduce the amount of off-spec production and customer complaints. Investigate/identify causes of waste generation in order to minimize the amount of waste generated. Apply troubleshooting/problem solving techniques and resources, as required, to quickly respond to many varieties of operational issues. Maintain and monitor raw material, packaging, and finished product inventory levels to maximize cost savings. Identify, communicate, and eliminate production bottlenecks with Engineering/Maintenance in order to continually maximize production capacities. Train the salaried and hourly staff, as appropriate, on technical matters. These experiences are deemed to be beneficial, but not necessarily all essential: Leadership experience in Chemical Plant Operations, demonstrated ability to make timely decisions, Knowledge of 5S and other Lean tools, Knowledge of PSM, environmental and other regulatory requirements, Plant commissioning. **REQUIREMENTS:** BS degree in Chemical Engineering, 10-15 years relevant process engineering and/or operations experience. Comfortable in fast-paced, collaborative Operations department.

Plant Engineer Chicago Location

Bulk chemical manufacturer and distributor and a premier supplier of a variety of building materials with manufacturing and distribution sites across North America. Expanding suburban Chicago facility. This plant leadership team position will play a key role in the expansion and optimization of the plant site. Local or regional candidates with minimal relocation needs. Key duties include capital project design & management, process engineering support for the facility and technical support of the plant maintenance & reliability programs. **Requirements:** 7+ Years of chemical manufacturing, chemical distribution and/or oil product terminal experience with a 4-year engineering degree (chemical engineering preferred, will consider mechanical). Should have extensive chemical plant experience in the areas of process engineering, maintenance and capital project management. Experience with capital project creation, design and

management. Knowledge in reliability/maintenance a plus. A strong environmental, safety, health and security (ESHS) background is a must. Background in a PSM covered facility is a huge plus. Familiarity with basic chemical plant equipment, instrumentation and electrical operation and design, including pumps, seals, meters, valves, boilers, and fluid dynamics. Six Sigma or Lean experience or certification. PLC operation and programming experience. Marine operations, logistics (rail & highway) a plus.

Economics and Planning Engineer Arkansas Location

Provide guidance and leadership working with commercial, supply chain, process engineering, and operations to optimize process units, maximize liquid volume yield, and overall profitability of production. Implement monthly operating plan and operating strategies, review plant operations and laboratory analyses on a daily basis for better efficiency and compliance with operating plans; track and analyze deviations from operating plans both daily and monthly. Support process unit test runs and identifying constraints and for tuning of the LP model. Apply LP model for economic evaluation of operating scenarios, optimization of operating plans and back casting of operations. Generate performance reports, required regularity reports, and industry reports. Ability to multi-task and communicate technical concepts and solutions effectively and at all levels of the organization. Ensure process safety, safety, and environmental compliance by supporting incident investigations, procedure development, management of change and environmental reviews. Support turnaround, unit shutdown and tank inspection planning and execution through development of oil flow plan and support preparation and execution of the plan. Support capital project development, review project scopes, develop economic evaluations. **REQUIRED:** Bachelor's degree in Chemical Engineering or related technical field along with or specific process engineering or process optimization experience. Five (5) or more years of experience in process engineering and/or operations. Proven ability to lead and influence those not under direct supervision. Knowledgeable in oil refining processes such as Reforming, hydrotreating, distillation, blending operations). Ability to effectively use structured approaches in problem solving and troubleshooting. Capability of producing results in both a team and individual environment. Exhibits a working knowledge of policies, procedures, and applicable regulations. Advanced Computer skills: ability to access, navigate, learn, and use application software such as Microsoft Office, Excel, data acquisition/historian programs, alarm management, and quality control lab systems. Solid verbal and written communication and technical writing skills. Strong attention to detail. Ability to anticipate and adapt to dynamic situations.

Project/Process Engineer Baton Rouge, LA Area Location

Reports to the Engineering Manager, responsible for executing projects (\$50k to \$5M) within budget and schedule and the process engineering related to capital projects and continuous plant improvements. Project management including development of specifications, bid packages, review of drawings, oversight of contractors, budgeting, and scheduling. Development of individual project requirements (Scope of Work) based on input for local and corporate requirements, potential cost savings, increased uptime, etc. Development of material and energy balances, sizing and specification of equipment, piping, and valves as related to existing processes and new projects. Leadership of commissioning activities related to new installations, including Management of Change and Pre-Start-up Safety Reviews. Teamwork with all internal and external customers in the troubleshooting of technical issues of existing processes, often with some insight necessary from other locations. Troubleshooting and modification of DCS programming. These experiences are deemed to be beneficial in order of importance, but not necessarily all essential: Engineering of processes handling a variety of liquids and solids, Management of multiple projects, Use of relevant codes and standards (RAGAGEPs), Engineering of processes handling flammable and combustible liquids, Engineering of process utilities, Knowledge of PSM, environmental and other regulatory requirements, Interaction with maintenance personnel, Construction oversight and confirmation, Plant commissioning, Knowledge of instrumentation, Yokogawa VP or other control system troubleshooting, and programming, SAP – Project Systems. Bachelor's Degree in Chemical Engineering or Mechanical Engineering; 3-10 years of relevant project experience in the chemical process industry.

ELECTRICAL ENGINEERING POSITIONS

Instrumentation/Automation/Electrical Engineer New! Multiple Locations

Initiative and opportunity hires to upgrade talent in instrumentation and automation within this well-known organization. Good amount of new Honeywell DCS migrations over the next several months. Is seeking to be more proactive about predictive maintenance when it comes to instrumentation also. Requires 8-20 years of instrument/electrical experience interested in doing instrument reliability engineering. Some leadership positions and some individual contributor positions spread across their locations in Texas,

Louisiana, Washington and Montana. This is a chance for someone who loves Instrumentation (hardware) to get in on the ground floor of a new initiative that's getting high visibility and the commitment of a lot of plant investment. Relocation provided. Please inquire if interested in discussing further.

I&E Reliability Engineer *Houston, TX or Chicago Area Location*

The overall objective of the role is to ensure the safe and reliable operation of production facilities at the lowest life cycle cost. Responsible for the identification, development, and implementation of preventive/predictive programs and corrective maintenance solutions for instrument systems and equipment in multiple facilities. Ability to work independently and make technical decisions based on full awareness of viability, risk, cost and other benefits. Develop and execute a multi-year instrumentation reliability improvement plan including the roll-out of Instrument Maintenance Management System ProCal to newer facilities and business groups while managing ProCal for existing facilities. Analyze data and information from multiple sources to identify, recommend and justify life-cycle cost and reliability improvement activities. Identify and resolve long-term instrumentation asset concerns (reliability threats). Own and lead the Root Cause Analysis (RCA) process for major failures to assure prevention of re-occurrence. Review and update instrumentation related Standard Maintenance Procedures (SMP) and Standard Operating Procedures (SOP). Lead FDA and cGMP validation activities for instrumentation systems and assets. Identify and lead continuous improvement projects utilizing Six Sigma methodologies. Track and report on national KPI's, compliance and key initiatives. Assist in developing and training new and current instrument specialists in the region. Job requires approximately 20% travel. **Required Qualifications:** Bachelor's Degree in Engineering with 3+ years of experience or proven experience in specification, installation, troubleshooting, repairs, testing, and calibration of industrial instrumentation systems and equipment. Proven experience in understanding and interpreting P&ID content and format- including ISA symbology and naming conventions for hardware and software. Proven knowledge of Preventive and Predictive maintenance of industrial instrumentation systems and equipment. Excellent communication and team interaction skills. Proven ability to work independently as well as lead teams. Proven experience as a self-starter who effectively manages multiple tasks and achieves results with minimal supervision. Computer fluency with standard software packages (MS Office, E-Mail etc.).

Plant Electrical Engineer *Chicago, IL Area Location*

Maintain the reliability of the existing plant electrical system by ensuring the proper maintenance is being performed. Prioritize and recommend upgrades to the existing plant electrical infrastructure to promote long term reliability. Own programs related to electrical safety on site. Provide engineering assistance to the maintenance and operations teams in a 24/7 operating environment. Lead/participate in investigations to identify root causes and corrective action recommendations to prevent incident reoccurrence. Utilize Root Cause Failure Analysis (RCFA) techniques such as Cause Mapping. Ensure reliability/maintainability issues are considered and addressed on new equipment installations. Serve as a resource on the application of Company engineering standards and sound fundamental engineering principles to existing and new electrical systems. Act as the site representative in dealings with vendors and manufacturers. **Requirements:** BS in electrical engineering. 8+ years of experience with electrical supply and distribution within a heavy industrial setting. Comprehensive knowledge of relevant codes and standards. Demonstrated ability to troubleshoot electrical equipment (motors, circuit breakers, relays, etc.). Possesses a broad range of practical experience and a desire to serve as the site's subject matter expert for the plant electrical system. Preferred Education and Experience: Experience in a petrochemical or other PSM regulated manufacturing environment. Experience with modernizing industrial electrical systems. Knowledge of typical engineering contracting and project execution practices. Experience with instrumentation, control system and PLCs would be considered a plus but is not required for this position.

I&E SIS Engineer *Beaumont, TX Area Location*

Will function as the discipline engineer supporting the site Safety Instrumented Systems (SIS). Provides leadership and innovation to ensure that these initiatives are consistently implemented across the plant site. Lead the design verification for the site's critical equipment. Develop SIS engineering documentations such as I&E drawings, I&E equipment specifications, SIS safety requirement specifications, SIL calculations, PLS logic narratives, PLC Logic, cause and effect matrixes. Responsible for complete design verification of non-instrumented/electrical process safety critical equipment utilizing persons and relevant discipline engineers. Provide engineering support for IPL testing. **Requirements:** BS Electrical Engineering; 5+ years in a Petrochemical Plant or Refinery; Knowledge of Process Safety Management; Ability to Analyze Complex Technical Issues and Develop Engineering Solutions.

Instrumentation/Electrical Engineer Baton Rouge, LA Area Location

Will join a very senior level EE that is well versed in instrumentation, power and controls. This individual hire can have expertise any of the 3: instrumentation, power, controls. Will coach and train on unknown knowledge. BS engineering degree with 2-5 years chemical plant experience. Good analytical and problem-solving skills, as well as a keen attention to detail and ability to produce results. Ability to work in fast-paced environment that demands attention. Ability to interact with teams and meet strict deadlines. Excellent verbal and written communication skills. Proficient in Microsoft Office Suite.

CHEMIST/R&D POSITIONS

Quality Chemist New! Northern Alabama Location

Preference is someone with Petro/Chemical experience but are open to someone with a higher education level in a highly related field and less experience. Relocation provided. Please inquire if interested. Primarily responsible for lab quality assurance and compliance with EPA, ASTM and AASHTO regulations. Assists with coordination of technical activities related to all processes and products including test methodology, equipment purchases and equipment calibration and repair. Maintains lab equipment and assists with maintenance of computer system and octane testing equipment. Performs complex testing duties. Must exhibit ability to work independently with limited supervision and utilize strong critical thinking skills. **ESSENTIAL DUTIES AND RESPONSIBILITIES:** Maintains technical expertise of EPA regulations, and oversees implementation and management of SQC program. Maintains technical expertise in refining quality control/assurance. Manages ASTM Proficiency Testing Program. Evaluates accuracy of hourly lab technicians. Assists with the management of Baytek LIMS. Possesses or develops thorough knowledge of equipment operating principles and chemistry. Supports technical development of other lab personnel. Performs difficult analytical procedures that require technical expertise and/or data interpretation. Specifies and implements new test equipment. Responsible for lab equipment calibration programs. Writes new test procedures and updates existing procedures. Supports refinery engineering staff in their project work. Seeks to control lab operating and capital expenses. Maintains lab supplies, including inventory and ordering. Assists with maintenance of gas chromatographic equipment. Assists with maintenance of octane testing equipment. Assists with maintenance and updates to lab computer system. Assists with maintenance of lab equipment as needed. Manages the FT-NIR gasoline blender modeling and implementation. May supervise hourly or entry level staff personnel. **EDUCATION and/or EXPERIENCE:** Requires a minimum of a BS degree in chemistry and five or more years of heavy industrial experience (such as petroleum refining or petrochemical facilities) in labs. Additional education may be substituted for experience. Strong interpersonal and communications skills. This position requires a strong background in regulatory requirements and statistical quality control methods.

ENVIRONMENTAL, HEALTH & SAFETY INDIVIDUAL CONTRIBUTOR POSITIONS

Principal Environmental Consultant/Sr Consultant New! Multiple Locations

Role is with an environmental consulting organization. Focus is to build in Texas, California, New Jersey and Florida. Individual can be located anywhere in the US. Can work out of home if they want, or company will set up an office with support staff around this person, wherever they are located. Key focus areas will be air, water, waste, compliance and remediation. RAIN MAKERS needed – consultants who can demonstrate that they have clients who will follow them. Company is on a super-fast growth trajectory. The key to the hire will be people who add to the bottom line and can show that they can help build a business and bring business with them. Must be free of a non-compete or be close to winding up a non-compete. Someone who thrives on challenge, and someone who is a risk taker and entrepreneurial that wants to earn an equity share in what will be a booming business.

PSM Manager New! Houston, TX Location

Requires experience developing and implementing new programs and systems in a PSM capacity. Creating new ideas and moving programs forward is critical. No direct reports, but influential position. Corporate role. Serve as the company's knowledgeable process safety and risk management expert(s); engage with manufacturing sites and capital project teams. Actively drive process safety Learning from Experience and Technology and Knowledge Management. Act as owner of Operational Excellence Process Safety Standards. Validate risk assessments and drive consistency in evaluation of high hazard scenarios. Analyze company's process safety performance using lagging and leading indicators; develop and implement action plans and programs to drive performance. Assess and prioritize company- wide process safety risks; lead or support the development of action plans including the long-range planning and capital approval processes.

Lead or support process safety engineering activities including facility siting, safety instrumented systems, relief & flare studies, etc. Be knowledgeable in all applicable process safety laws, codes, laws, regulations, consensus standards, recommended practices, and guidelines. Develop and deliver process safety and risk management training programs. Participate in or lead audits and incident investigations. **Minimum Qualifications:** Bachelor's degree in an engineering discipline, 10+ years' experience. Technically trained in an engineering discipline with a process engineering background. Thorough knowledge of process safety methods and systems. Strong risk assessment background with experience facilitating semi-quantitative assessments such as Layers of Protection Analysis (LOPA). Ability to lead through influence, excellent interpersonal skills. Ability to drive multiple initiatives and programs. Good understanding of business objectives and the ability to prioritize initiatives and the application of resources.

Environmental Engineer *New! Los Angeles, CA Location*

Will be based at a PSM regulated plant whose parent company has multiple US and Overseas plants and is in the midst of tremendous growth. Focus is to ensure this onsite plant and other satellite plants in CA adhere to all Federal and State air, water, and solid waste regulations. Will maintain and upgrade environmental programs and tools to align with environmental regulations. Directs and trains personnel in environmental compliance permit and regulatory requirements as well as submitting permit applications and environmental compliance reports as well as conducting permit negotiations with regulatory agencies at the California local, state, and federal level. Perform environmental assessments of plant and capital projects to secure approvals. Involves some travel to other sites in CA and minor travel outside of CA. **Minimum Requirements:** Bachelor's degree in Science, or BA with experience. 5-10 years of environmental regulatory compliance experience.

PSM Engineer *US Virgin Islands Location*

Responsible for the continuous development and improvement of the procedures and processes involved in maintaining compliance within all elements of the Process Safety Management (PSM) and Risk Management Plan (RMP) regulations. Ensures that assigned business units are in compliance with federal, state and local PSM/RMP regulatory requirements. Responsible for the practical and effective interpretation, implementation, and execution of both Process Safety Management (PSM)/Risk Management Plan (RMP) regulations and internal Guidelines related to PSM/RMP requirements. Participates in internal and external PSM/RMP Auditing Program. Participates and facilitates Process Hazard Analysis (PHAs) on both exiting processes/facilities and capital projects. Participate and lead incident investigations. Acts as the primary technical expert for Management of Change (MOC) Program. Interprets the modeling of hazardous chemical releases and use the modeling results in Process Hazard Analysis (PHAs), capital project reviews, emergency planning, and compliance with internal PSM guidelines. Coordinate department participation in programs and strategic groups. Work with key stakeholders to evaluate the technical, safety, and regulatory impact of proposed equipment and process changes as it applies to PSM. Maintain working relationships with refinery managers and directors. Identify compliance needs and recommend value-added and technically feasible approaches to compliance with PSM/RMP standards, so these are also protective of personnel, company property and the community. Track and report key PSM/RMP performance metrics. Company paid housing plus utilities. Relocation provided. Full time, direct position.

Corporate PSM Engineer *Indianapolis, IN or Boston, MA, Locations*

Newly created position with the opportunity to bring real change to this global leader in the specialty chemical industry and have the freedom to tailor the job, travel and hours to match the individual's needs. Overall, this company has multiple production facilities across U.S. and abroad, where they produce a variety of chemical products including resins, infant formula, and food additives. Individual will determine the PSM priorities for four PSM regulated chemical plants located in Indianapolis, Boston, Providence and Augusta that utilize batch reaction processes. The primary responsibilities include implementing new PSM/OSHA standards for existing and new process designs/scale-ups, PSM oversight of new plant design changes, and assisting in maintaining safety regulations for new capital projects. Much of the focus will be on Chemical Hazard Assessments, HAZOPS, Machine Safety, incident investigations, MOC, Explosion Safety Incidents, and Safety training. This will include the need to conduct process calculations. With the supervision of 4 medium sized production facilities, this person will be required to travel between 30-40% between these facilities, as well as two trips to Europe each year, but will also be able to choose which of the four cities they would like to live in. **Requirements:** B.S. Chemical Engineering degree with 10+ years' experience out of any PSM regulated production facility or Engineering firm. Experience as either a

dedicated PSM/Safety Engineer or a Process Engineer with extensive PSM experience with the ability to travel between 30-40%. Pluses would be experience with OBRA, QRA, or SIS.