

MAINTENANCE/RELIABILITY/CONSTRUCTION MANAGEMENT POSITIONS

Maintenance Manager *New! Houston, TX Location*

Client is open to contractor hire (2-3-year contract) or permanent direct, full time hire. Annual budget is \$30 million, 7 direct reports, 23 indirect reports and 150 contractors. High hazard specialty chemical manufacturing site. Will ensure all assets on site are installed and maintained in a safe, legal, compliant and commercially efficient way to meet the business requirements for which they are intended. Accountable for the successful development and delivery of the capital program as well as the maintenance of all site assets. Will work collaboratively with other site leadership team members to deliver the site's HSE, Production, Quality and cost objectives. Foster and maintain an active culture of manufacturing excellence using best practice maintenance tools and operational excellence methodology. Mitigation of risk to business, people or the environment through continuity and sustainability of expertise in local/statutory requirements. Predict change and flex resource levels to manage replacement in kind, shut downs and business fluctuations. Develop and manage the site's capital program. Secure delivery of sustenance projects and other capital projects not managed by the Regional Capital Projects Group (CPG). Management of all in-house and contractor maintenance resources. Close liaison with the Regional Engineering Manager to ensure efficient use of engineering resources. Foster and encourage engineering professionalism through the development and training of the site engineering team. Proactive internal & external networking in support of best practice and performance benchmarking. Working in collaboration with other Site Leadership Team members, use engineering principles and expertise to support the overall site objectives. Minimum B.S. degree in Engineering (Mechanical or Electrical Preferred). Minimum of 15 years' experience in engineering and maintenance roles. Minimum of 5 years' experience leading a site maintenance organization within a high hazard process environment (PSM Site). Master of Business Administration, or related, preferred. CMRP or equivalent external certification in maintenance and/or reliability preferred. Ability to lead change and develop organizational capability. Ability to develop talent and mentor engineers and future leaders. Ability to analyze complex and diverse problem situations creatively leading to the generation and implementation of original solutions. Ability to prioritize and set direction. Execution and results oriented. Energy, Drive and Persistence. Able to maintain and extend networks internally and with other parts of the organization and contribute constructively to teams in order to meet targets.

Construction Manager, International Expansion Projects *New! Argentina Location*

During the project's early planning phases develops and coordinates: Construction execution planning, contracting strategies planning and packaging, implements a workforce planning program, Implements the Constructability and Safety in Design program, Provides Schedule and Estimate integrity and validation, Ensures adherence to project Quality plans. Oversee all onsite and offsite construction activities, to ensure compliance with all safety regulations. Be the Project Safety Champion and Safety Leader. Work closely with Project Management, Cost Control, and Scheduling, to ensure that projects are constructed safely, on budget, and on time. Provide experience-based input to the project team to set realistic targets. Implement and lead the Constructability Program and Reviews of major capital projects: Identify the path of construction, areas of concern, or alternative options, identify optimum integration of construction knowledge and experience in the planning, engineering, procurement, and field operations, to achieve overall project objectives. Attend and participate in 3D Model reviews to support project requirements. Identify areas of concern and answering questions in relation to construction. Work closely with Procurement and Project Managers to identify and qualify construction contractors with appropriate skills, equipment and capabilities. Work with Project Management, Engineering and Contracts in the development of the contracting process to ensure the preparation of proper contracts, making certain that prior to award contractors understand the project rules, their scope of the work, and the schedule. Review and evaluate contract bid documentation and support the contracting process to ensure the selected contractor can meet the needs of the project requirements. Monitor all field construction activities to assure compliance with the project schedule, standards, procedures, goals and take corrective actions to bring the project back into compliance. Identify and lead the mitigation of construction roadblocks and risks. Be vigilant in anticipating problems and developing proactive solutions. Strong presence in the field during Construction, monitoring safety, costs and schedule progression. Provide timely feedback to stakeholders on project progression. Ensure quality construction standards and proper construction techniques are used always by providing technical oversight from an execution and field quality installation perspective. Coordinating and facilitating smooth interaction between intercompany departments as appropriate, including engineering, procurement,

construction, cost and project controls. BS degree in construction management, architecture, engineering or related field. At least 10 years' experience in execution of major capital projects in the chemical or petrochemical industries. Experience designing and preparing Construction Procedures and Execution Plans. Strong negotiation skills, with the ability to negotiate effectively with all stakeholders, including contractors and sub-contractors. Strong conflict management skills. Experience working with international teams. Strong organizational skills. Team player who is flexible and attuned to meeting the needs of the Lithium Business. Must be able to travel 50-75 % of the time. Includes international travel to South America and Asia. Experience working on construction projects at remote location and high altitude is a plus. Comfortable living in camp housing for extended period. Preference is a local Argentinian or Argentine citizen for this role. Does not have to be a US Citizen. Must be comfortable with S. American culture and way of doing things. Someone with altitude experience helpful.

Maintenance Manager *New! New Mexico Location*

Oversees management of the Refinery Maintenance Department to ensure standards of safety, maintenance, and reliability for all processing, utility equipment, and facilities are achieved. Responsible to ensure all planning of maintenance and project activities are executed from inception to completion in a safe, cost effective manner. Responsible for achieving optimum labor, and the least amount of overhead and material costs. Directs Maintenance, Reliability, Turnaround, and Inspection Supervision at the Refinery to ensure that safety and reliability of company assets are maintained and or improved to provide optimal performance. Interfaces with Operations, Technical, and other departments to assure timely and quality repairs. Develops and executes asset strategies to achieve business objectives, including regulatory compliance. Directs technical team to develop and execute repair strategies. Directs all turnaround related activities including planning and scheduling, bid package preparation. Develops craft training programs to assure development of future craftsmen. Hires, trains, and develops, and appraises staff effectively. Takes corrective action as necessary on a timely basis and in accordance with company policy. Consults with Human Resources as appropriate. Develops managers and staff by providing leadership, guidance, and training for responsible areas. Develops, monitors, and reports on operating costs within functional areas. Alerts management of cost and labor over run. Advanced knowledge of department operations. Substantial knowledge of refinery maintenance and engineering, practices and procedures -- including refining recognized and generally accepted good engineering practices. Advanced mathematical and statistics skills to calculate and interpret complex data or develop forecasts and computer models. Ability to develop and execute Primavera schedule. Working knowledge of API, ASME, ISA, IEEE, NBIC, NFPA, recommended practices, standards, and codes. Written communication skill to compose written performance feedback, memos, and reports. Oral communication skill to communicate with customers, co-workers, vendors, and business contacts in a courteous and professional manner. Interpersonal communication skill to negotiate agreements favorable to the Company, reconciling differences to arrive at acceptable solutions. Ability to read, analyze, and interpret documents, such as procedure manuals, reports, and correspondence. Ability to develop and administer an expense budget for several departments or profit centers. Ability to interpret a variety of instructions furnished in written, oral, or schedule form. Ability to provide a high level of customer service by answering questions, providing accurate information, and responding to requests on a timely basis. Ability to support other employees by being directly responsible for improving information, services, or support other employees need to do their jobs. Ability to persuade others to a course of action by instructing, convincing, or influencing through professional guidance using logic and example. Ability to plan and schedule activities over a year or longer. Regular review and analysis of events are required to maintain the momentum of the planning process and to ensure ongoing organizational commitment and implementation. Ability to develop new ideas and approaches for the creation of new methods, systems, policies or services. Ability to define problems, collect incomplete and difficult to obtain data, establish facts, and draw valid conclusions. Ability to work effectively with broad guidance and review by upper management. Precedents, professional standards, and general Company practices are utilized. Ability to maintain confidentiality. Bachelor's Degree in Engineering or related science and 10 years related experience or equivalent combination of education and experience.

Mechanical Maintenance Manager *Houston, TX Location*

Smaller facility of less than 100 people. Non-Union facility. Position is open due to growth and separating maintenance from I&E work load. Responsible for improving mechanical reliability and reducing unplanned downtime of the plant, managing predictive and preventive maintenance programs, overseeing time and

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

Reliability Manager Tulsa, OK Area Location

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

Reliability Supervisor-Rotating Equipment Kansas Location

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

OPERATIONS/ENGINEERING/PLANT MANAGEMENT POSITIONS

Operations Area Supervisor *New! South Arkansas Location*

Directly manages the day-to-day operation and is accountable for ensuring reliable and cost-effective operation of assigned processing area(s). Essential in establishing and promoting a culture focused on safe, environmentally compliant, and reliable operations with the assigned area(s). Provides leadership, motivation, training, and development of workforce. Participates in continuous improvement activities as part of the site management team and ensures Company policies are followed in order to maintain a positive work culture. Manage, supervise, direct and lead the day-to-day activities of team within assigned area to ensure safe and quality production and meet identified goals. Maintain a safe and healthy work environment by following, implementing and enforcing Company safety standards and procedures and complying with legal regulations. Utilize technical knowledge of assigned area(s) and oversee the reliability and throughput including the development and implementation of operational improvement and efficiency gain strategies. Lead or assist in the investigation of all injuries, accidents and near-miss incidents in assigned area. Ensure a clean, organized and safe work environment and maintain area with safety audits and walk-throughs. Meets production operational standards by implementing production, productivity and quality standards. Ensure adherence to Labor Agreement, Company policies and process standards. Implement and maintain 5-S, Six Sigma and Lean manufacturing principles and continuously identify ways to reduce plant operating costs through lean concepts. Develop and implement corrective actions for continuous improvement based on unit(s) performance data. Oversee the operator training of new and existing staff to ensure team is fully trained in, committed to, and conduct their activities in accordance with all aspects of Company safety and quality requirements. Address routine personnel issues including training, coaching and counseling and disciplining subordinates. Utilize sound human relations and communications skills in order to motivate work group. Coach, mentor, develop and conduct performance evaluations on leadership staff to improve their performance. Identify operation issues and lead improvement plans in production processes, overtime levels, training, etc., to improve operation efficiency. Oversee reliability, compliance, quality and safety programs for assigned area(s). Accomplish goals while maintaining employee accountability, positive team morale, employee involvement, and teamwork. Evaluate alternatives and make decisions in a fast-paced work environment. Oversee maintenance schedule of equipment down time for maintenance shutdowns and preventative maintenance to ensure operational efficiencies. Bachelor's Degree in business, science or technical discipline. Ten (10) years of experience in refinery, petrochemical or chemical role or equivalent military experience. Five (5) years of experience supervising operations within a manufacturing or industrial facility, including managing production and employees, scheduling, training, meeting deadlines and project schedules. Demonstrated experienced in managing in a union environment. Proven knowledge of safe work practices, OSHA and Environmental rules and regulations. Ability to achieve manufacturing excellence by establishing and communicating goals. Proficient with SAP. Strong skills in areas of: operational analysis, budget, problem solving, project management, communication, organizational and leadership. Knowledge/experience with 5-S, Six Sigma or Lean Manufacturing principles.

Operations Manager *Tyler, TX Location*

Position reports to VP/GM. Direct the supervision of all Refinery Operations to ensure the highest level of safety, environmental, productivity, and reliability compliance. Participates In developing and establishing operating objectives, policies, and procedures to improve efficiency, minimize operating costs, protect assets, and ensure quality control. Prepares budget for the Operations Department including Complex Maintenance and control expenses to ensure that costs are within budget. Maintains effective organization to meet both short and long-term goals. Sets safety goals and objectives for the operations Department and manage a safety program to meet or exceed those goals and objectives. Participates in the planning of production goals with the Refinery Services Department and is accountable for meeting those goals. Develops operating procedures for all new units or equipment and assist engineering in the review and selection of new units or equipment. Select, develop, and motivate subordinates to ensure that the Operations and Complex Maintenance staff is reliable and competent. Review individual performance and direct necessary training to ensure that goals and objectives are met. Maintain good employee relations through communications and counseling. Maintain a current succession plan for personnel. Maintain effective procedures and training that ensure meeting environmental and other regulatory requirements. Attends meetings devising policy and details of refinery operations. Writes reports detailing aspects of the refinery operations. Develops and implements organizational changes within the department. Coordinates

troubleshooting of major refinery operating problems. Participates in incident investigations. Bachelor of Science in Chemical or related engineering degree required. 12+ years of experience in Operations required. 5 +years of management experience required.

Site Manager *New! Colorado Location*

Site is a helium plant. Requires a strong leader with strong process background. 8 operators + skilled labor individuals at the plant. Responsible and accountable for maintaining the safety and environmental standards, the safety and well-being of the employees, overall maintenance and production. Responsible and accountable for reliability, maximizing efficiency and productivity results, labor costs and specific site cost centers as well as developing the Team. Responsible for the maintenance, project work, reliability, HR issues, leadership, manpower resources, cost control and asset management through relationships and alignment with horizontally integrated functional support organizations. Administer EH&S standards to ensure the protection of personnel, the community, and the environment. Direct and monitor plant production to efficiently meet customer requirements. Provide leadership to effectively identify and promulgate global Helium plant best practices and work processes. Identify, analyze, and resolve personnel problems to ensure an effective, involved, and motivated work force. Ensure excellence in performance and continuity of management through the effective selection, development, and motivation of a team of employees organized to optimize individual and group capabilities. Maintain superior community relations. Lead asset management efforts to drive continuous improvement in business profitability. Maintain outstanding customer relations through superior reliability and highly effective communications with customers. Minimum high school diploma or equivalent. 5+ years of industrial experience including supervision. Experience in plant operations, and distribution. Successful track record in Environmental, Health, Safety, and Quality. Demonstrated managerial leadership and interpersonal skills. Strong commitment to employee involvement, team building and diversity. Effective communications skills. Ability to interface with customer representatives and community leaders. Demonstrated commitment to asset management programs. Committed to Continuous Improvement initiative.

Business Engineering Director *New! New Jersey Location*

Management of the overall capital project portfolio for business line, whose physical assets are primarily based in North Carolina and China. Provide accurate and up to date safety, cost and schedule status and forecasts to the business and engineering leadership. Track project progress, identify barriers to success, and bring solutions to ensure that all projects meet targets of safety, cost, schedule and quality. Work directly as part of the business to proactively translate business needs into cost effective and timely engineering and project solutions. Manage relationships with all stakeholders, including government officials, engineering and equipment vendors, site manufacturing personnel, etc. Direct supervision of Project Managers, Construction Managers and other project personnel responsible for delivering capital project results. Hiring and on-boarding of new capital project team members to meet the growing needs of the business. Ensure all projects are adequately staffed to ensure successful execution. Ensure that all projects are executed according to the Capital Deployment Process (CDP), a stage gated work process. B.S. degree in engineering; MBA or other business-related degree a plus. At least 15 years' experience in execution of major capital projects. At least 5 years previous experience managing engineering teams. Deep knowledge of the Independent Project Analysis based capital work process, from Front End Loading through Execution and Construction. Team player who is flexible and attuned to meeting the needs of the Business. Must be able to travel 25 – 40 %, to include international travel. Experience working with international teams. Strong organizational skills.

Director of Asset Integrity *Dallas, TX Location*

Position reports to SVP of Business Strategy. Requires good technical experience in the pipeline/midstream industry. Leadership skills and strategic thinking is requirement. Must be able to build an integrity organization from the ground up and then manage the development and execution of the plan. Solid understanding of pipeline integrity and familiar with regulatory agencies and codes (SIMSA, API, etc.) and their impact on the industry. Crude Pipeline experience is ideal. Assemble, organize, develop and manage resources both directly and indirectly assigned to maintain the integrity of all assets through regulatory compliant Integrity Management Plans, and inspection and repair programs. Review, update, and maintain the Integrity Management Plan initiatives including inspection planning, data integration and analysis, work plan development, budgeting, reporting and forecasting. Develop, hire, and lead staff in the

development of and continuous improvement and implementation: Integrity Management Program, API 653 Tank Inspection and Repair Program, Corrosion Prevention and Control Program, Facility Assessment and Corrective Action Program, Damage Prevention Program, Data Integration, GIS, and Technical Documentation Program. Continuously evaluate staffing requirements necessary to accomplish departmental objectives. Manage and oversee compliance responsibilities as related to all state, federal, and local pipeline and facility regulations. Coordinate preparation, facilitation, and response to all agency audits. Conduct periodic mock audits and drills to evaluate processes and practices. Coordinate, facilitate & act as Company Liaison related to all regulatory communications related to compliance. Develop and maintain the appropriate communications capabilities internally and externally to implement an effective integrity management program. Establish and communicate the team's operating strategy and philosophies to all stakeholders regarding the accomplishment of primary role. Establish team performance objectives that will support the Company's business objectives and drive the accomplishment of these team objectives to help ensure the Company's successful operation. Participate in industry leadership activities necessary to provide voice in regulatory compliance affairs. This would potentially include API, AFPM, AOPL, ASME, PRCI, NACE, or others. Participate in Company's Emergency Response Planning. Participate in the development and execution of Major Corporate Capital Projects which support the corporate integrity management strategic goals (i.e.: Expansion & Capacity projects, Corrosion Prevention, Pipeline replacement, Tank construction and retrofit, EFRD installation, and Facility Improvements). Collaborate with Engineering on the development, establishment, promotion, and implementation of Design Standards & Specifications, Equipment Specifications, Maintenance Procedures, Work Flow Processes, Testing Protocols, Acceptance Criteria, Document Management, and Integrity Management Procedures. Position requires an undergraduate degree in Engineering or related field. An advanced degree in business will be a plus, though not required. 10+ Years Oil/Gas Pipelines Industry. Management experience of at least 3 years. 5+ years of recent, direct experience managing pipeline and terminal integrity programs. Experience participating in the Incident Command System as related to hazardous liquids pipeline emergency response. Coordinate response drills in conjunction with the environmental, safety, and health department. Experience with DOT Part 195, TXRRC, PHMSA regulations. Excellent communication skills. Polished presenter. Active listener. Strategic/Analytical thinker, able to promote action. Experience and knowledge of pipeline and terminal economics and processes. Excellent collaboration and organization skills. A "doer" personality with a sense of urgency. Credibility - Can command respect; problem-solver with the ability to analyze problems carefully and conceptualize and implement solutions. A hard work ethic and high energy level; honest and straightforward; outstanding integrity. Proven leadership – identify direction, aligns organization, motivates individuals.

Manufacturing Technical Service Manager New Orleans, LA Area Location

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

Technical Services Manager Baton Rouge, LA Area Location

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

Engineering Manager Chicago, IL Location

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

Process Engineering Supervisor Kansas Location

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

Plant Manager Baton Rouge Area Location

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

EHS MANAGEMENT POSITIONS

Environmental Compliance Manager Tennessee Location

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

Biology or other related field of study. 7+ years in environmental field. Excellent verbal and written communication skills. Experience leading, conducting and facilitating meetings and training courses.

HSE Manager/Director Houston, TX Area Location

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

MECHANICAL/MAINTENANCE/CORROSION ENGINEERING POSITIONS

Maintenance Engineer New! Houston, TX Location

Individual contributor roles capable and willing to work as a classical Maintenance Engineer. Very front lines position, solving today's problems while developing mid to long term solutions. Individuals with a strong sense of purpose, drive, curiosity who can get things done.

Senior Corrosion Engineer Illinois Location

Provide engineering support in the areas of metallurgy, corrosion, coatings, welding, and pressure vessel design. Contribute expert advice on the selection and fabrication of materials, corrosion control and maintaining the mechanical integrity of pressure retaining systems. Demonstrate leadership in managing Risk Based Inspection (RBI) analysis of pressure containing equipment as well as working with inspectors to develop, implement and analyze pressure equipment inspection plans. Develop projects using the Front-End Loading (FEL) process through project approval. Utilize estimating and scheduling tools to develop project estimate and schedule for funding authorization requests (AFD/AFE). Develop funding requests (AFD/AFE) using effective communication skills and engaging appropriate Refinery work groups in developing the funding package. Obtain engineering resources for the project using an established work process for Small Projects. Ensure the project objectives are met with respect to safety, environmental, quality, reliability, cost and schedule. Understand and utilize P66 Refinery Engineering Practices (REPs) and industry standards for assigned projects. Follow Management of Change work process through entire

project steps and utilize related software (KMS). Identify and implement innovation and trends into the project plan to reduce cost and schedule. Develop bid packages and participate in Small Projects contracting strategies. Coordinate project work with internal customers, as well as outside engineering/construction contractors. Update reports to support Refinery business communications regarding project status, cost and schedule. Conduct and document project progress meetings (technical, safety, and status) and provide direction for making decisions as issues arise to accomplish all project objectives. Evaluate and recommend approval / dis-approval of field change and scope change requests. Work closely with Operations to assure project is successfully commissioned and started up. Develop project engineering skills to support assignments. B.S. Degree in Corrosion, Materials Science, Metallurgical or Chemical Engineering. 10 or more years of experience, working at a facility managing corrosion and materials. In depth knowledge of corrosion and damage mechanisms associated with the refining industry. Legally authorized to work in the job posting country. Ability to apply failure investigation methodology and problem-solving principles. Ability to work closely with others and effectively communicate results of investigations. Familiarity with Sections I, V, VIII and IX of the ASME Boiler and Pressure Vessel Code. Knowledgeable and conversant in requirements of ASME B31.3, ASME Boiler and Pressure Vessel Code Sections I, V, VII, and IX, and API Inspection Codes 510, 570, and 653. Knowledgeable and conversant in damage mechanisms that affect refinery equipment including fundamentals of corrosion, basic forms of corrosion, and methods of corrosion control, as well as API Corrosion and Materials Recommended Practices 571, 491,939-C. Knowledgeable in performing remaining life and fitness for service evaluations. Knowledgeable in risk-based inspection methodologies and how to utilize the methodologies. Knowledgeable in failure investigation methodologies and problem-solving principles. Proficient with computer applications such as Word, Excel, Outlook, SAP, PCMS, and API RBI software.

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

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

RELIABILITY ENGINEERING POSITIONS

Reliability Engineer Pittsburgh, PA Area Location

Provides the necessary support to accomplish the facility's objectives in the safest, economical and technically feasible manner. Responsible for providing engineering services to optimize equipment life and plant profitability. Expected to interact with all plant personnel to identify, develop, and manage improvement projects. Responsible for the management of both fixed and rotating mechanical equipment and processes. Interpret and evaluate reports such as: inspection, vibration analysis, process data, etc. to determine equipment effectiveness and/or recommend and design improved systems or equipment. Design and implement predictive & preventive maintenance systems and guide others through utilization. Provide support and evaluations to assist in the appropriate prioritization of maintenance work orders. Oversee installation, operation, maintenance, or repair to ensure that machines or equipment are installed and functioning according to specifications. Provide Maintenance with economic impacts of maintenance activities to assist in planning and staffing. Ensure all maintenance activities required for tests or unit performance monitoring are identified in a timely manner and scheduled accordingly to avoid test delays, disruption of the maintenance schedule and higher maintenance costs. Estimate costs for engineering, construction, and prepare contract documents. Lead Turn-around planning and assist with implementation. Develop and generate periodic utilization reports for processing unit equipment. Assist in spare parts review for ensuring equipment maintainability and availability. Perform testing as needed for mechanical

reliability and to support plant inspector. Champion the reliability efforts in assigned areas of responsibility by providing technical assistance in resolving equipment design, operation, and maintenance problems. Coordinate Root Cause Analysis (RCA) processes and track the implementation of recommendations through resolution. Utilize reliability tools such as failure calculations, failure evaluations, and cost and risk analysis to evaluate and prioritize reliability issues. Participate in audits to measure the effectiveness of reliability related activities such as equipment repairs, part quality, and failure investigation processes. Assist Operations, Product Control, and Maintenance Departments in developing procedures, training, and processes to ensure equipment is operated within its design parameters. Conduct life cycle cost analysis on new and critical equipment. Review equipment specifications and standards and develop recommendations for reliability improvement. Recommend projects and/or studies to Engineering to support overall plant reliability. Develop cost justification for reliability improvement. Identify and maintain an active top ten high impact-facility equipment list. Train on new technologies and methods for maintaining equipment to increase reliability. Continue to improve the reliability tools and methods utilized in increasing plant reliability. Provide process information in the troubleshooting and investigation of failures. Identify actual operating variable ranges for each piece of equipment and compare to design and communicate to reliability and operations groups. Recommend design modifications to eliminate machine or system malfunctions. Identify the process and economic impacts associated with equipment failures and operating reliability. Provide support to identify unit specific equipment and areas of potentially high susceptibility to corrosion or erosion effects. Part of the plant Process Safety Management team. Participate as required in identifying, developing and evaluating Requests for Change for units and areas of responsibility. Participate as requested in incident investigation including equipment failures and difficulties to diagnose faulty operation, and to make recommendations to maintenance crew. Review and update PSI (process safety information) data (vessel inventories, process description, and safe operating limits with consequences of deviation). Work with the Engineering Team to resolve all open assigned PSM action items by designated due date. B.S. in Engineering required. Mechanical Engineering preferred. Minimum of three 3-20 years of experience in plant or refinery related positions with exposure and responsibilities in the maintenance, reliability and inspection areas, including rotating equipment and vibration analysis. Flexible and willing to work rotating shifts as needed – including overtime and nights/weekend callouts as required. Familiarity with best practices in online equipment health monitoring as well as inspection and repair techniques. Effective diagnostic methods on troubleshooting equipment. Excellent communication skills, including oral, written, and electronic. Proven safety experience/training including but not limited to: confined space, lock out tag out, hot work, safe work permits, personal protective equipment, and other critical safety procedures. Knowledge of API 510, API 570 and API 653 a plus. Background in non-destructive evaluation (NDE) a plus. Experience in risk-based assessment, fit for duty and end of life assessments a plus. Root Cause analysis training a plus. Understanding of rotating equipment and equipment optimization. Ability to manage multiple activities and prioritize tasks with minimal direction or oversight. Working knowledge of functions and design/operation of plant rotating equipment, process and products; methods development and procedures; repair maintenance of rotating equipment. Background in performing root cause failure analyses, developing corrective action plans and tracking all rotating equipment KPI (Key Performance Indicator) a plus.

Mechanical Reliability Engineer Houston, TX Location

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

decide critical parts, and manage spare parts. BS Mechanical Engineering degree with 5+ years of plant experience.

Maintenance/Reliability SME Lake Charles, LA Location

Develop plans to address long term infrastructure needs around combustion systems listed below. Guide and plan 3-5-year capital plans to upgrade infrastructure. Provide project management and engineering support. Act as a reliability generalist for plants in the region (either Gulf Coast or Chicago area). Provide support in the elements of Reliability-Centered Maintenance, including criticality analysis, condition-based monitoring, preventive maintenance optimization, critical spares, mechanical integrity, and work process optimization. Support resolution of chronic reliability issues through engineering support and networking with the broader organization. Facilitate network of maintenance leaders and engineers across the operations, review KPIs, develop action items for key issues, and review improvement projects. Assist in driving cultural change around maintenance work management. Assess work prioritization, planning and scheduling, and associated management processes; identify barriers; and work on plans to improve. Engage with internal and external expertise to improve reliability processes, including criticality analysis, PdM technologies, condition-based monitoring, preventive maintenance optimization, and critical spares. Lead high impact projects linked to uptime that are critical to meeting business objectives. Ability to drive results; bias toward action. Strong knowledge of combustion systems, including the units specified above. Strong knowledge of maintenance excellence processes in a chemical manufacturing environment. Leader of change, with ability to influence and gain support from operator/craft level to executive leadership. Excellent critical thinking skills. Facilitative; can lead a project with multiple stakeholders and align their objectives to meet project milestones. Strong interpersonal, communications, and presentation skills. Strong business acumen. Frequent travel to manufacturing locations (25-50% travel). BS or MS in Engineering (combustion, mechanical, chemical) required. 10 years of maintenance excellence experience in a chemical manufacturing environment, including implementing upgraded processes. Experience addressing site infrastructure needs is required. Certified Maintenance and Reliability Professional (CMRP) certification desired. Excellent PC skills, including SAP, Excel, Word and PowerPoint. The ability to act as a global specialist to manufacturing operations in combustion systems highly preferred. This will include being able to define standards for systems and leverage best practices across the network. Examples of systems include: Calciners and kilns, flash dryers, spray dryers, boiler systems, incinerators.

PROJECT MANAGEMENT/PROJECT ENGINEERING POSITIONS

Project Manager, International Expansion Project-US/Argentina New! New Jersey or Argentina Location

Responsible for all aspects of the design and execution of a large expansion project in Argentina. Adhere to and apply all safety policies, procedures, and systems on projects. Collaborate with Business, Finance, Operations, and Technical Center to clearly define project scope and requirements. Lead and manage project from idea through scoping, design, procurement, construction, and startup. Develop cross functional project team and lead team through various project stages. Develop necessary project management related documentation in support of approvals. Work actively with Procurement to develop contracting strategies and oversee contractor management. Issue Purchase Orders and review, approve and process invoices. Identify emerging issues and trends on project work and communicate effectively with all stakeholders. Actively seek opportunities for cost savings through innovations in scope and execution strategies. Prepare and provide updates on project status and issues to business and management. Strictly adhere to company's Stage-Gated Capital Deployment Process (CDP). BS degree engineering or related field. Spanish and English language proficiency preferred. At least 10 years' experience in execution of major capital projects (\$100 Mil+) in the chemical or petrochemical industries. Experience designing and preparing Project Execution Plans for large capital projects. Modular design and fabrication experience is a plus. Strong negotiation skills, with the ability to negotiate effectively with all stakeholders, including contractors and sub-contractors. Strong conflict management skills. Experience working with international teams. Strong organizational skills. Team player who is flexible and attuned to meeting the needs of the Business. Must be able to travel 50-75 % of the time. Includes international travel to South America and Asia. Experience working on construction projects at remote location and high altitude is a plus. Comfortable living in camp housing for extended period.

Business Engineering Director *New! New Jersey Location*

Management of the overall capital project portfolio for business line, whose physical assets are primarily based in North Carolina and China. Provide accurate and up to date safety, cost and schedule status and forecasts to the business and engineering leadership. Track project progress, identify barriers to success, and bring solutions to ensure that all projects meet targets of safety, cost, schedule and quality. Work directly as part of the business to proactively translate business needs into cost effective and timely engineering and project solutions. Manage relationships with all stakeholders, including government officials, engineering and equipment vendors, site manufacturing personnel, etc. Direct supervision of Project Managers, Construction Managers and other project personnel responsible for delivering capital project results. Hiring and on-boarding of new capital project team members to meet the growing needs of the business. Ensure all projects are adequately staffed to ensure successful execution. Ensure that all projects are executed according to the Capital Deployment Process (CDP), a stage gated work process. B.S. degree in engineering; MBA or other business-related degree a plus. At least 15 years' experience in execution of major capital projects. At least 5 years previous experience managing engineering teams. Deep knowledge of the Independent Project Analysis based capital work process, from Front End Loading through Execution and Construction. Team player who is flexible and attuned to meeting the needs of the Business. Must be able to travel 25 – 40 %, to include international travel. Experience working with international teams. Strong organizational skills.

Project Controls Specialist *New! New Jersey Location*

Will plan, forecast, resource and manage all the technical activities assuring project accuracy and quality from conception to completion. Provide planning services for identifying the key activities and actions required to achieve the project milestones and Project Master Schedule. Develop Integrated Schedules that captures all elements of the Project activities, to allow effective and disciplined progress monitoring against plan. With the Project Team, help develop contracting strategies for execution of the all phases of capital projects. Review and finalize FEED and EPC Contracting Bid/Contract Documents. Monitor, analyze and forecast project costs throughout all project phases. Support Project teams to ensure contracts are in compliance with progress on schedule and cost control. Supervise one or more projects independently with respect to Project Controls. Manage and supervise the scheduling, cost control, management of change, and other project support functions and activities. Create, maintain, update and analyze project schedules and man-hour/cost budgets versus actual and committed values. Responsible for setting up the control systems for the project to record, maintain and report all change orders. Responsible for gathering, consolidating, producing, and incorporating into reports, all required cost, schedule, management of change, progress and performance data and charts, and ensuring they are current and accurate, including revising the schedule to reflect actual progress, and issue reports as required and on-time. Responsible for proactively focusing management's attention on known or potential areas of concern in project costs or schedules. Technical degree, preferably in an engineering field. 10+ years of experience in project Scheduling and Cost Control and progressing of Engineering and Design Deliverables. Solid background in planning and scheduling, cost control, estimating, and management of change. Solid background and working knowledge of Primavera P6 or MS Project also desired. Detail-oriented with exceptional organizational and analytical skills, and the ability to interact and work with others as a team. Background in negotiation and conflict management skills together with demonstrated experience troubleshooting and problem-solving. Proficient at preparing, conducting, and leading presentations to large groups and executive management. 25% travel, both domestic and international.

Senior Plant Engineer *Alabama Location*

Design, troubleshoot, revamp and/or new construction, maintenance and reliability of refinery process equipment and facilities. Serve as a "go-to" technical resource for at least three areas or technologies to others in Engineering Services, Operations, and Maintenance. Serve as a highly skilled troubleshooter while multi-tasking between tactical and strategic issues. Expected to make independent technical decisions based on knowledge of cost benefit analysis, budget impact, and refinery performance impact of technical decisions. Lead formal root cause analysis discussions to ensure effective solutions and prevent recurrence. Prepare specifications, drawings, bid packages, quotation analysis and other applicable documents for purchase, construction and/or repair of refinery equipment and facilities. Stay abreast of current technologies and equipment for application. Perform fitness for service evaluations of refinery equipment; apply life extension analysis and techniques. Provide equipment repair, replacement and

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

Project Team Leader Virginia Location

This is a large site and the position is open due to retirement. Need someone with project experience greater than \$10 million and would really prefer someone with project experience greater than \$50 million. Must have cradle to grave project experience, not just front end. Experience leading large projects for chemical organizations. Need a change agent. Chemical or Mechanical Engineering Degree required. Relocation provided. Is the single point of accountability for the end-to-end project process necessary for a Capital Project to deliver on business objectives. Clearly sets overall Project Leadership Team direction and expectations. Provides the primary interface between the Project Leadership Team and the Business and leads all necessary communication forums. Leads project teams often consisting of cross functional teams and contract engineering to meet business objectives. Accountable for generating and implementing appropriate project execution strategy for design, procurement and construction while ensuring each project's execution strategy is "sanitized" to suit the specific needs of each project with the goal being to provide a competitive and lean approach with an expedient execution timeline. Engages the project steering team as needed to ensure alignment with business, address any needs or concerns, make strategic project decisions, and provide status updates throughout execution of projects. Provides leadership for an effective and cohesive team by ensuring roles and responsibilities are clearly understood. Ensures applicable project deliverable are accomplished in a quality manner and leads the project gatekeeping reviews. Leads the team in identifying non-cap alternatives or lower capital options. Ensures excellence in adherence to Process Safety Management (PSM), Safety, Health and Environmental (SHE) excellence, Mechanical Integrity and Quality Assurance (MIQA) requirements, export controls and trade secrets principles, and other core value standards, processes and procedures. Facilitates economic evaluations, prepares funding requests, forecasts capital and non-cap expenditures and asset write-offs, and ensures necessary financial reporting and accounting is performed. Champions the "no change" concept and ensures only changes consistent with the business and project objectives are approved.

Responsible for the development and implementation of Project Quality Plans, including auditing work processes and deliverables for compliance, and for meeting agreed upon project quality requirements and expectations. Work with business and technical leadership to identify and comply with any US Export Control and Trade Secret/Intellectual Property/Security requirements for the project. Primary interface with the Full-Service Design Contractors (FSDC) during Front-End Loading (FEL) and Design/Procurement of assigned capital projects. Engage with the sites to support the preparation of all documents needed by the FSDC to launch their efforts to complete FEL and execute production design and procurement. Champion productivity improvement strategies including High Value Engineering (HVE), Global Competitive Sourcing (GCS) and LEAN Construction Methodologies, etc. Drive full integration of project team to develop deliverables in the most cost effective and efficient way. Requires 4-year B.S. in engineering (Chemical or Mechanical preferred). At least 10 years of experience leading capital projects. Experience working with full service design contractors. Knowledge of best-in-class capital work processes and KPI's. Prior experience improving performance and capability. A bias for execution, results oriented, and demonstrated courage (need to challenge the status quo). A deep understanding of capital project estimating processes.

CHEMICAL ENGINEERING POSITIONS (PROCESS/PRODUCTION/OPERATIONS)

Process Engineer California High Desert Area Location

Excellent high desert location for the outdoors type without the expense of the crowded coastal areas of California. Located in the Bakersfield/ Mojave/ Ridgecrest area. Responsible for process improvement and providing research and development for innovations in the company processes. Provide research and process development for innovations in processes for existing and new products including equipment and process testing, preliminary process design, engineered equipment calculations, life cycle cost, usability and product salability project risk analysis. Develop detailed project specifications including drawings, data sheets, etc. in full compliance with recognized industry standards, safety standards and various client specifications. Direct and coordinate project activities to ensure project progresses on schedule and within prescribed budget. Develop standardized documentation including SOP's, training, validation of equipment performance, and technical and project reports. Provide engineering support to optimize plant operations, increase capacity, reduce cycle times, improve yields, and reduce costs. Identify, recommend and implement strategic projects to improve unit performance. Work closely with manufacturing team at all levels to resolve technical issues, applying engineering and technical skills to design, optimize and troubleshoot equipment. Monitor, troubleshoot, and optimize operating units to drive process and product improvements. Assess options to increase production or improve efficiency by plant reconfiguration or expansion by developing and testing engineering tools, including process simulation models. Maximize plant production capability for areas of responsibility by performance tracking using data derived from plant operations. Act as an engineering resource by maintaining a thorough knowledge of all processes and equipment in assigned areas. Confer with operations and engineering personnel to provide technical advice and to resolve problems. Responsible for block flow diagrams, development of process flow diagrams with heat and material balance, development and use of process simulation, system design parameters, and design or rating of equipment and apparatus such as heat exchangers, vessels, reactors, etc. Use rigorous tools to deliver results including potential problem and decision analyses, risk assessments, DMAIC, LEAN, and/or Innovation methodologies. Work with management on specific projects or opportunities that will add value to the bottom line. Implement corrective actions to solve problems based on root cause analysis. Lead problem solving teams using lean process tools. Capable of applying engineering and technical problem-solving skills to analyze complex challenges in ways that deliver measurable and sustainable improvements in operational performance. Must be "hands-on" and willing to "roll up sleeves" and work at all levels of organization as circumstances require. Must be able to think "outside the box" and apply innovative thinking to solving problems. Must possess manufacturing equipment knowledge including reactors, heat exchangers, piping, and pumps and pumping systems, boilers, filters, cooling systems and technical drawing interpretations. BS in chemical engineering and at least 6 years related experience in mining, manufacturing and/or chemical process industry. Experience with MOC and PHA processes, PFD's, P&ID's, developing process schematics. Must have a strong understanding of process, mechanical and electrical engineering practices and processes, including mass and energy transfer and fluid flow. Knowledge of inorganic chemistry preferred. Lean Methodologies and/or Six Sigma experience preferred.

Process Engineer Vicksburg, MS Location

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

Process Engineer Baton Rouge, LA Area Location

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

Production Engineer Baton Rouge, LA Area Location

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

Process Engineer Alabama Location

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

vs. design. Become aware of all environmental rules that apply to units and systems and assist in compliance to the rules and regulations. Assist Environmental/Safety Department technically during maintenance of regulations and in development of new/or changing regulations. Assist all other organization departments where technical assistance is required specific to the processes and systems. Minimum of Bachelor of Science Degree in Chemical Engineering from a four-year college or university. Three to five years related experience in a refining, chemical, or related industry.

Senior Process Engineer *Southern Arkansas Location*

Responsible for providing process engineering expertise for assigned projects in refining or logistics sectors. Performs process engineering activities and provides oversight in all project phases including feasibility and economic studies, conceptual design, identification and evaluation of alternatives, front-end design, detail engineering, construction and start-up. Plans, directs, and coordinates the activities of the process engineers concerned with design, modification, optimization and operation of process equipment in the Refinery. Accountable for the delivery of the process engineering deliverables and services on time, within budget and meeting quality expectations. Provide process engineering technical support to process engineer team, production units, environmental activities and plant projects to improve unit operations, process safety and environmental performance. Evaluate and approve design improvements to production capacity, efficiency, process safety and environmental performance including complex designs. Provide leadership and direction to Refinery process engineering activities. Work with support teams to monitor unit operations, correct problems and assist in improvements, usually for special problems or projects. Direct engineering team to maintain and ensure continuous operation, including assistance during unit operational upsets or unit turnarounds. Coordinate and assist in implementation of plant system changes, including equipment additions, modifications and/or deletions and process design. Develop efficiency strategies which optimize process unit profitability by maximizing throughput and yields while minimizing operating costs. Maintain knowledge of latest technologies and best practices for refining industry. Approve process design to Units for refinery improvements, expansions, and compliance projects. Direct, lead, coach, counsel and mentor process engineering team. Conduct employee evaluations annually and employee performance reviews as necessary. Provide operational and technical support to engineering team for any plant system change, including operational review, assistance with cost/benefit analysis, and participating in hazard reviews. Participate in annual merit consideration and distribution when required. Ensure completion of process engineering study and design for new projects and coordinate with Engineering Department to complete projects. Lead efforts to provide process support to environmental activities. Develop, communicate and document process engineering activities in unit support, design, plant engineering, environmental and process safety support activities. Provide technical assistance in PSM, Quality, Safety, and Environmental compliance. Determine and provide process-related cost estimates for refinery capital budgets. Assist in developing the Process Engineer Department budget. Create notifications and purchase requisitions in EAM. Initiate and manage contracts with outside services (water chemicals, process chemicals, catalyst, nitrogen, oxygen, and others) as required. Bachelor's degree in Mechanical, Chemical, Electrical, or Petroleum engineering. Five (5) years of experience in refinery, chemical or petrochemical plant process or production experience. Thorough understanding of fundamental theories of heat and mass transfer, fluid dynamics, thermodynamics, separations, and control systems. Proven project management skills. Working knowledge of root cause analysis concepts.

Process Engineer *East Texas Location*

2 Openings available. Would take an individual around the 5-year mark and one around the 10+ year mark. Will consider someone with an operations or production background that has interest in getting cross-trained on the process side as a developmental step to future leadership. Plant is trying to build bench strength and broaden their capabilities, so they are looking for individuals who want upward mobility. While refinery experience is always preferred, will look at continuous chemicals, especially for the 5-year person. Responsible for providing process engineering expertise for assigned projects in refining or logistics sectors. Performs process engineering activities and provides oversight in all project phases including feasibility and economic studies, conceptual design, identification and evaluation of alternatives, front-end design, detail engineering, construction and start-up. Interpret, summarize, and present results of data analysis in monitoring operating unit performance, troubleshooting equipment operation, evaluating catalyst performance, and recommending operating guidelines and process improvements. Work as a team with unit operators and supervisors for assigned areas of the refinery to troubleshoot problems and improve operations. Provide process engineering technical support to process engineer team, production units,

environmental activities and plant projects to improve unit operations, process safety and environmental performance. Evaluate and approve design improvements to production capacity, efficiency, process safety and environmental performance including complex designs. Administer plant performance test runs as required. Interact with outside consultants and vendors to improve the unit operation or solve problems. Work with support teams to monitor unit operations, correct problems and assist in improvements, usually for special problems or projects. Coordinate and assist in implementation of plant system changes, including equipment additions, modifications and/or deletions and process design. Develop efficiency strategies which optimize process unit profitability by maximizing throughput and yields while minimizing operating costs. Maintain knowledge of latest technologies and best practices for refining industry. Approve process design to Units for refinery improvements, expansions, and compliance projects. Provide operational and technical support to engineering team for any plant system change, including operational review, assistance with cost/benefit analysis, and participating in hazard reviews. Participate in plant shutdown, startup, and turnaround assistance, including equipment process inspections, catalyst loading and sulfiding, startup and plant performance. Ensure completion of process engineering study and design for new projects and coordinate with Engineering Department to complete projects. Provide process support to environmental activities. Develop, communicate and document process engineering activities in unit support, design, plant engineering, environmental and process safety support activities. Provide technical assistance in PSM, Quality, Safety, and Environmental compliance. Determine and provide process-related cost estimates for refinery capital budgets. Assist in developing the Process Engineer Department budget. Create notifications and purchase requisitions in EAM. Initiate and manage contracts with outside services (water chemicals, process chemicals, catalyst, nitrogen, oxygen, and others) as required. Bachelor's degree in Mechanical, Chemical, Electrical, or Petroleum engineering. Five (5) years of experience in refinery, chemical or petrochemical plant process or production experience. Thorough understanding of fundamental theories of heat and mass transfer, fluid dynamics, thermodynamics, separations, and control systems. Proven project management skills. Working knowledge of root cause analysis concepts. Demonstrated leadership skills. Solid coaching, counseling and mentoring skills. Strong technical, quantitative analysis and process orientation skills. Ability to draw, read and interpret engineering drawings. Solid verbal and written communication skills. Strong interpersonal and organizational skills.

Senior Process/Planning Engineer Baton Rouge, LA Area Location

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

Process Engineer New Orleans, LA Area Location

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

Process/Project Engineer New York State Location

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

Senior Manufacturing Technology Engineer Ohio Location

Provides technical expertise and strategic direction to improve competitive advantage for the solvent recovery and polymer manufacturing areas. Will be recognized as a leader and expert in that technology and leads teams to upgrade processes and products that may range from incremental improvements to major technology changes. A primary focus is to develop improved process instrumentation and control strategies, process safety, yield, quality, plant capacity and uptime performance. Will mentor other technical personnel and may serve in a Process Safety Management critical role. Experience with distillation, industrial polymer manufacturing, and powder handling. Demonstrated ability to apply technical knowledge to diagnose, troubleshoot, solve or help others solve equipment and/or process issues. Demonstrated knowledge of key PSM Technology elements such as Process Hazards Analysis, Process Technology, Management of Change-Technology, RAGAGEP among others. Demonstrated ability to teach,

coach, mentor, develop others, and work in a team-based environment. Demonstrated ability to plan, prioritize and manage multiple, complex, time-sensitive projects. Demonstrated skill in leadership, team building and achieving results through influence and negotiation. Good interpersonal and communication skills; must work well in both self-managed and team environment. Technical Degree (BS, MS, or PhD) in Engineering, Chemistry or related science discipline. Chemical Engineering degree is preferred. Six Sigma Green Belt Certification (minimum); Black Belt Certification (preferred). A minimum of 5 years industrial plant experience with exposure to PSM (Process Safety Management) systems. Co-Op/Internship experience will be considered. Distillation experience a plus.

Quality Engineer Ohio Location

Provide quality guidance/direction and coordinate all quality functions as they relate to the manufacturing facility. Provide technical support to Operations with respect to improving quality, quality systems, and product-related services. Support and lead the quality improvement initiatives as part of the continuous improvement philosophy, with focus on prevention and mistake-proofing. Work with area teams using quality tools and Root Cause Failure Analysis (RCFA) to implement solutions. Be a team player with Manufacturing Engineering and Operations to improve in-process product quality. Translate and communicate customer quality requirements into understandable plans and assess current capability to meet requirements. Lead and/or support investigations of internal and external quality issues in a timely manner and implement effective corrective and preventive actions using root cause tools (5Why, Root Cause Failure Analysis (RCFA), Fishbone, etc.). Quality source for release of material on "Tech Hold" (typical MRB Function). Conduct internal system, process, and product audits and monitors corrective action plans. Initiate, monitor and execute quality improvement programs/projects to align with and achieve Quality Objectives, COT's, to improve customer satisfaction. Develop, maintain, and provide quality metrics as required to facilitate a positive proactive change in quality performance. Analyze internal and external failure data and ongoing quality performance for continuous improvement (CI) opportunities and drive CI effort. Actively participate in daily/weekly Operations "toolbox"/Visual Management Board Meetings to communicate quality performance. Work with Supplier Quality and Purchasing to facilitate corrective/preventive actions with Suppliers in a timely manner. Participate/Lead Supplier Audits as directed. Coordinates/Conducts necessary training with Operations on quality standards, product knowledge, and problem solving (RCFA). Requires a BS in Engineering. Effective verbal and written communication skills with the ability to interact with a range of personnel. Proficiency in Microsoft programs (Excel, Word, PowerPoint, Project), Minitab. ASQ-CQE certification preferred. Minimum 3 years in a Quality Engineer role preferred. Six Sigma Green Belt (or higher) certification preferred. Interface with Customers and Suppliers on quality and technical issues. Ability and desire to teach and train.

Operations Superintendent Tennessee Location

Supervises activities directly related to the production facility at the direction of the Operations Manager. Reviews inventories shift logs, process plant logs and other data to measure productivity and to determine areas needing attention and improvement. Performs root cause analysis on incident, accidents and serious process interruptions. Works with operators and shop personal to ensure equipment is available and prepared for scheduled maintenance activity. Ensures operating procedures and training manuals are updated as needed. Responsible for all aspects of operator training including, safety, PSM, environmental, safe work procedures, operating procedures and emergency response. This is accomplished with the coordination with the other departments at the site. Participate in PSM activities including PHA, MOC, PSSR, and Investigations. Bachelor's degree preferred in Chemical Engineering or other related discipline. Prefer 3+ Years of supervisor or leadership experience. Preferably in a chemical manufacturing environment. Working knowledge of Process Safety Management and a good understanding of general process control preferred. Project management and budget management experience preferred.

Process Engineer Tennessee Location

Responsible for providing technical expertise to improve our operations. Should be proactive, energetic and inventive, with strong analytical and problem-solving skills. Impeccable organizational skills and a willingness to learn and stay ahead of industry advances, as well as collaborating with the team is essential to this role. Design, develop and implement new and improved processes. Conduct tests to evaluate the efficiency of processes. Evaluate processes and equipment to ensure regulatory compliance. Troubleshoot problems with process and implement changes as required. Assist in the supervision of plant operations.

Bachelor's Degree in Chemical Engineering or similar required. 2+ years in a similar chemical plant environment. Experience with Nitric Acid preferred.

PROCESS CONTROL ENGINEERING POSITIONS

Control Systems Engineers *New! Locations include Baton Rouge, LA; Lake Charles, LA; Mobile, AL*

Client is the exclusive Emerson Process Management representative for the southern gulf coast region (Louisiana to Florida Panhandle.) Expanding Process Systems and Solutions Project Group and seek Control Systems Engineers with a minimum of 3 years of demonstrated experience with programming and configuration of ANY DCS platform (DeltaV preferred.) Focus of these positions is on configuration/programming, and/or installation, maintenance, testing, startup, upgrading, and troubleshooting, Distributed Control Systems, various PLC Systems, and related industrial process instrumentation. DCS Systems include DeltaV, PROVOX, RS3 and related AMS software. PLC's include Rockwell Automation and Modicon. Flow Computers include ROC and Bristol. BS EE or ChE with 3 plus years of directly related project/service experience with Emerson or similar systems and strong computer/server and networking skills, and basic industrial instrumentation knowledge are preferred. An Instrumentation (I&E) background is helpful, but the emphasis is on programming and daily administrative technical support of the control system.

Principal Engineer-Instrumentation and Controls *Kansas Location*

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

Senior Process Control Engineer *Amarillo, TX Area Location*

Provides recommendations for improving refinery operations based on technical information, and raw process data. Functions as a process troubleshooter and provide refineries with forward thinking and technological advancements that will provide a competitive edge. Performs process analysis, process improvement, scoping studies, front-end process design work, and/or collaborates on process designs with contractors and consultants. Troubleshoots and maintains DCS database, software and configuration of Yokogawa, Honeywell, PLCs, or similar systems. Tunes existing process controllers. Develops and implements process control schemes and control techniques. Assist project engineers and develop new control schemes. Develops and reviews control logic for project designs, including P&ID and logic review. Identifies opportunities for APC in selective applications providing good business returns. Maintains and optimizes advanced process control programs. Provides startup assistance and control modifications for new projects. Bachelor of Science degree or higher degree in Chemical, Electrical Control Systems, or Mechanical Engineering or related field required. 2 roles available. Minimum 2 years of experience on one and Minimum 5 years of process control and/or control systems engineering experience required on the other.

ELECTRICAL ENGINEERING POSITIONS

Reliability Engineer, Electrical *New! 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 and/or electrical 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 for equipment. 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) program. 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 Electrical Engineering discipline or military equivalent experience. Demonstrated experience in equipment reliability, and/or instrumentation, and/or electrical equipment.

Senior Electrical Engineer *New! Alaska Location*

Provides electrical engineering support to ensure safe, compliant, and reliable operation of refinery assets. Serves as refinery's technical expert on electrical components and power distribution systems. Supports electrical systems modernization projects and capital projects through involvement in electrical

system specifications, hardware and software design, testing, commissioning, training, and documentation. Provides electrical engineering technical support to refinery departments. Troubleshoots and resolves electrical-related issues. Assists in design of high and low voltage electrical systems. Monitors electrical power distribution system. Maintains baseline appraisals of electrical capacity identifying load flows, problem areas and areas of excess capacity. Monitors critical equipment analysis to identify reliability improvement opportunities. Provides support through all phases of capital and expense projects. Participates in technical reviews to ensure detailed electrical engineering meets design specifications, codes and engineering standards. Assists team in Project Execution stage in completion of detailed design, construction and installation of facilities and equipment. Serves as project engineer responsible for scope, schedule, and cost on small to medium sized electrical projects. Responsible for contractor selection and oversight of field execution for projects assigned. Provides engineering support for investigations on adverse incidents involving electrical system disturbances and electrical equipment failures. Ensures refinery compliance with Process Safety Management and Management of Change (MOC). In conjunction with other engineers and Maintenance, assists in design and implementation of reliability-centered maintenance programs for critical electrical equipment. Advocates benefits of reliability practices and fosters integration into plant operations. Works with electricians and E&I technicians. Reviews procedure manuals for technical adequacy. Minimum undergraduate degree in electrical engineering required. Minimum 10 years electrical engineering experience in refining, chemicals, or similar industry typically required.

Senior Electrical/Instrument Engineer *New! New Mexico Location*

Provides electrical engineering support to ensure reliable operations of refinery's electrical power distribution system. Performs condition monitoring, troubleshooting, root cause failure analysis and project support. Identifies long-term improvement opportunities. Supports controls systems modernization projects and capital projects through involvement in control system specifications, hardware and software design, testing, commissioning, training, and documentation. Provides electrical engineering technical support to refinery departments. Troubleshoots and resolves electrical-related issues. Assists in design of high and low voltage electrical systems. Monitors electrical power distribution system. Maintains baseline appraisals of electrical capacity, identifying load flows, problem areas and areas of excess capacity. Monitors critical equipment analysis to identify reliability improvement opportunities. Provides support through all phases of capital and expense projects. Participates in technical reviews to ensure detailed electrical engineering meets design specifications, codes and engineering standards. Assists team in Project Execution stage in completion of detailed design, construction and installation of facilities and equipment. Provides engineering support for investigations on adverse incidents involving electrical system disturbances and electrical equipment failures. Ensures refinery compliance with Process Safety Management and Management of Change (MOC). In conjunction with other engineers and Maintenance, assists in design and implementation of reliability-centered maintenance programs for critical electrical equipment. Advocates benefits of reliability practices and fosters integration into plant operations. Works with electricians and E&I technicians. Reviews procedure manuals for technical adequacy. Supports Alarm Management. Administrates "Master Instrument Index/Files. Supports Process Engineering. Develops and Provides Training to the Instrumentation and Electrical Group. Minimum undergraduate degree in electrical or instrumentation engineering required. Minimum 10 years electrical/instrument engineering experience in refining industry required.

Senior Instrument Engineer *New! Alaska Location*

Provides instrumentation engineering support to ensure safe, compliant, reliable and efficient operation of refinery assets. Serves as refinery's technical expert on instrumentation and related systems. Provides instrumentation engineering support. Provides specifications and installation guidelines for instruments and instrumentation systems ensuring compliance with established engineering standards. Performs primary and end element sizing, selection, and specification of field instrumentation including control valve sizing, pressure and temperature indication vibration analysis, orifice calculations, etc. Provides input into P&ID (piping and instrumentation diagrams) to reflect field changes. Troubleshoots instrumentation systems. Collaborates with Maintenance on assessment, design and implementation of preventive and predictive maintenance programs and reliability improvement programs for instrumentation. Supervises loop checks prior to commissioning. Serves as refinery's technical authority on instrumentation in gated Front-End Loading process for capital projects. Conducts technical reviews of vendor/contractor instrumentation design to ensure compliance with project specifications and applicable standards and codes. Provides input into work scope development. Prepares cost and resource estimates. Evaluates bids. Performs

cost/benefits analysis for technical solutions. Provides technical specifications to Procurement for sourcing/requisition activities. Serves as project engineer responsible for scope, schedule, and cost on small to medium sized instrumentation projects. Responsible for contractor selection and oversight of field execution for projects assigned. Mentors instrumentation and electrical technicians in technologies and work practices. Provides instrumentation training to refinery personnel. Documents and maintains reliability databases for instrumentation assets. Minimum undergraduate degree in engineering required. Electrical Engineer strongly preferred. Minimum 10 years' instrumentation engineering experience in a refinery, chemical plant, or similar industry typically required.

Plant Electrical Engineer *Beaumont, TX Area Location*

Excellent smaller facility where you can gain more experience than in a large plant. This position will move toward a lead position in the DCS arena. Initially in this plant level electrical position person will initiate, develop and install reliable and cost-effective instrumentation, electronic hardware and custom software solutions for area process control platforms and global communication networks. Implement multiple projects while utilizing the best available technology, conforming to good engineering practice and applicable safety codes and regulations. Support the Production and Maintenance Departments in the safe operation of new and existing systems with timely troubleshooting skills and technical analysis. Knowledge of basic, site wide electrical power distribution methods and systems is a plus. Some specific responsibilities will include the following: Instrument, Electrical, Controls and Network project management including design, materials procurement, implementation, checkout, startup, personnel training, and documentation. Use established project procedures and knowledge of process control fundamentals, electrical distribution, instrumentation and computer applications to design and implement required plant changes, safely and efficiently while under supervision of department manager(s). Support other project engineers by providing I, E, C & N expertise and support for Scope and Estimate development and installation of approved projects and disciplines. Maintain, program and update DCS, PLC and Network computer control systems - use knowledge of the process and systems as well as programming techniques. Develop and furnish required engineering documentation, drawing preparation and updating - work with drafting personnel and/or computer aided drafting and other computer software to maintain updated drawings and documentation for projects. Support the maintenance department with technical information, programming updates, training and troubleshooting - provide drawings, other documentation and knowledge of plant operating systems. Supervise I/E/C/N contractors and direct site EEs. Bachelor's Degree in electrical engineering; 3-5 years of Industrial Plant Engineering experience and/or Maintenance functions in support of digital based instrumentation, devices, equipment and network-based architecture. Certificate(s) or demonstrated experience in PC operating systems and applications.

Principal Engineer-Electrical and Instrumentation *Kansas Location*

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

Senior Electrical Engineer *Northern California*

Provides or coordinates electrical engineering services for engineering projects to ensure that electrical portion of projects are on schedule, under budget, safe, reliable and energy efficient. Provides electrical

engineering, testing, inspection and troubleshooting services to Maintenance Department to ensure maximum reliability and safety of the Refinery Electrical System. Provides electrical engineering assistance to Operations to ensure that the Refinery power generation and distribution system is operated at maximum efficiency and reliability. Performs electrical engineering activities at the Refinery including projects and contract electrical engineering. Performs Project manager/Engineer duties on capital projects that are primarily electrical in nature, including AFE preparation, equipment and material purchasing, budget attainment, status reporting, project implementation, commissioning and completion. Provides technical liaison. Oversees all phases of electrical work on all capital projects. (Responsible are listed in Section VII) Assists Operations and Maintenance Departments during major electrical system disturbances. Assists Operations and Maintenance during incidents involving electrical equipment failures. Reviews electrical distribution system operation procedures and participate during switching operations under routine and emergency situations. Participates in incident investigations and generating incident reports or failures analysis for adverse incidents involving plant electrical system disturbances and electrical equipment failures. Bachelor of Science degree (or higher) in Electrical Engineering required. 5 years of related electrical engineering experience required. Experience in electrical distribution up to 69KV, industrial cogeneration above 10MW, large project execution both engineering and field construction, protective relay coordination, application and testing, and hazardous area classifications required. Experience in refining or petrochemical environment preferred. Working knowledge of the National Electrical Code (NEC) and API RP 500. Working knowledge of power system analysis software including ETAP or SKM for arc flash analysis, short circuit studies, motor starting, and load flow analysis. Experience with power system protection and coordination studies at the 230kV level and below. Experience with Electromechanical and microprocessor-based protection relaying. Experience with specifying electrical equipment at 12kV level and below. Motor control centers, switch gear, transformers, medium & low voltage cable systems, cable tray and other raceway systems. Working knowledge of the NFPA 70E, OSHA 1910, and electrical safety requirements in the industrial setting.

Instrument Control Specialist Eastern Tennessee Location

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

conductivity, and all types of gas analyzers. Ability to read and understand blueprints, schematic diagrams, wiring diagrams and technical manuals; do detailed work with a high degree of accuracy and neatness; keep records of equipment and machinery repair; follow oral and written instructions; communicate and coordinate work effectively with a wide variety of people; maintain cooperative working relationships. Experienced with smart instrumentation, pneumatics, hydraulics. DCS, PLC, HMI, Historian, database programming and management. Experience with Emerson DeltaV and Rockwell Software products a plus. Exceptional reliability and defect elimination skills and aptitude. Exceptional instrumentation and control logic troubleshooting skills. Strong organizational and communication skills. Training and experience in RCFA, RCM or equivalent methodology. Strong computer skill – CMMS, database management, analysis software, etc. Knowledgeable in LOTO. Basic understanding of compressor control systems. Foundation Fieldbus experience a plus. Electrical Engineering degree or equivalent and more than five (5+) years of experience in instrumentation and control in the chemical process industry. Experience inspecting, maintaining, and specifying control, SIS, and instrumentation systems and equipment. Prefer 5+ Years of engineering experience. Preferably in a chemical manufacturing environment. Working knowledge of Process Safety Management and a good understanding of general process control preferred. Project management and budget management experience preferred.

R&D POSTIONS

Research Scientist *New Orleans, LA Area Location*

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

ENVIROMENTAL ENGINEERING POSITIONS

Environmental Leader *New! Arkansas/Memphis Area Location*

Non-Union Facility. Position reports to HSE Manager and is peer to a safety technician. This position will be the environmental go-to person for the site. Directly manages site's federal and state regulatory compliance including: Instill a facility HSE culture to ensure employees are accountable and responsible for health, safety and environmental conditions and practices. Maintain compliance with Title V permit including recordkeeping, reporting and monitoring operations and maintenance of emission control devices. Manages sites wastewater permit and wastewater treatment plant operations. Position has 2 direct reports of WW operators. Analyze environmental periodicals and government regulations for site applicability. Support site in budgeting and management of waste, contractor management and emission control equipment preventative maintenance programs. SME for environmental compliance supporting operations and maintenance daily operations. Site representative for compliance inspections from Federal, State and Local authorities. 5+ years managing environmental regulatory compliance in an industrial manufacturing setting. Title V and ISO 14001 experience a plus. Knowledgeable in EPA federal and Arkansas regulatory requirements a plus. Knowledgeable in OSHA and OSHAS 18001 requirements a plus. Strong team member with excellent written and verbal communication skills. BS degree required. Management system audit certification a plus.

Environmental Engineer *Southern California/High Desert Location*

Excellent high desert/mountainous location for the outdoors type without the expense of the crowded coastal areas of California. Located in the Bakersfield/Ridgecrest/Mojave area. In this large 500+ person inorganics production facility individual will be part of a team responsible for compliance with all applicable federal, state and local environmental permits and regulations. Experience with Federal environmental regulations and compliance is required, California experience is preferred. A key goal is to improve environmental compliance and performance in the most cost-effective manner possible. Some specific responsibilities will include the following: Oversee Environmental and Safety Programs including maintaining and updating the

Business Plan, SPCC, CALARP/RMP, SDS systems; maintaining and updating FIFRA, pesticide and fertilizer registration; and providing regulatory oversight and support for the hazardous waste program. Remain current with advances in environmental regulations and technology and provide support and consultation to operating areas and plant management. Will include input on project design, training, providing solutions for technical and regulatory environmental issues; overseeing consultants and outside laboratories; leading internal audit teams; and incident investigation, mitigation, root cause analysis and corrective action. Manage agency reporting and programs to achieve compliance with federal, state and local regulations. This includes applications for new and revised permits; maintaining a cooperative relationship with regulators at the local, state and federal level and participate in facility inspections; and audits, inspections and other regulatory compliance assurance activities. Bachelor of Science degree in engineering with a minimum of 5 years related experience. 4 or more years of experience in chemical, refining or mining operations. Knowledge of local, state and federal environmental laws and regulations. Must have experience interacting with governmental agencies. Working knowledge of environmental management systems.

SAFETY POSITIONS

Safety Specialist *New! South Arkansas Location*

Provides technical expertise and support for safety programs including regulatory knowledge and interpretation, risk management methods and best practices to all areas of the plant. Responsible for ensuring advancement of the safety program. Provide expert guidance and counseling on safety related issues for day to day refinery activities by participating in safety meetings, audits and training. Apply specific regulatory knowledge and work closely with refinery personnel and management to assure regulatory compliance. Conduct incident investigations, prepare written incident investigation reports, and assists in development of corrective actions. Maintain, organize and report safety KPIs including leading and lagging indicators for measurement of refinery safety performance. Attend and present safety information at Staff meetings, Contractor Safety Meetings, etc. Support ISNetwork and vendor safety performance. Conduct audits, investigations and assessments. Develop and implements corrective actions Maintain certification as required to support safety programs. Develop Training and conduct safety and health training courses including site specific hazard training. Assists with management of the contractor safety program. Bachelor's Degree in occupational safety/technical discipline or engineering or other related field. Five (5) years of experience petrochemical, refinery, or industrial environmental experience in safety field. Understanding of incident response including incident command concepts. Knowledgeable of radiation safety requirements. Experienced working in a union environment.

NON-TECHNICAL ENGINEERING, BUSINESS TYPE ROLES

Administration Manager *New! Tyler, TX Location*

Business focused position. Must have exposure to some type of manufacturing environment. BS Business Degree or Technical Degree. Provides leadership, guidance, and direction for the Refinery's operating budget performance, contract administration and procurement needs, and internal and external communications. Leads the efforts of expense budget development and oversight, contracting and procurement, and inventory management and warehousing, and performance analysis and benchmarking. Supervises buyers and warehouse personnel by providing coaching and performance evaluation and prioritization of work. Responsible for leading the expense budgeting and oversight process, for developing associated reports for benchmarking and performance analysis, and managing strategic community interactions. Key in promoting a culture focused on safe, environmentally compliant, reliable and optimized operations. Evaluates refinery performance, implements recommendations for optimization, and champions initiatives in support of long term sustainable profitability and performance. Manage and lead the activities to which support performance analysis and reporting, budget development and oversight, contracting and procurement, and property management to ensure process safety, safety, environmental, reliability, and optimization goals are achieved. Champion initiatives, projects, programs, and benchmarking studies that drive continuous improvement and support the refining vision. Utilize sound human relations and communications skills to provide development of direct reports and motivation of staff resulting in a reliable and competent work force. Interview candidates, determine development needs, evaluate performance for compensation, and address personnel issues including training, coaching, mentoring and disciplining of subordinates. Ensure process safety, safety, and environmental compliance by providing stewardship in areas of responsibly, supporting investigations, and considering potential impacts to compliance when

implementing changes. Develop, evaluate and review long range plans to ensure overall optimization and profitability of the refinery. Manage the production of forward-looking financial information and any analysis used to support the key business and strategic decision-making process for leaders from all functions across the business. Develop timely and accurate profit and operating performance analysis commentary for management and key stakeholders and prepare analysis, presentations and related materials for monthly performance reviews. Manage analysis of recurring internal management reporting, short term forecasting process, annual operating expense forecast, and annual operating expense budgeting process and contribute to development of long-term strategic plan. Assist in forecasting, closing, and reconciling monthly and quarterly income in support of understanding gross margin impact. Network and liaise with community leaders and organizations. Responsible for property management functions including land surveys, appraisals, and grounds and buildings. Champion adoption of procurement and financial best practices for refining industry. Develop procedures as required to support implementation and execution of best practices. Assist in areas of Contract Administration including, but not limited to Initial Phase, Bid Phase, Development Phase, Management Phase and Maintenance Phase. Responsible for executing procurement, purchasing, and inventory strategies along with oversight of contract specialist, buyers, and warehousing. Establish contract filing and document control and maintain all contract status reporting. Liaise with Corporate Legal Group, Corporate Procurement Group, and Corporate Finance Group. Assist with negotiations of agreements with vendors and suppliers. Capable of multi-tasking and running more than one project simultaneously, set aggressive but realistic schedules, able to balance supervisory responsibilities along with technical support as needed. Bachelor's degree in Business, Technical, Engineering or related field or Ten (10) years applicable experience in procurement, contracts and/or financial analysis. Experience in manufacturing environment along with (1) year of experience in a supervisory/management role or military equivalent experience. Proven ability to lead, influence, and mentor all levels of the organization including staff not under direct supervision.

Logistics Manager New Orleans, LA Area Location

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

Account Manager New Orleans, LA Location

Client is a specialty chemical company manufacturing and marketing additives used in PVC, Polyurethane and Silicone applications around the world. The Business has been established for over 50 years with a global manufacturing footprint and sales in over 50 countries. Seeking an Account Manager for their fast-growing Organotin Catalysts business serving polyurethane and silicone markets. Based in the New Orleans area, CT, or Midwest/Northeast region home office. Used in a variety of applications including rigid foams, varnish and powder coatings. Reports to the Commercial Director, the Account Manager is responsible for all Sales activities, including New Business Development for the Polyurethane and Silicone markets. Develop and maintain a regional sales territory where assigned or needed, including frequent face

to face contact as per calling plan. Build and maintain excellent working relationships with existing and new customers. Search out and acquire new customers and new applications for existing products and develop sales of new products. Accountable for delivering budgeted sales and margin targets for the territory. Develop account specific strategies and establish key account plans. Attend and/or prepare formal presentations for assigned territory, actively participate at sales meetings and other meetings designated by management. Assist in the development and implementation of an annual marketing plan in consultation with other departments and works within the business plan. Includes assisting in implementing a strategy, working within a defined budget, and evaluating the results. Represent the company at industry related associations and events. B.S Chemical Engineering, Chemistry or Polymer Science. 3-10 years' experience in business development, sales or technical customer support. Experience in Polyurethane and Silicone applications is desired. Excellent analytical, quantitative, negotiation and problem-solving skills. Excellent communication, interpersonal skill and relationship building skills at all levels. Strong computer skills with emphasis on Excel, Microsoft Word, and PowerPoint. Confident, self-motivated and possess an ability to think strategically. Demonstrate an ability to be trained and have good teamwork skills.

Human Resources Generalist/Manager Ohio Location

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

Lube Study Manager Dallas, TX Location

Position is with reputable consulting/engineering firm. Full time role. Position is open due to retirement. Reports to VP of Refining Practice. Global travel, 25%. Will be a core member of downstream Refining Team focused on Worldwide Paraffinic Lube Refinery Performance Analysis (Lube Study). Responsibilities include building strong relationships with client companies to drive growth. Candidates must have functional expertise in lube process technology and/or lube refinery economics and planning. A knowledge of the base oil and wax markets would also be helpful. Work will require extensive analysis at office as well as training, presentations, and workshops at client sites worldwide. Will also be expected to participate on consulting projects at client locations worldwide. Consulting projects involve the application of metrics to improve client refining operations, lower client operating costs, and improve client refinery efficiency. Bachelor of Science in Chemical Engineering or Mechanical Engineering. Minimum of 15 years in base oil and wax manufacturing, Operations, economics, and planning department exposure, Significant involvement in lube processing and/or economics. Analytical, problem solving and decision-making skills. Operational knowledge of main lube refining processing equipment.