

MAINTENANCE/RELIABILITY MANAGEMENT POSITIONS

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.

Chief Inspector *South Louisiana Location*

Responsible for the direct supervision of staff inspectors, engineers and support personnel, supervising and/or updating inspection plans. Accountable for reviewing corrosion and welding concerns, fitness for service assessments, construction and repair vendor surveillance data and participating on Hazops/PHA's. Accountable for developing and implementing a plant/site wide fixed equipment inspection program that is compliant with all Federal, State and local laws and compliant with Industry Codes/ Standards and meets corporate requirements. Develop department budget, scoping routine and turnaround work. Provide oversight of training and certification of inspection personnel, scheduling/maintaining all inspection activities. Assumes overall responsibility for the RBI work process (coordinating input between Corrosion, Materials, Inspection, Process, Maintenance, and Operations staff), which generally include the review and analysis of equipment design, operating and condition data resulting in a risk ranking and prioritize of inspection plans. Accountable for making sure all inspection plans are being managed in an efficient manner and ensuring all equipment is inspected within a timely manner. Provide input/oversight to Fitness for Service program to determine the remaining life and need for repair, replace or re-inspection of fixed equipment. Reviewing T/A inspection plans and recommendations. Support capital project inspection needs. Maintain and report on department Key Performance Indicators and Corporate Metrics. Develop and revise inspection procedures to keep up with industry advancements and new code requirements. Requires 10+ years of direct refinery or petrochemical work experience. 5+ years of supervisory experience. 5+ years of experience with Inspection Data Management Systems programs (prefer PCMS). 3+ years of experience working or supervising an RBI Mechanical Integrity program. Current API 510 and API 570 Certifications.

OPERATIONS/ENGINEERING/PLANT MANAGEMENT POSITIONS

Site Operations Manager *New! Wisconsin Location*

Provides overall direction and guidance to the operational activities of the site with the objective of managing and controlling costs, maximizing growth and profitability in a sustainable manner, with a strong teaming relationship with the Area Operations Manager. Position will provide day-to-day Situational Leadership for the success of team members. Responsible for all aspects of operations of a lime plant with 2 rotary kilns and an open pit quarry with various crushing and grinding processes. Responsibilities include day-to-day operating decisions, review of operating results, long term investment strategy, P&L/Budget, staff management, compliance with safety and environmental regulations and interaction with local government. Create and sustain a zero injury culture and monitor effectiveness of initiative. Provide leadership to ensure all company safety rules and regulations in accordance with Mine Safety & Health Administration are observed by employees. This includes planning the necessary resources in manpower and budgeting to accomplish site safety goals and administer safety initiatives. Monitor environmental compliance and ensure housekeeping standards are met. Interface with regulatory agencies as required. Maintains community relations. Develop and execute site plans for the implementation of company initiatives. Ensure quality of product during process and adjust production plans to meet customer requirements. Implementation of training plans to provide employees with the necessary training to perform

their job safely and effectively. Drive site performance through effective use of the System for Management, including continuous improvement and non-conformance resolution. Monitor and maintain the Industrial plan including prioritization and monitoring of Capital project work. Routinely monitor key performance indicators identifying opportunities for improvement and making appropriate supervisory and management personnel aware of the findings. Manage overtime requirements to meet sales, production and maintenance requirements. Ensure the execution of the daily production plan. Explains significant variances from the plan and provides leadership for improvements within the operations groups. Monitor workload to evaluate the staffing levels. Monitor costs and implement cost reduction projects which are consistent with budgets and business plans, quality requirements, and available resources. Contribute to the formulation of business plans and budgets, and the achievement of approved goals and objectives. Support development of personal and professional direct reports. Qualified candidates will have a Bachelor of Science Degree in Engineering, Mining, Business or related field. Minimum 10+ years progressive experience in lime, cement, refractory, mining, steel, construction, or heavy industry. Minimum of 5+ years managerial experience with increasing responsibility. Outstanding judgment and mature business skills, with the ability to establish a strong rapport with senior management. Demonstrated ability to take initiative, strong organization and prioritization skills; detail & process oriented with strong problem resolution abilities. Understanding of basic workings of plant equipment – mechanical/electrical exposure. Demonstrable success in cultural 'turn around' a plus. Proven in leading operational excellence through applying behavior based management.

Director of Technical Services *New! East Texas Location*

Ideal individual would have 10-15 years' experience and previous supervisory experience. However can offer this as a "development" role for someone who has some exposure to process leadership and ready to move up to a full Tech Manager/Supervisory role. Position is open due to promotion to corporate level position. Needs be able to lead people and know how to support change in culture/transformation. A more experienced person with previous supervisory will also supervise the Engineering Supervisors (6-8 engineers), the Lab Manager (20-25 in group) and the DCS Team (4 engineers). Provides leadership, direction and guidance for plant's technical support needs. Directs the efforts of the Technical Support Department in support of Safety, Process Safety, Environmental, Plant Operations, Process Control, Reliability, Turnarounds, and Production Planning. Supervises process engineering, process control, and the laboratory by providing coaching and performance evaluation, and prioritization of work. Is key in establishing and promoting a culture focused on safe, environmentally compliant, and reliable operations. Evaluates plant operating performance, implements recommendations for optimization, and champions initiatives in support of long term sustainable profitability and performance. Manage and lead the activities of the Technical Support Team to ensure process safety, safety, environmental, reliability, and optimization goals of the plant are achieved. Champion initiatives, projects, and programs that support plant 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 supporting process hazard analysis, incident investigations, procedure development, management of change, alarm management, pressure protection management, and providing technical assistance for work scope development, assessment of process impacts on equipment, and environmental reviews. Ensure environmental compliance by supporting environmental calculations, establish operating parameters, providing input into permit development, and providing accurate data as required. Provide process engineering technical assistance to process operations for solving operating problems, optimizing, and improving production planning. Review plant operations and laboratory analyses on a daily basis for better efficiency and compliance with operating plans. Monitor, track and analyze data of process unit monitoring, analytical and control equipment. Report persistent issues and develop corrective actions to ensure root causes are corrected. Provide guidance and leadership working with Planning and Operations to optimize profitability of process units, including, but not limited to; Selection and optimization of critical unit performance parameters (metrics and KPI's); Optimization of intermediate stream dispositions, both quality and quantity; Conducting process unit test runs and identifying constraints, supporting LP modeling. 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. Oversee capital project development, define project scopes, identify business drivers, complete project estimates, and conduct detailed economic analysis to

determine feasibility, and supported design and construction. Assure quality technical input throughout all project execution phases. Review projects and correspondence for technical accuracy and clarity and deliver presentations as required to support project updates, justification, and explanation. Develop and implement long range plans to ensure long term optimization and profitability. Champion adoption of technical best practices. Develop engineering standards as required to support implementation and execution of best practices. Develops and manages the technical support operating and capital project budgets and supports other departments with planning for costs. 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 Chemical Engineering or related engineering field. Five (5) years of experience in Manufacturing, including two (2) years of experience in a supervisory/management role in chemical, petrochemical or refining facilities. Demonstrated experience in process engineering including material and energy balances, distillation, reaction chemistry, gas processing, and product blending, process control, corrosion, utilities and laboratory analysis. Knowledgeable in process safety programs including incident investigations, process hazard analysis, management of change, and procedure development. Proven ability to lead and influence direct staff and staff not under direct supervision. Excellent communication skills including ability to develop and deliver presentations. Proficient in utilizing computer and Microsoft Office applications including MS Excel, Word, Power Point, and Outlook. Solid verbal and written communication and technical writing skills. Strong interpersonal and organizational skills. Ability to interact effectively and positively with all levels of Company personnel. Ability to work independently and in a team environment. Strong attention to detail. Ability to anticipate and adapt to dynamic situations. Experienced in managing in a union environment.

Area Operations Manager East Texas Location

Position supervises 2 area superintendents who supervise hourly operators. 1 of 3 area operations managers on site. Will train on specific units. Supporting change and driving change in a team building way is key. Background in chemical, petrochemical or refining is acceptable, but must have experience supervising Union/Hourly employees. Some previous leadership experience with operators is a must. Directly manages day-to-day operation and is accountable for ensuring reliable and cost effective operation of assigned processing areas including multiple process units, logistics, and utilities where the department includes operations supervisors and operators. Is a key member of leadership and as such is instrumental in establishing and promoting a culture focused on safe, environmentally compliant, and reliable operations. Provides oversight for the overall operation, sets priorities for personnel safety, process safety, environmental, reliability; and directs efforts of support staff including maintenance planning & execution, turnarounds, capital projects, and technical support. Evaluates plant performance, implements recommendations for reliability improvements and cost optimization, and champions initiatives in support of long term sustainable profitability of the refinery. Manage and lead the activities of the Area Operations Team to ensure process safety, safety, environmental, reliability, and cost optimization goals of the refinery are achieved. Champion initiatives, projects, and programs that support refinery vision. Utilize sound human relations and communications skills to provide development of direct reports and motivation of staff resulting in a reliable and competent work force. Interview candidates, determine development needs, evaluate performance for compensation, and address personnel issues including training, coaching, mentoring and disciplining of subordinates. Accountable for ensuring process safety and safety compliance by supporting process hazard analysis, leading incident investigations, owning procedure development and improvement, owning management of change, ensuring emergency response preparedness, supporting alarm management, and providing assistance for work scope development, and assessment of operability requirements for design consideration. Accountable for ensuring environmental compliance while meeting or exceeding federal, state, corporate and industry standards and leading practices in Safety, Environmental, and Quality. Support environmental calculations, establish operating parameters, and provide input into permit development. Continually improve safety and environmental record by addressing both physical safety issues and employee safety attitudes. Set and maintain exceptional housekeeping standards. Develop and implement annual business plans (financial, safety, environment, quality, personnel, etc.) in alignment with refinery and corporate objectives. Support turnaround and unit shutdown planning and execution through active participation in scope development, providing justification for work items, development of shutdown/startup and outage timelines, and active leadership during the event. Champion capital project development, identify business drivers and assist with justification. Assure quality input from operations throughout all project phases. Develops and manages the operating and capital

project budgets for area of responsibility and supports other departments with planning for costs. Develop and implement long range plans to ensure long term reliability, optimization and profitability of the refinery. Monitor progress towards goals, ensuring actions are in place and sufficient when progress is not on track to achieve goals. Assure that collective bargaining agreements are effectively administered and that employee grievances are addressed in a timely fashion. Responsible for assuring all company policies, rules and guidelines are being followed and administered in a fair and consistent manner. Provide direct assistance to Human Resources for all employee issues.

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. Bachelors 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 effect 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.

Engineering Manager Lake Charles, LA Location

Accountable for the professional and technical leadership of site engineering staff. This is a critical position responsible for achieving one of the key plant financial objectives. In addition to managing the capital budget in excess of \$20M for Lake Charles, this position also responsible for the direct management of \$4M in strategic and maintenance projects. Responsible for supporting the development and maintaining the knowledge of the company & industry best practices; Providing mentoring and professional development for the engineers in their discipline/team; Allocating engineering resources to achieve goals and priorities; Establishing the methodologies, tools, standards, and operating procedures for their discipline; Maintaining the prioritized portfolio of current and potential projects; Investigating new technologies for process and productivity improvements; Serving as a working leader with direct accountability for providing engineering services to the site. BS Engineering with 7-10+ years leadership experience within the chemical manufacturing industry accompanied by experience as a project engineer.

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.

Operations Manager Baton Rouge, LA Area Location

Position reports to VP/GM. Must be degreed with refining experience and previous/present supervisory/leadership experience. 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 Refinery Operations required. 5 +years of management experience required.

EHS MANAGEMENT POSITIONS

Contract HSSE Manager New! US Virgin Islands Location

3-6 month contract or contract-to-hire. Provides strategic leadership and direction for the Health, Safety, Security, and Environmental (HSSE) Department and serves on the site leadership team. Develops and recommends the appropriate HSSE strategies, policies, and management systems for assuring compliance with federal and territorial health, safety, security, and environmental requirements. Also gains philosophical alignment regarding resolution of HSSE issues and concerns and implements opportunities to improve HSSE performance. The position will also serve as the company's Fire Chief. Manage and oversee existing HSSE work flow processes, procedures, and compliance systems to ensure and sustain compliance with government regulations and company policies. Identify need for new processes, procedures, and compliance systems needed to improve HSSE performance. Provide strategic leadership to emergency response and incident management teams, including serving as Fire Chief. Develop and implement key HSSE performance indicators to continuously improve performance. Ensure incident reporting system is effective and utilized; facilitate Oil Storage Terminal incident investigations; assist with implementation and communication of lessons learned. Address specific reporting and recordkeeping requirements of HSSE regulatory agencies (i.e. OSHA, EPA, DPNR, VIPD, FBF, DOT, DOH, etc.). Manage staff of professionals with various levels of education, knowledge, and ability. Ensure that all are challenged, engaged, and accountable in their assigned areas of responsibility. Manage inspection, certification and maintenance of facility emergency response equipment, fire pumps and vehicles. Bachelor's Degree in Safety, Environmental, Health or related field required. Minimum of ten (10) years of experience in a regulatory compliance environment. Working knowledge and understanding of HSSE regulations and Oil Storage Terminal procedures and processes.

Corporate Process Safety Manager *New! Houston, TX Location*

Provide process safety and risk management leadership to achieve global HSE performance goals and drive continuous improvement. Serve as the company's knowledgeable process safety and risk management expert(s); engage manufacturing sites and capital project teams. Actively process safety based drive Learning from Experience and Technology and Knowledge Management. Act as document owner of Operational Excellence Process Safety standards. Actively participate in the Global Core and/or Extended Process Safety Network. Analyze company's process safety performance using lagging and leading indicators; develop and implement action plans and programs to drive performance. Assess and prioritize company- wide process safety risks; lead or support the development of action plans including capital approval processes. Lead or support process safety engineering activities including facility siting, safety instrumented systems, relief & flare studies, etc. Be fully knowledgeable in all applicable process safety laws, codes, laws, regulations, consensus standards, recommended practices, and guidelines. Develop and deliver process safety and risk management training programs. Participate in audits and incident investigations. Provide leadership for the company Loss Prevention program. Provide technical oversight for the related insurance programs. A minimum of 10 years' experience is required. Bachelor's degree in an Engineering discipline, Chemistry or Physics. A Professional Registration is a plus. Technically trained in an engineering discipline with a process engineering background. Ability to lead through influence. Excellent interpersonal skills. Thorough knowledge of process safety methods and systems. Ability to drive multiple initiatives and programs. Good understanding of business objectives and the ability to prioritize initiatives and the application of resources.

Process Safety Manager *New! South Arkansas Location*

A member of the Refinery Leadership Team and provides leadership, direction and guidance for all of the Process Safety obligations including EPA RMP regulation. Responsible for ensuring compliance with applicable regulations, and effective application of process safety related programs, developing innovative solutions for evolving standards, establishing and fostering a healthy and effective process safety culture, and managing risks. Provides technical expertise and support for implementation and execution of process safety requirements. Engage with regulators, community interest groups, contractors and consultants to ensure Company commitment to keeping people safe and demonstrating process safety leadership. Will collaborate with Corporate Environmental and Regulatory Affairs to assist with developing and implementing company policies and programs, commenting on proposed rules and legislation, developing compliance programs for new regulations, and assisting with the overall improvement of company-wide process safety performance. Manage and lead the activities of the Process Safety Team to ensure process safety, and RMP regulatory compliance and department goals and initiatives are achieved as well as establish the expectations of behavior for the process safety culture in the refinery. Provide guidance and leadership in administrating the development, implementation and execution of the policies, procedures, training programs, and process safety management systems to identify and reduce/eliminate potential hazard exposures. Identify and establish leading indicator metrics that are tracked, trended and used in a way to identify areas for concern, improve programs, address risks/hazards and ultimately eliminate incident. 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. Address personnel issues including developing, training, coaching, mentoring and disciplining of subordinates. Responsible for building, implementing, organizing and maintaining the Process Safety Management system and programs to assure compliance with OSHA regulations, EPA RMP, and industry best practices. Interact with all Departments regularly to be aware of potential changes and communicate their impact on process safety and RMP to ensure compliance. Monitor, track and analyze data of process safety monitoring, analytical and control equipment. Report persistent issues and potential regulatory situations and develop corrective actions to ensure compliance. Perform routine monitoring of documentation to ensure refinery compliance with the process safety and RMP programs including oversee Audits and Investigations; verifies and documents corrective actions. Primary contact for all process safety regulatory requirements ensuring compliance with federal and state regulations. Maintain all documentation necessary to demonstrate compliance with required federal, state and local record keeping requirements, as well as all required external submission reports. Report on status of process safety, and RMP incidents to management, lead investigations related to these incidents, draft investigation reports and coordinate the development of corrective actions based upon investigations. Develop, implement and provide process safety training and ensure training compliance as well as develop capability for effective application of safe work practices and other safety

procedures. Ensure compliance with governmental regulations and industry standards. Areas of focus include, but not limited to: employee compliance training programs and process safety programs (process hazard analysis, facility siting, management of change, etc.). Coordinate compliance review audits with corporate, governmental agencies and third party personnel and maintain proactive and positive relations with regulatory agencies, trade groups, and community stakeholders. Monitor emerging process safety issues throughout the Industry and initiate proactive gap closure actions of industry best practices. Must identify needs for process safety capital investments, properly scope those needs and manage project to ensure capital budget is met. Develop and implement long range plans to ensure process safety compliance and improve the overall performance. Develops and manages the process safety, and training department operating and capital project budgets and supports other departments with planning for costs associated with programs. Bachelor's Degree in science/technical discipline or engineering or relate field. Five (5) years of experience in refining, petrochemical, or chemical industry. Demonstrated knowledge of OSHA, and other safety related regulations and industry practices relating to the refining/petrochemical and construction industry. Working knowledge of process safety requirements of 29 CFR 1910.119 and 40 CFR Part 68 Subpart D. Understanding of regulations governing occupational safety, specifically OSHA 29-CFR-1910 and 1926 and industry standards such as API, NFPA, OSHA, ASME, and ANSI. Experience with developing and implementing training programs. Demonstrated organizational skills and an ability to manage multiple projects and tasks in an effective manner. Proven experience in incident investigation and root cause analysis. Proven experience focused on implementation, improvement, and auditing of safe work practices and process safety programs. Proven ability to lead and influence direct staff and staff not under direct supervision. Proficient in utilizing computer and Microsoft Office applications including MS Excel, Word, Power Point, and Outlook. Solid verbal and written communication and technical writing skills. Strong interpersonal and organizational skills. Ability to interact effectively and positively with all levels of Company personnel, Ability to work independently and in a team environment. Strong attention to detail, Ability to anticipate and adapt to dynamic situations.

EHS Manager *New! New Orleans, LA Area Location*

Will manage site EHS&S programs, and serve as subject matter expert. Develop, implement and maintain all site specific policies and procedures to ensure compliance with all applicable environmental regulations and company policies. Maintains all environmental permits for the facility. In conjunction with engineering and operations, review, update and/or submit new permit applications, permit renewals and any necessary permit modifications, including injection wells. Complete and submit all environmental reports required by the state and federal agencies accurately and on time (DMRs, EIS, TEDI, TRI, TIER II, Waste Generator Reports, etc.). Conduct all necessary inspections (RCRA, SWPPP, LDAR, etc.) and ensure that all appropriate sampling and monitoring activities are implemented to maintain compliance. In conjunction with engineering and operations, review all capital projects for compliance with all environmental permit & operating conditions and corporate requirements. Coordinate waste minimization efforts and waste disposal shipments/activities. Serve as the Management Representative for the facility's ISO14001 Environmental Management System. Establish RC-14000 goals and objectives for the facility and institute programs to achieve these goals and maintain RC-14000 compliance. Develop, implement, and maintain site specific policies and procedures to ensure compliance with all applicable safety and health regulations and company policies. Conduct or coordinate activities pertaining to safety, health and security. Manage site process safety programs. In conjunction with engineering and operations, review and coordinate all PHA activities, including PSM review, CAR Hazard Review and MOC Hazard Review. Coordinate all industrial hygiene activities such as employee monitoring, hearing protection, etc. Ensure all applicable safety and occupational health annual training activities are conducted. Plan, coordinate, execute, and evaluate projects and programs for EHS, including industry technical programs, meetings, forums, workshops, and special interest groups. Maintain the Emergency Response Plan in accordance with OSHA regulations and provide required training to staff and hourly work force. Manage plant security. Ensure accurate safety records are in place, including a Hazard Communication Plan and up to date SDSs. Investigate and track employee and contractor safety training, incidents and injuries. Maintain database for recording and tracking investigation and corrective action items resulting from safety audits, suggestions, inspections, and incident/injury investigations. Serve as an Emergency Coordinator for the facility. BS in Environmental Engineering, Environmental Science, Safety Engineering, Chemical Engineering or related EH&S discipline with minimum 5 years in EHS role in chemical manufacturing environment. Working knowledge of waste, water, and air standards and permitting. Thorough knowledge of RCRA, CWA, CAA, SDWA and other

relevant federal and state regulations, standards and permitting requirements. Broad understanding of regulatory compliance in both environmental and safety areas, including EPA, OSHA, DOT and other EHS regulations. In-depth knowledge in the transportation and storage of non-hazardous and hazardous chemicals through various modes of transportation. Knowledge of ISO 14000 and RC14000 principles and requirements.

Safety Manager East Texas Location

Provides leadership, direction and guidance for the Site's Occupational Health & Safety and Process Safety obligations. Responsible for ensuring compliance with applicable regulations, and effective application of safety related programs, developing innovative solutions for evolving standards, establishing and fostering a healthy safety culture, and managing risks. Provides technical expertise and support for occupational health & safety, emergency preparedness & response, industrial hygiene, industrial medical care and security programs at the site including regulatory knowledge and interpretation, risk control methods and best practices to all areas. Engage with regulators, community interest groups, contractors and consultants to ensure Company commitment to keeping people safe and demonstrating process safety leadership. Collaborates with Corporate Environmental and Regulatory Affairs to assist with developing and implementing company policies and programs, commenting on proposed rules and legislation, developing compliance programs for new regulations, and assisting with the overall improvement of company-wide safety performance. Manage and lead the activities of the Safety Team to ensure safety, process safety, and security regulatory compliance and department goals and initiatives are achieved as well as establish the expectations of behavior for the safety culture. Provide guidance and leadership in administrating the development, implementation and execution of the policies, procedures and safety management systems to identify and reduce/eliminate potential hazard exposures. Identify and establish leading indicator metrics that are tracked, trended and used in a way to identify areas for concern, improve safety programs, address risks/hazards and ultimately eliminate incident. 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. Address personnel issues including developing, training, coaching, mentoring and disciplining of subordinates. Responsible for building, implementing, organizing and maintaining the Process Safety Management system and programs to assure compliance with OSHA regulations and industry best practices. Develop, implement and maintain strategies for industrial and occupational safety, emergency preparedness, industrial hygiene, industrial medical care and security including applicable systems, procedures, and audits to identify improvement areas for effective risk management. Interact with all Departments regularly to be aware of potential changes and communicate their impact on safety, process safety, and security to ensure compliance. Monitor, track and analyze data of safety, process safety, and security monitoring, analytical and control equipment. Report persistent issues and potential regulatory situations and develop corrective actions to ensure compliance. Perform routine monitoring of documentation to ensure compliance with the safety, process safety, and security programs including oversee Audits and Investigations; verifies and documents corrective actions. Primary contact for all safety, process safety, and security regulatory requirements ensuring compliance with federal and state regulations for occupational safety, industrial hygiene, process safety management, emergency medical care, emergency response, incident management, and security. Maintain all documentation necessary to demonstrate compliance with required federal, state and local record keeping requirements, as well as all required external submission reports. Report on status of safety, process safety, and security incidents to management, lead investigations related to these incidents, draft investigation reports and coordinate the development of corrective actions based upon investigations. Develop, implement and provide safety, process safety, and security training and ensure training compliance as well as develop capability for effective application of safe work practices and other safety procedures. Ensure compliance with governmental regulations and industry standards. Areas of focus include, but not limited to: safe work permitting, Personal Protective Equipment (PPE), trenching and excavation, confined space entry, energy isolation, machine guarding, fall protection, contractor safety, emergency response (fire, hazmat, rescue, medical response), industrial medicine, industrial hygiene, security, and process safety programs (process hazard analysis, management of change, etc.). Coordinate compliance review audits with corporate, governmental agencies and third party personnel and maintain proactive and positive relations with regulatory agencies, trade groups, and community stakeholders. Familiar with Federal, State, and Local Health Safety and Security regulations that affect the industry and develop and execute implemented strategies for compliance. Monitor emerging safety issues throughout the Industry and initiate proactive gap

closure actions of industry best practices. Must identify needs for safety, process safety, and security capital investments, properly scope those needs and manage project to ensure capital budget is met. Develop and implement long range plans to ensure safety, process safety, and security compliance and improve the overall performance. Develops and manages the safety, process safety, and security operating and capital project budgets and supports other departments with planning for costs associated with programs. Bachelor's Degree in Occupational Safety, Health, industrial hygiene or science/technical discipline or engineering and Five (5) years of experience in safety related field (or CSP or CIH Certification along with ten (10) years of comparable experience). Two (2) years of experience in a supervisory/management role in refining, petrochemical, or chemical industry. High energy person that can help facilitate culture change. History of being a change agent would be desired.

EHS Manager Northern Illinois Location

Position is ideal for a senior individual contributor ready to step into the next level position. This position reports to the Plant Manager. Site has approximately 75 people on site. 1 direct report: EHS Specialist. 70% safety; 30% environmental. Requires demonstrated occupational/industrial health education and experience as well. This position will be accountable for all health, safety, and environmental activities at the site, with a primary focus on improving the site's safety performance, and maintaining environmental regulatory requirements. This position will be responsible for the development and implementation of site specific safety programs and will provide leadership for incident investigations and process safety reviews. Responsibilities include: Provide safety leadership. Lead site compliance with OSHA standards, providing guidance to production and maintenance personnel on occupational safety and health issues. Ensure site is fully compliant with all state and federal environmental regulations, and own execution of all compliance related activities. Implement corporate safety standards with support from corporate EHS group. This includes the development, update and implementation of site specific programs, policies, and procedures as well as development of any required training programs. Monitor the safe condition audit process – ensuring that all audits are completed and properly documented. Track safety actions and safety work orders to ensure timely completion. Manage the daily/weekly/monthly Safety and Environmental metrics and reporting for the site. Ensure execution of routine audits of safe work management systems, especially life critical standards (LOTO, Hot Work, Elevated Work, etc.). Drive improvement in behavior based observation systems and culture. Manage site industrial hygiene monitoring program. Lead incident investigations to ensure they are properly classified and fully investigated to identify root causes, and drive the implementation of corrective actions. Assist in the safety evaluation of new projects and ventures; evaluate and recommend actions to improve safety performance and to reduce risk. Participate in any process safety reviews conducted on site operations. Lead the emergency response team and all emergency response team activities. Requirements: Bachelors or advanced degree preferable in occupational safety, environmental health, engineering or the physical sciences. Minimum of 5 years in EHS within industry. Detail oriented and consistently meets commitments. Possesses good organizational and planning skills, can multi-task and prioritize effectively. Is able to document and execute against short and long term plans to achieve objectives. Can lead, direct, and coach managers, technical professionals, and hourly employees. Familiar with manufacturing production processes and driving safety within the plant environment.

MECHANICAL/MAINTENANCE ENGINEERING POSITIONS

Facilities Engineer New! US Virgin Islands Location

Provides technical and engineering support to ensure the reliability, efficiency, and continuous improvement of operational performance as it pertains to stationary equipment, systems and facilities. Must be able to analyze equipment reliability data to ensure operational costs are being reduced while productivity is maintained. Serves as lead technical expert for capital projects and resolution of equipment reliability matters. Also serves as the technical liaison between other departments and to outside sources. Serve as the project lead in capital projects and resolution of complex operational problems involving multiple units/functions. Lead the development of networks with Operations, Procurement and Zone/Shop Maintenance personnel. Investigate and provide solutions for complex systems/equipment problems where analysis of situations or data requires an evaluation of intangible variables. Complete design calculations required to generate process data sufficient to define new projects. Assist in the development/defining of equipment specifications, creation of process flow diagrams, etc., for new facilities. Oversee development of standard operating guidelines/start up procedures and ensures compliance with safety and environmental

regulations. Approve drawings, equipment repairs and maintenance procedures. Approve updates to standards and procedures. Coordinate with all areas of the business on project schedules, budget, and accepted industrial standards (ASME code, ANSI, etc.) and policies. Develop and/or contribute to the creation of facility goals as well as assist in the development of equipment replacement budget, expense and capital. Manage project budgets for assigned projects. BS degree in Engineering required. At least 10 years of progressively responsible engineering experience in refining, process operations, terminal operations or related field required. Maintenance/Project experience required. Knowledge of P&IDs, Root Cause Analysis, PSM, Mechanical Integrity, MOC Procedures, and Maintenance Planning systems, i.e. SAP and Industry design standards and practices (API, ASME, PIP). Demonstrated knowledge and implementation of Best Practice/Value Improving Programs. Ability to effectively communicate and present complex technical issues across multiple units. Ability to prepare engineering specifications, statements of work, and estimates for a wide range of facility related projects. Strong ability to communicate clearly and concisely, both orally and in writing with internal and external customers, vendors and contractors. Demonstrated ability to exercise sound judgment and discretion in making recommendations and decisions. Results driven with strong planning and organization skills. Ability to adapt to continually changing environment. Must have proficient analytical problem determination and resolution skills. Ability to influence, mentor, establish and maintain effective working relationships with employees at all levels of the organization. Highly motivated self-starter who is able to work with little to no supervision. This is a full time position, direct hire position with an operating company. Relocation and sign-on bonus are negotiable as needed to secure the best possible candidate.

RELIABILITY ENGINEERING POSITIONS

Maintenance/Reliability SME Lake Charles, LA or Chicago, IL 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 in order 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 the area of 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.

Rotating Equipment Engineer Tennessee Location (Metro Area)

Executes job requests according to set priorities. Reports on general purpose equipment repairs. Analyzes vibration spectra and trends, and issues Machine Action Reports if any corrective measure is required. Records all data (memos, close-out reports, recommendations) in the REL-ROT file system. Analyzes and documents the cause of rotating equipment failures. Performs Failure and Root Cause Failure Analysis. Develops and implements proactive, predictive and preventative maintenance processes. Provides

technical rotating equipment support with solid recommendations to the customer, which includes but is not limited to Operations, Maintenance, Process, Projects and Turnaround department. Provides daily rotating equipment support to assigned operations units. Serves as the pump and seal program steward, producing key measures and bench marks. Issues monthly reports and audits. Provides new equipment and replacement project packages. Provides maintenance and capital rotating equipment budget input. Coordinates and provides technical support and recommendations for rotating equipment repairs, in-house and outside. Remains aware of new rotating equipment technology for potential applications. Bachelor's degree (or higher) in Mechanical Engineering required. Experience with API 610 and 686 standards preferred. Experience troubleshooting, performing root cause failure analysis and experience on centrifugal pumps and API seal plan arrangements preferred. Experience troubleshooting, performing root cause failure analysis. Experience on centrifugal and reciprocating compressors preferred. Experience with vibration monitoring and analysis preferred. Experience with gear boxes and rotating couplings preferred. Experience with SAP and PI preferred. Experience with developing and providing complete MOC packages preferred. Experience with tracking pumps' MTBR using SAP and Excel programs preferred. Experience with centrifugal pump seal retrofits from the engineering concept to the actual execution completion preferred. Experience with John Crane seal products preferred. Experience with Windows Microsoft office programs including Outlook, preferred.

PROJECT MANAGEMENT/PROJECT ENGINEERING POSITIONS

Project Engineer *New! New Orleans, LA Area Location*

Will develop and implement capital projects including design, field construction and commissioning of new projects. Will develop the scope of work, cost estimates and schedules for capital projects, generate ideas and propose projects to improve equipment performance, manage detailed designs and write construction bid packages, evaluate/select process/equipment and outside contract services and work directly with vendors, contractors and other engineers. Will also prepare purchase requisition, plant work orders, and monthly cost/project status reports, provide assistance to plant personnel and outside contractors to troubleshoot problems, and review contractor field work and monitors safe work practices. BS in Chemical or Mechanical Engineering, with 5-10 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.

Project Team Leader *New! 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. Have to 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.

Project Manager New Jersey Location

Local candidates only for this role. Position is part of the corporate engineering team, and will provide Project Management on select large projects throughout multiple domestic and international locations. Individual contributor role, no direct reports. Reports to Associate Director of Capital projects. Budget responsibility will range from \$2-\$50 Million. Will lead multi-disciplinary teams as projects progress through scope definition, execution, and startup. Responsibilities include overseeing engineering & construction contractors, and provide onsite supervision on regular basis to ensure successful completion of projects. Capital projects are related to variety of industries including crop protection and specialty chemicals. Responsibilities: Lead and manage project through scoping, design, procurement, modular fabrication, site construction, and startup. Develop and manage globally spread cross functional project team and lead team through project completion. Collaborate with leadership in Business, Finance, Operations, and Technical Center to define ideas and develop them into projects. Develop necessary project management related documentation. Identify emerging issues and trends on project work and communicate effectively with the established team, stakeholders, and leadership. Prepare and provide updates on project status and issues to business and management via presentations. Work actively with Procurement to develop contracting strategies and oversee contractor management. Manage award of PO's, review, approve and process invoices. Actively seek opportunities for cost savings through innovations in scope and execution strategies. Experience and Qualifications: Bachelor's Degree in Engineering. Minimum 15 years of project management experience; preferably in manufacturing and industrial type projects. Prefer experience with leading and managing large capital projects outside of US, but not required. Track record of delivering projects safely and meeting project objectives. Demonstrated ability to work in multi-cultural team situations. Strong partnering skills to lead, influence, and drive behavior change. Familiarity with stage-gate work process. Excellent written & verbal communication skills. Strong planning & organizational skills. Self-starter and be able to work with limited direction. Ability to travel internationally (Asia and South America) frequently and stay abroad for multiple weeks on regular basis – Domestic and International travel estimated to be around 30%.

CHEMICAL ENGINEERING POSITIONS (PROCESS/PRODUCTION/OPERATIONS)

Production Engineer New! New Orleans, LA Area Location

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 Engineer *New! 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.

Process Engineer New Mexico Location

Perform a variety of technical support work for refinery operating units including crude fractionation, reforming, alkylation, hydrotreating, amine treating, and other processing units. Technical support also includes evaluation of catalyst and licensing proposals, development of process designs, and startup and turnaround support. Ensure Safety, Environmental Compliance, Reliability, and Operating Excellence throughout the Refinery. 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. Administer plant performance test runs as required. Participate in conceptual design studies in support of unit re-vamp or de-bottleneck. Assist in development of process design packages and perform process design work for engineering design packages. Interact with outside consultants and vendors to improve the unit operation or solve problems. Run models to simulate various processes. Generate heat and material balances and stream data. Develop new designs and ratings of major pieces of equipment: heat exchangers, vessels, distillation columns, etc. Provide follow-up work as needed to support project development and executions.

Coordinate work with other departments in the refinery including Mechanical Design and Maintenance. Participate in plant shutdown, startup, and turnaround assistance, including equipment process inspections, catalyst loading and sulfiding, start-up, and plant performance. Bachelor of Science in Chemical Engineering required. Minimum three years engineering experience in an operating plant environment is desirable. Refining experience is preferred. Must have basic knowledge of process design tools and process simulators, heat exchanger design tools, etc. Must have some knowledge of how to size and specify a variety of unit operations: heat exchangers, vessels, distillation columns, etc. Must have basic understanding of how equipment in the field functions and overall plant operation. Must be able to communicate well with internal clients and represent Western Refining in dealing with vendors, contractors, and suppliers. Ability to communicate well with teammates and managers during project and tech service work is required. Ability to plan, schedule, and manage multiple work activities to meet customer needs and expectations is required. Ability to work effectively in a cross-functional environment with a variety of technical, finance and support groups. Demonstrate strong customer service skills and a collaborative approach to problem solving.

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. Bachelors 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 in order 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

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 really 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

Plant Electrical Engineer New! 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 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. Has to 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 really 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 Maintenance Manager for an Eastern Tennessee chemical production facility. Responsible for control and instrument systems and equipment design, procurement, planning, and support. Assists with planning technical studies, evaluations and design of plant projects and modifications to improve and enhance plant efficiency and improve equipment reliability. Enhance plant safety, environmental compliance and maintenance. Improve communications between departments. Direct subcontractors, develop work scopes, and supervise activities associated with plant projects. Responsible for supporting instrumentation/CEMS/ automation equipment at all levels, including training, analysis, and documentation of associated computer automation systems (PLC or DCS). Support continuous improvement efforts, daily operations, and capital projects using an applied technical knowledge of the manufacturing processes, instrumentation and computer automation equipment. Retrieve and evaluate process & environmental data; troubleshoots logic diagrams and drafts reports. Participate in safety and environmental initiatives to ensure overall employee safety and regulatory compliance. Review and update required instrument PM & Calibration procedures. Document and update loop drawings, interlocks and data sheets. Uses personal computers, Microsoft Office suite products and specialty computer software used for process instrumentation, control equipment and DCS/ICS equipment. Support Maintenance and Operations departments to ensure personnel safety and maximize plant uptime, including after-hours support if needed. Works with appropriate personnel and plant systems to ensure plans, schematics and diagrams are

maintained accurate and up to date. Performs/assists in the programming of additions and changes for PLC/DCS systems. Troubleshoot and recommend solutions to recurring instrumentation problems on critical equipment. Provide field supervision support on critical equipment. Work with the Maintenance, Technical and Operations Managers to establish, track, and achieve equipment reliability goals and objectives for the facility. Provide daily technical support to craftsmen, supervisors and other engineers to resolve equipment design, maintenance and operating issues for immediate and long term solutions. Assists in planning and execution of turnaround activities; provides technical input in determining priority and scope of equipment repairs; leads rootcause 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, and hydraulics. DCS, PLC, HMI, Historian, database programming and management. Experience with Emerson DeltaV and Rockwell Software products a plus. Exceptional reliability and defect elimination skills and aptitude. Exceptional instrumentation and control logic troubleshooting skills. Strong organizational and communication skills. Training and experience in RCFA, RCM or equivalent methodology. Strong computer skill – CMMS, database management, analysis software, etc. Knowledgeable in LOTO. Basic understanding of compressor control systems. Foundation Fieldbus experience a plus. HS Diploma and more than eight (8+) years of experience in instrumentation and control in the chemical process industry. Experience inspecting, maintaining, and specifying control, SIS, and instrumentation systems and equipment. Prefer 5+ Years of engineering experience. Preferably in a chemical manufacturing environment. Working knowledge of Process Safety Management and a good understanding of general process control preferred. Project management and budget management experience preferred. This is a safety sensitive position which requires employees to disclose the use of any prescription medications that may affect the Employee's ability to perform safely the essential functions of his or her position to Human Resources.

R&D POSTIONS

Research Scientist *New! 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.

Quality Manager *New! Gary, IN Location*

An international minerals products company needs a regional quality manager based in their Chicago-area operations. Must be multi-talented in quality, continuous improvement and some type of minerals/metals product manufacturing. Oversee the quality program for several operations in Chicago area, western Michigan and eastern Wisconsin. Manage quality team: On-site laboratories (program and personnel), Technicians and projects staff. Full analysis of state of quality of products: Root cause analysis, Use of statistical, analytical and testing data to analyze trends, Work with customers and raw materials. Four-year degree in chemistry/related, applicable engineering. 5-10 years of experience working with quality systems and continuous improvement systems. Great to have six-sigma, formal root-cause, etc. ASTM, ISO and similar experience. A personable individual that can work persuasively. Travel to sites 20-40%.

ENVIRONMENTAL ENGINEERING POSITIONS

Environmental Engineer *New! 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.

Corporate Environmental Specialist-Air SME *Dallas, TX Location*

Position is open due to promotion within organization. Reports to Corporate Environmental Director. Position must be able to lead compliance efforts on air related issues. Must have strong influencing skills. Travel is up to 50% in US and Canada. Will join a team of 4 other corporate environmental professionals in the organization. Coordinates environmental programs and provides environmental assistance to business units. Monitors environmental programs for compliance with all applicable federal, state, and local government laws and advises management of any issues. Proposes environmental policies, programs and initiatives. Represents the company to governmental environmental agencies, the public, and trade/professional associations and interfaces with regulatory agencies to ensure understanding of, and compliance with, all applicable environmental regulations and requirements. Tracks environmental performance measures and recommends parameters. Prepares comments on proposed Environmental regulations. Assists business units with air permit applications and supporting documentation and routine air and other needed reports such as: MACT reports, excess emissions quarterly report, NSPS semi-annual reports, SO₂ release monthly summaries and other reports as required. Assists business units with environmental compliance activities and compliance schedules. Participates in third party compliance audits of Company facilities. Provide oversight to Company's compliance with EPA fuel regulations. Ability to lead and train small groups of employees in a Technical Expert capacity (air). Ability to provide analyses of proposed and final air, Fuels, TSCA, and EPCRA regulations that impact operations and/or compliance status. Strong communication skills and good technical writing skills. Working knowledge of environmental air quality regulations required. Ability to perform emissions calculations. Understanding of oil refining processes (process flow diagrams/mechanical flow sheets, chemical phase separations, and reactions). Ability to perform intermediate mathematical calculations and to effectively communicate with others, both written and verbal communication. Knowledge of laws, pronouncements and regulations pertaining to environmental operations. Excellent planning, organizational, time management and analytical skills; and ability to present publicly. Position requires a minimum of a BS degree and 10+ years of extensive industry experience.

SAFETY POSITIONS

Process Safety Manager *New! South Arkansas Location*

A member of the Refinery Leadership Team and provides leadership, direction and guidance for all of the Process Safety obligations including EPA RMP regulation. Responsible for ensuring compliance with applicable regulations, and effective application of process safety related programs, developing innovative

solutions for evolving standards, establishing and fostering a healthy and effective process safety culture, and managing risks. Provides technical expertise and support for implementation and execution of process safety requirements. Engage with regulators, community interest groups, contractors and consultants to ensure Company commitment to keeping people safe and demonstrating process safety leadership. Will collaborate with Corporate Environmental and Regulatory Affairs to assist with developing and implementing company policies and programs, commenting on proposed rules and legislation, developing compliance programs for new regulations, and assisting with the overall improvement of company-wide process safety performance. Manage and lead the activities of the Process Safety Team to ensure process safety, and RMP regulatory compliance and department goals and initiatives are achieved as well as establish the expectations of behavior for the process safety culture in the refinery. Provide guidance and leadership in administering the development, implementation and execution of the policies, procedures, training programs, and process safety management systems to identify and reduce/eliminate potential hazard exposures. Identify and establish leading indicator metrics that are tracked, trended and used in a way to identify areas for concern, improve programs, address risks/hazards and ultimately eliminate incident. 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. Address personnel issues including developing, training, coaching, mentoring and disciplining of subordinates. Responsible for building, implementing, organizing and maintaining the Process Safety Management system and programs to assure compliance with OSHA regulations, EPA RMP, and industry best practices. Interact with all Departments regularly to be aware of potential changes and communicate their impact on process safety and RMP to ensure compliance. Monitor, track and analyze data of process safety monitoring, analytical and control equipment. Report persistent issues and potential regulatory situations and develop corrective actions to ensure compliance. Perform routine monitoring of documentation to ensure refinery compliance with the process safety and RMP programs including oversee Audits and Investigations; verifies and documents corrective actions. Primary contact for all process safety regulatory requirements ensuring compliance with federal and state regulations. Maintain all documentation necessary to demonstrate compliance with required federal, state and local record keeping requirements, as well as all required external submission reports. Report on status of process safety, and RMP incidents to management, lead investigations related to these incidents, draft investigation reports and coordinate the development of corrective actions based upon investigations. Develop, implement and provide process safety training and ensure training compliance as well as develop capability for effective application of safe work practices and other safety procedures. Ensure compliance with governmental regulations and industry standards. Areas of focus include, but not limited to: employee compliance training programs and process safety programs (process hazard analysis, facility siting, management of change, etc.). Coordinate compliance review audits with corporate, governmental agencies and third party personnel and maintain proactive and positive relations with regulatory agencies, trade groups, and community stakeholders. Monitor emerging process safety issues throughout the Industry and initiate proactive gap closure actions of industry best practices. Must identify needs for process safety capital investments, properly scope those needs and manage project to ensure capital budget is met. Develop and implement long range plans to ensure process safety compliance and improve the overall performance. Develops and manages the process safety, and training department operating and capital project budgets and supports other departments with planning for costs associated with programs. Bachelor's Degree in science/technical discipline or engineering or relate field. Five (5) years of experience in refining, petrochemical, or chemical industry. Demonstrated knowledge of OSHA, and other safety related regulations and industry practices relating to the refining/petrochemical and construction industry. Working knowledge of process safety requirements of 29 CFR 1910.119 and 40 CFR Part 68 Subpart D. Understanding of regulations governing occupational safety, specifically OSHA 29-CFR-1910 and 1926 and industry standards such as API, NFPA, OSHA, ASME, and ANSI. Experience with developing and implementing training programs. Demonstrated organizational skills and an ability to manage multiple projects and tasks in an effective manner. Proven experience in incident investigation and root cause analysis. Proven experience focused on implementation, improvement, and auditing of safe work practices and process safety programs. Proven ability to lead and influence direct staff and staff not under direct supervision. Proficient in utilizing computer and Microsoft Office applications including MS Excel, Word, Power Point, and Outlook. Solid verbal and written communication and technical writing skills. Strong interpersonal and organizational skills. Ability to interact effectively and positively with all levels of Company personnel, Ability to work independently and in a team environment. Strong attention to detail, Ability to anticipate and adapt to dynamic situations.

Corporate Process Safety Manager *New! Houston, TX Location*

Provide process safety and risk management leadership to achieve global HSE performance goals and drive continuous improvement. Serve as the company's knowledgeable process safety and risk management expert(s); engage manufacturing sites and capital project teams. Actively process safety based drive Learning from Experience and Technology and Knowledge Management. Act as document owner of Operational Excellence Process Safety standards. Actively participate in the Global Core and/or Extended Process Safety Network. Analyze company's process safety performance using lagging and leading indicators; develop and implement action plans and programs to drive performance. Assess and prioritize company-wide process safety risks; lead or support the development of action plans including capital approval processes. Lead or support process safety engineering activities including facility siting, safety instrumented systems, relief & flare studies, etc. Be fully knowledgeable in all applicable process safety laws, codes, laws, regulations, consensus standards, recommended practices, and guidelines. Develop and deliver process safety and risk management training programs. Participate in audits and incident investigations. Provide leadership for the company Loss Prevention program. Provide technical oversight for the related insurance programs. A minimum of 10 years' experience is required. Bachelor's degree in an Engineering discipline, Chemistry or Physics. A Professional Registration is a plus. Technically trained in an engineering discipline with a process engineering background. Ability to lead through influence. Excellent interpersonal skills. Thorough knowledge of process safety methods and systems. Ability to drive multiple initiatives and programs. Good understanding of business objectives and the ability to prioritize initiatives and the application of resources.

NON-TECHNICAL ENGINEERING, BUSINESS TYPE ROLES

Business Development Manager *New! Houston, TX Location*

This job has been given to us on a retained/exclusive search. New US Company will be building a new facility in Baytown, TX. Breaking ground in May 2018 and open for business by September 2018. They will be doing Ultrasonic Cleaning of heat exchangers and related industrial equipment. Looking for someone that MUST demonstrate that they have close personal relationships with the Plants, Plant Managers, Turnaround People, Maintenance and Reliability Engineers in the industry. Must be entrepreneurial. Must be willing to invest in the business to grow it, share in the profit and possibly the exit sale multiple. This person will be the first Houston hire. At the site there will be an operations manager for each shift that will be hired around August to run the plant. Sales/BD portion of this role is the crucial and critical. Position will have sales staff and operations staff at the site as direct reports. Clients and target sales will be to refining and petrochemical clients. Main responsibility is to develop, implement and manage the Baytown, Texas Cleaning Facility and maintain the company's sales strategic plan and balanced score cards. The plan is to be updated and revised on a minimum monthly basis or sooner as necessary to effectively respond to market and business conditions. Works to improve market position to achieve financial growth outlined in the approved Strategic Plan. Participates collaboratively with the management team to define long-term organizational strategic goals, builds key customer relationships, identifies business opportunities, negotiates and closes sales and maintains extensive knowledge of current market conditions and products. Work in collaboration with the internal team, marketing staff, and other managers to increase sales opportunities and thereby maximize revenue. On a monthly basis (or as required by the President), will present to the Board of Directors, the actual vs. planned results as outlined in the sales score cards. Broadens and deepens relationships with all stakeholders of the entity, including investors, business partners, customers, employees, suppliers and the general community. Supports, promotes and follows core values, policies and processes. STRATEGIC SALES PLAN: Two days prior to the 2nd Thursday of each month, submit the sales teams individual score cards to the President that addresses the following areas:

- Update the sales Strengths, Weaknesses, Opportunities and Threats (SWOT)
- Project Sales Revenue for the current and following year
- Create Strategic intentions required to meet your projected EBITDA. Each Strategic Intention is to outline the goal(s), action item(s), desired outcome(s), who will do them and when they will be completed.
- The Sales Strategic Plan will include a section for each of the following three Score Cards:
 - Financial - *Defines how we achieve our company's financial viability.*
 - Meets or exceeds sales targets in current year
 - Meets or exceeds sales targets in following year.

- Sales Budget versus variance.
- Customers - *How we deliver a great value proposition.*
 - Attracts and leverages facility lunch and learn demonstrations with new customers.
 - Promote our Business model at all times.
 1. On an ad hoc or contract basis, we will clean fouled heat exchangers and process components at an Off-Site Cleaning Facility.
 2. On an ad hoc or contract basis, we will clean fouled heat exchangers and process components on a Clients Wash Pad.
 3. Where there is an appetite by the client, and on a contract basis, will design, construct and operate Client On-Site Cleaning Facility for the purposes of cleaning all fouled heat exchangers and process components on an as needed basis.
- Creates an environment whereby we are known for our LEGENDARY CUSTOMER SATISFACTION.
- Retains and expands our customer base.
- People – *How we align our human resources to achieve our objectives and results.*
 - Attracts, hires and retains the right sales employees and representatives
 - Trains, develops and aligns capabilities and skills for sales employees and representatives to thrive and achieve outstanding overall results.

OPERATIONS:

- Ensures all staff are trained to SODOTO (See one, Do one, Teach One)
- Ensures facility is left in Clean as New condition on a daily basis.
- Ensures the Tech Sonic Operational Management System (OMS) is adhered to.
- Ensures client's expectations are met. Heat Exchangers and Process Components.

SAFETY:

- Proactively promotes workplace health and safety collaboratively by assessing and addressing hazards, completing training, understanding and following safety policies, processes and procedures and providing input and feedback for safety improvements.
- Ensures personal safety and safety of others by being accountable to engage in the prevention and immediate correction of identified safety issues (hazards, damaged equipment, etc.), including stopping unsafe work where imminent danger to workers/bystanders exists and issues are effectively addressed before proceeding in a safe manner.
- Immediately reports accidents, incidents, near misses and/or treatment, regardless of severity, to the area supervisor for appropriate follow up and resolution.
- Actively participates in Safety Committee activities and/or safety meetings (Toolbox) as required.
- Wears applicable Personal Protective Equipment (in good condition) as required.
- Takes action to care for the environment by participating in recycling activities and minimizing negative impact to the environment.

PERFORMANCE MEASURES:

- Sales Revenue Targets are met within Sales Budget
- Sales employees and representatives are happy with the way they are treated
- Customers are satisfied with the service they receive
- Sales S.W.O.T and Balanced Scorecards are kept up to date and presented to the President on a monthly basis
- Policies, processes and procedures are supported and followed
- Timeliness, completeness and accuracy of reports to Trustees and Cleaning GP Board of Directors

Operations Scheduler and Volumetric Specialist *New! US Virgin Islands Location*

Serves as the liaison with Customers, Independent Inspectors, Agents, Customer Expeditors and Operations. Will also serve as the interface between the terminal operations and the Tank Leasing Customer. Responsible for scheduling the customer oil movement nominations with operational capabilities. This includes planning, scheduling, documenting and reporting those oil movements based on customer demands, nominations, and storage capability and availability. Plans, vets, schedules and oversees the incoming and outgoing product movements via ship, barge, truck and tank-to-tank transfers. Interfaces, builds and maintains relationship with third party customers daily and serves as primary contact for all

product movements, product blending, quality and accounting related queries. Evaluates and determines available tank space for incoming product receipts. Coordinates all placements of customer's product and changes to product delivery schedules in order to maintain safe efficient terminal operation. Co-ordinates all routine maintenance and repairs as it relates to customer product movements and notifies the customer of such work if necessary. Ensures the proper completion and handling of internal reporting including product movement sheets, to ensure accurate inventory reporting and customer invoicing. Ensures product amounts, specifications and handling were documented correctly and ensures data is captured correctly for proper accounting and customer billing; Audits for accuracy in compliance with Government requirements. Records, monitors and reports inventories to customers and coordinates product movements around tank capacity/availability. File and defend claims to protect company's financial interests and make recommendations to prevent losses as applicable. Maintains close oversight of oil measurement variances for lease customers and product sales, review trends, and investigate causes. Provide input and training to others to prevent and protect the company from customer losses outside of the contractual loss tolerance. Full time position, direct operating company. Relocation provided.

Senior Human Resources Manager *New! Kansas Location*

Plant position. MUST already have HR Management responsibilities and manage HR staff. Will have direct supervision over three HR Generalists who do personnel development, staffing, benefits, hourly recruiting, etc. MUST have strong LABOR experience. Familiarity with all stages of the grievance process and local negotiations. Will maintain relationship with the unions and handle all conflicts and issues. Acts as the lead negotiator on union contracts (with help from a corporate coordinator). Negotiates the local site agreement. Relatively good relations with the unions. MUST have good succession planning and people development skills. Needs to be a good relationship builder and someone with tact. Good team builder that can really build and establish him/herself with the plant folks. Ideal candidate will have 15 years' experience, but will look at 10+. Plant has 200 in the union group, about 500 altogether.

Account Manager Polyurethanes *Open US Location*

Reports to the Commercial Director. 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. This would include assisting in implementing a strategy, working within a defined budget, and evaluating the results. Represent the company at industry related associations and events. B.S. Chemical Engineering, Chemistry or Polymer Science. 10 years maximum experience in business development, sales or technical customer support. Experience in Polyurethane and Silicone applications. 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.

Director of Economics and Planning *Nashville, TN Area Location*

Is a member of the production planning team that provides leadership, guidance, and support for optimizing overall refinery operations. Accountable for developing, improving, and implementing production planning, processes, tools, communication strategies and overall refinery optimization plans. Develops operating plans, monitors performance, troubleshoots and communicates expectations and results. Interfaces closely with process engineering, operations, supply chain, commercial, and refinery leadership and as such represents the Refinery operations regarding production requirements and commitments. Is a key in establishing and promoting a collaborative culture focused on safe, environmentally compliant, reliable, and optimized operations. Evaluates plant operating performance, implements recommendations for optimization, and champions improvements in support of long term sustainable profitability and performance. Provide guidance and leadership working with commercial, supply chain, process engineering, and operations to optimize process units, maximize liquid volume yield, and overall profitability of refinery

production. Implement monthly operating plan and operating strategies, review plant operations and laboratory analyses on a daily basis for better efficiency and compliance with operating plans; track and analyze deviations from operating plans daily. Coordinate with commercial and other refineries on supply chain requirements, changes, and needs and optimize intermediate stream dispositions, including quality, quantity, and inventory levels. Develop and optimize product blend recipes to optimize refinery balances (octane, hydrogen, etc.), manage product specifications (benzene, sulfur, etc.), minimize giveaway, and meet production commitments. Apply LP model for economic evaluation of operating scenarios, optimization of operating plans and back-casting of operations. Generate refinery performance reports, and industry reports. Ability to multi-task and communicate technical concepts and solutions effectively and at all levels of the organization. Ensure process safety, safety, and environmental compliance by supporting incident investigations, procedure development, management of change and environmental reviews, as required. Support turnaround, unit shutdown and tank inspection planning and execution through development of oil flow plan and support preparation and execution of the plan. Champion projects, and programs that support refinery vision. Modeling program is PETRO. Knowledge of any LP Modeling can easily pick up Petro. Will consider someone who is an up and comer, or could consider someone more seasoned and later in their career. Bachelor's degree in Chemical Engineering or related technical field along with or specific process engineering or process optimization experience. Five (5) or more years of experience in process engineering and/or operations in refining. Proven ability to lead and influence those not under direct supervision. Knowledgeable in oil refining processes such as Reforming, hydrotreating, distillation, blending operations). Base understanding of industry economic drivers and demonstrated ability to evaluate economic options. Excellent analytical capability. Ability to effectively use structured approaches in problem solving and troubleshooting. Capability of producing results in both a team and individual environment. Demonstrate passion and tenacity for improvement of self, others, and refinery performance. Exhibits a working knowledge of policies, procedures, and applicable regulations. Advanced Computer skills: ability to access, navigate, learn, and use application software such as Microsoft Office, Excel, data acquisition/historian programs, alarm management, and quality control lab systems. Solid verbal and written communication and technical writing skills. Strong interpersonal and organizational skills. Ability to interact effectively and positively with all levels of Company personnel. Ability to work independently and in a team environment. Strong attention to detail. Ability to anticipate and adapt to dynamic situations.