

MAINTENANCE/RELIABILITY/CONSTRUCTION MANAGEMENT POSITIONS

Corporate Director of Turnarounds *New! Dallas, TX Location*

Responsible for managing the company's turnaround project teams with a 5-year spend of \$200-250mm. Position leads a team of 4-6 direct reports through all turnaround activities starting as early as 36 months in advance of turnaround through execution and post-execution activities. Establishes and leads the turnaround teams at each site and directly supervises the Turnaround Managers and Turnaround Subject Matter Experts. This position reports directly to the Vice President of Turnarounds. Highly experienced in leading major capital projects or turnarounds in petrochemical or refinery facilities. Experienced in the application of project and turnaround controls principles and techniques to the problems of planning, cost estimating, cost engineering, program and project management, scheduling, performance measurement, execution & constructability and change control. Coach Refinery Leadership Teams (RLT) and T/A Steering Teams through active participation as a member for US turnarounds. Develop the strategy for the turnaround group based on overall portfolio performance, feedback from company and business leadership, and growth objectives. Relate the strategy to long-range planning objectives with plant, business, and company leadership and convert strategy to tactile objectives that team uses to execute the strategy. Provide support, guidance and assurance to US Refineries for all shutdowns, turnarounds and outages. Ensure organization is capable of executing the strategy and project planning and execution by ensuring the right teams of people, appropriate coaching, training and development, face-to-face Turnaround Leadership Best Practice Meetings (quarterly leadership meetings). Institutionalize developments and evolution of TPEP Standard and Turnaround Best Practices from innovations in industry and lessons learned. Ensure turnaround projects have appropriate assurances for readiness, alignment, predictability, and efficient use of resources. Maintain contact with Industry turnaround experts for sharing of best practices. Actively participate in and, at times, facilitate Turnaround Leadership and Operations Leadership Best Practice Meetings (quarterly leadership meetings). Facilitate turnaround tools such as framing, risk reviews, scope challenges, lessons learned, etc. Train RLT and Steering team on TPEP Standard and Turnaround Best Practices. Demonstrated ability to lead with a record of proactive accomplishment. Unwavering focus and commitment to safely planning and execution of turnaround/project work. Expertise and experience in turnaround and project planning, execution and controls principles. Effective and tactful communication skills with manufacturing site leadership and corporate leadership. Demonstrated ability to make critical decisions, problem-solve and analyze. Experience negotiating with and managing contractors. Demonstrated ability to develop and execute long term strategic plans. Ability to properly size and organization to support a project based on size and complexity. Able to set priorities based on business needs and organizational goals. Perform assessment and develop actionable work plans that drive accountability and ownership. Firm belief in the value of people, diverse Teams and their development. A demonstrated history of leadership behaviors (e.g. meeting expectations while handling multiple critical tasks) with minimal supervision required. Lead continuous improvement across the entire organization. Strong written and verbal communication skills with the ability to serve a broad range of company business leaders, project teams, and our contractors. Demonstrated ability to work from a position of credible influence based on quality assurance knowledge versus a position of authority. Creates an inclusive work environment that promotes individual thoughts and encourages ownership.

Maintenance Manager *Reno, NV Area Location*

BS Engineering (Mechanical or Chemical) with 5+ years of industrial experience in the chemical, petrochemical or refining industries. 2+ years of supervisory experience in a plant environment. Experienced with heavy equipment troubleshooting, ideally rotating equipment as well as distillation columns, hydrotreaters, pressure vessels, pumps, piping etc. Knowledgeable in preventive/predictive maintenance, RCFA, mechanical integrity, PSM, MOC, ISO9001 and CMMS. Capital project support and execution and experience managing maintenance budgets. Work with the cross-functional leadership team to prioritize plant needs, ensure weekly maintenance scheduled work is planned and manage day-to-day maintenance support to the plan. Supervise, coach, mentor, train and develop maintenance and engineering employees creating collaborative and engaged teams. Daily facility walk-around to check equipment conditions and review equipment inspection schedule with operations and shipping/receiving. In collaboration with Operations Manager, lead shutdown planning, review all pending inspections prior to shut down and conduct daily formal meeting with operations and maintenance team during shutdown periods. Site champion for the computerized maintenance management system (CMMS). Lead plant reliability improvement in conjunction with ISO 9000 certification. Preventive and predictive maintenance. Manage all

project Maintenance expenditures and set, monitor and manage maintenance budgets. Health, Safety and Environmental review of daily work and projects.

Maintenance Manager Eastern Oklahoma Location

Smaller specialty chemical production facility of a multinational company. Responsibilities for the maintenance of the entire facility, plus will direct the work of a small group of maintenance technicians. Smaller family-oriented work environment in an area some 60+ miles from Tulsa with nearby lakes and close to the mountains of Arkansas and SE Oklahoma. Excellent position for the non-degreed maintenance professional to step up or return to supervision. Schedules maintenance activities depending on work order forms, emergencies, preventative activities; ability to assign tasks to his team and subcontractors. Oversees preventative maintenance calendar and ensures that preventative actions are managed on an ongoing basis. Schedules outage work in close collaboration with the Production team. Maintains instrument calibration schedules and records. Maintains a system where all maintenance work orders receive a timely reply or response. Evaluates team's strengths and weaknesses and assigns tasks in accordance to both skill level of the team member and the outstanding maintenance schedule. Works closely with Plant Manager and Production Manager to resolve urgent problems and work order forms. Approves critical or technical repairs, as needed. Uses maintenance subcontractors depending on specific abilities, workload. Oversees the work and repairs of these subcontractors. Oversees the spare parts inventories (mechanics, instrumentation/electrical, critical components for accounting department). Manages both the physical and online inventory tracking. Reorders spare parts and updates inventory in accordance with needs and developments. Manages the invoice process for all items purchased by the Maintenance team. Demonstrates ability to work directly with vendors and suppliers and resolve problems as they arise. Inspects completed work for conformance to blueprints, specifications, and standards. Studies production schedules and estimates worker hour requirements for completion of job assignment. Serves as a key Manager in promoting a safe working environment and enforcing safety regulations throughout the Plant. Demonstrates flexibility to adjust work orders to meet production schedules and customer commitments. Evaluates working conditions and use of equipment and suggest changes to increase efficiency of work. Demonstrates strong ability to analyze and resolves work problems or assist Maintenance team in resolving issues as needed throughout the Plant. Responsible for the overall management of all employees that work within the maintenance team. Ensures that all employees receive constructive feedback as needed, and initiates plans to motivate workers to achieve work goals. Maintains time and production records for Maintenance team. 3-5 years Maintenance Supervision and/or Engineering experience; preferably in an Oil & Gas, Catalyst, or Chemical Manufacturing environment.

OPERATIONS/ENGINEERING/PLANT MANAGEMENT POSITIONS

Process Engineering Team Leader New! Houston, TX Location

Position is open due to internal move. Will lead and mentor a group of 1-3 year Engineers working on the capital projects FEL phases, or FEED. Must be local in the Houston or Freeport area. Must be a good mentoring type with experience with capital projects in a continuous process distillation environment. Responsible for the growth and development of Process Engineers, and to provide process engineering expertise to support operations, maintenance, and commercial groups. The role is accountable for providing Front End Loading (FEL) for capital projects and provide support to Capital Project Managers in construction and commissioning phases. This is a team leader role and the objective is to complete the FEL deliverables throughout each project. BS or MS Chemical Engineering; 10+ Process Engineering in Petrochemicals or Refining (15+ preferred). Demonstrated Success in Implementing Engineering Processes/Procedures. Proficient in ASPEN or other Modeling Software. P.E. Certification and/or Six Sigma Green/Black Belt Preferred. Ensure that the team is trained and has the tools necessary to perform their roles. Mentor, coach, motivate and evaluate the engineering team. Promote work and family balance. Conduct performance reviews, workload prioritization, and team meetings to enhance productivity. Technical assurance for the Front End Engineering Design (FEED) for capital projects. Act as a Process Engineering resource for the site. Key resource for site Engineers for advice on design issues. Good working knowledge of safety and quality management systems.

Production Manager New! Beaumont, TX Area Location

Requires someone with deep operational experience in chemical and/or refinery processes and the ability to successfully manage budgets, staff, and operating assets against organizational targets. Has the

responsibility, accountability and authority to achieve the operating plan targets and for operating the assets in a manner that is safe and environmentally compliant. Executing daily operating plan within safe limits and adjust as required to stay within these limits. Responsible for meeting the business plan for the budget, utilization, yields, energy and EH&S targets. Effective execution of core work processes, including appraisals, procedures, training, shift handover, alarm management. Management and development of the production staff (Shift Supervisors and Operators). Provide resources to operate the facility. Proper execution of the safety processes. Assure compliance with regulations for 24/7 operations. Assure that 24/7 reliability threats are mitigated. Implementing a plan to develop the competencies of production staff, including mandatory training. Manage operator overtime. Assure initial response to abnormal situation is executed. Initiating Type 1 investigations and close out of action items. Develop and maintain a collaborative relationship with Unions. Communicating production needs in a prioritized manner to the organization. Bachelor's degree in Engineering; 8+ years of experience in the fundamentals of chemical/refinery processes which includes experience in Union/Management interface and management experience; 5+ years of leadership and management for direct reports.

Operations Director *New! South Louisiana Location*

Startup company. Product is cutting edge simulation technology. Seeking someone already based and living in South Louisiana due to ties to the area and industry and people. Must have chemical/petrochemical/refining PSM regulated environment experience. No direct reports, but will be interfacing with client's personnel on the plant site. NOT a sales position. Will accompany sales professionals on calls and then be responsible for implementation and execution of the technology in plant. Aggressive growth within company. Primary travel will be day trips only. Provides technical expertise and strategic direction to improve competitive advantage. Should be regarded as both a thought leader and expert in the Oil and Gas, and/or Petrochemical Industries. This role will mentor and coach other Operating personnel. Must be well networked and have a significant reach into other Industry Operational leaders. Strategic and Objective perspective. Broad base experience with strategic initiatives. Catalyst to build "buy in". Ability to establish a business case for change and monetize impact. 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, Standard Operating procedures, Management of Change-Technology. 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. Ability to access and network with clients to gain or share knowledge. Technical Degree (BS, or MS) in Mechanical and/or Chemical Engineer. A minimum of 15 years industrial plant experience with exposure to PSM (Process Safety Management) systems.

Refinery Operations Manager *California Location*

Leads and manages the day-to-day operation of Refinery and is instrumental in establishing and promoting a culture focused on safe, environmentally compliant, and reliable operations. Evaluates plant performance, implements recommendations for reliability improvements and cost optimization, and champions initiatives in support of long term sustainable profitability of the refinery. Provides functional and tactical process leadership to meet overall targets and goals. Provides oversight for the overall operations 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. Participates in site leadership activities including budgeting, short and long-term improvements to cost structure, and consult with other leadership team members providing operational insight. Accountable for ensuring process safety and safety compliance by supporting process hazard analyses, leading and participating in incident investigations, owning procedure development and improvement, owning management of change, ensuring emergency response preparedness, supporting alarm management, and assessment of operability requirements for design consideration. Participates in design, construction, and start-up activities for new processes and equipment. Continuously improve operational reliability, processing targets/quality control, safe work practices, environmental compliance, and efficiency to include identifying, implementing and supporting industry best practices. Manage and participate in turnaround activities. Includes allocating and directing operational resources to sufficiently plan and support Shutdown, LOTO, Work Execution and Startup efforts. Provide on-call assistance and tactical guidance for abnormal operations. Provide onsite

leadership during operational incidents as required per site Emergency Response guidelines. Manage supervisory operations personnel, including motivating, training, and consulting the team. Mentor and guide direct and indirect reports to maximize performance in current roles and prepare individuals for future roles ensuring a reliable and competent workforce. Optimize staffing levels to provide operational support consistent with production and complexity. Minimum of 5 years of experience with refinery process applications or a closely related industrial setting. Possess strong knowledge of refining process equipment including environmental regulations and requirements pertinent to refinery operations and ensures compliance with state and federal regulations. Ability to handle multiple priorities and remain focused and organized. Ability to effectively delegate responsibility and manage the work activities of others. Demonstrated communication, interpersonal, and organizational skills. Ability to read and interpret documents such as operating and maintenance instructions, and procedure manuals. Ability to write routine reports and correspondence. Ability to speak effectively before groups of employees, contractors/consultants and agency representatives. Bachelor's Degree or equivalent required. Degree in Chemical or Mechanical Engineering.

Operations Superintendent Baton Rouge, LA Area Location

Responsible for all Manufacturing metrics (EHS, Production, Cost, etc.) of assigned production lines and personnel. Provides day-to day oversight to Unit personnel. Interacts frequently with the Plant Manager and Site Manager to ensure that business needs are implemented on the manufacturing floor. This role reports to the plant Manager and has (4) Shift Supervisors and 1-2 Production Engineers reporting to it. Interact daily with operations personnel to ensure that safety, quality, and productivity goals are being achieved. Set priorities with assigned Staff and follow up to make sure that they are carried out as expected. Spend time on the production floor interacting with employees to drive overall plant performance. Be heavily involved in the interview/hiring/investigation/discipline processes. Recognize opportunities for improvement in the production and work processes. Partner with Engineering/Maintenance to drive plant equipment performance and reduce/minimize equipment related downtime. Work with Planning and Logistics to maximize plant output. Work with Site Technical and Quality Departments to identify root cause of quality issues and come up with resolution to issues. Provide reports to Plant Manager and Senior Management as needed. Hold personnel accountable for their actions or lack of action to drive performance to desired levels. Act as a liaison to resolve issues/conflicts that arise between department members and/or other departments within the organization. Audit procedures and work practices to ensure that there is proper alignment and follow up as necessary on identified gaps. Mentor assigned personnel. Strong working knowledge of Emulsion chemistry as well as equipment used in the Emulsion process. Demonstrated leadership in a manufacturing environment. Ability to work well with a variety of cross functional teams to obtain outcomes which drive plant performance. Strong knowledge of process troubleshooting and must have the ability to come up with novel solutions. Ability to prioritize multiple competing plant needs based upon available resources. Good computer skills with a good knowledge of Microsoft® Excel, Outlook, Word, PowerPoint as well as OMNIS, SAP, and able to quickly become proficient with other software utilized in Emulsion. Strong written and oral communications skills. Ability to multi-task in a fast-paced and stressful production environment must be a quick learner and adapt to change. BS Chemical Engineering.

Area Manager Georgia Location

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

mentoring and giving proper performance feedback. Identifies training requirements and develops the skill-set within the team to support existing and new technologies. Carries out managerial responsibilities in accordance with the organization's policies and applicable laws. Bachelor's degree in Engineering or a related field. Minimum of 5 years' experience in the chemical or petroleum field. Minimum of 5 years' leadership experience in a chemical or manufacturing industry. Strong leader who is results-driven with focus on future growth and optimization. Experience managing a continuous distillation facility is a plus. Must have ability to interface with diverse teams, including vendors, business line management, operators, maintenance, project management, engineering, and colleagues in other global production facilities. Computer Proficiency in all MS Office Software Applications including MS Word, MS Excel, MS PowerPoint. Ability to work well in a fast-paced environment with proven time management, organization and prioritization skills. High degree of personal responsibility and initiative is required. Must possess a high level of integrity as well as excellent organizational and analytical skills. Communicate effectively (verbal, listening, written) and work with various departments. Self-motivated, team-player with good interpersonal skills; ability to maintain positive customer relations & act courteous/respectful of others.

Operations Area Supervisor South Arkansas Location

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

Operations Manager Tyler, TX Location

Position reports to VP/GM. Direct the supervision of all Refinery Operations to ensure the highest level of safety, environmental, productivity, and reliability compliance. Participates In developing and establishing operating objectives, policies, and procedures to improve efficiency, minimize operating costs, protect

assets, and ensure quality control. Prepares budget for the Operations Department including Complex Maintenance and control expenses to ensure that costs are within budget. Maintains effective organization to meet both short and long-term goals. Sets safety goals and objectives for the operations Department and manage a safety program to meet or exceed those goals and objectives. Participates in the planning of production goals with the Refinery Services Department and is accountable for meeting those goals. Develops operating procedures for all new units or equipment and assist engineering in the review and selection of new units or equipment. Select, develop, and motivate subordinates to ensure that the Operations and Complex Maintenance staff is reliable and competent. Review individual performance and direct necessary training to ensure that goals and objectives are met. Maintain good employee relations through communications and counseling. Maintain a current succession plan for personnel. Maintain effective procedures and training that ensure meeting environmental and other regulatory requirements. Attends meetings devising policy and details of refinery operations. Writes reports detailing aspects of the refinery operations. Develops and implements organizational changes within the department. Coordinates troubleshooting of major refinery operating problems. Participates in incident investigations. Bachelor of Science in Chemical or related engineering degree required. 12+ years of experience in Operations required. 5 +years of management experience required.

EHS MANAGEMENT POSITIONS

Director PSM, Regulatory Compliance and Quality *New! Chattanooga, TN Area Location*

Must have 33%/33%/33% PSM/Regulatory Compliance/Quality experience – specifically ISO9001 experience along with Quality Metrics, i.e., Statistical Process Control, and know how to apply quality parameters at a site level and able to report such to business value levers. This would be in addition to process safety and regulatory compliance. \$4+B company sales and greenfield plant with target of 600+ employees. Will supervise a staff of 6-9 individuals. B.S. /M.S. in Safety, Environmental, Engineering or Chemistry. 10-15+ years of proven Process Safety Management leadership in a PSM regulated facility. 10-15+ years of Environmental, Health, Safety, Risk Management, Fire Protection and Quality experience in a continuous process chemical facility, 7+ years' proven management experience, **MUST POSSESS** ISO9001 experience along with Quality Metrics, i.e., Statistical Process Control, and know how to apply quality parameters at a site level and able to report such to business value levels. Proficient in regulatory compliance/OSHA, EPA, TDEC, TOSHA, TVA. Lead facility with respect to PSM, Risk Management, Fire Protection, EH&S and Quality to ensure safe practices. Develop standards, processes and tools to achieve a consistent standard of process safety risk identification and management. Safeguard governmental relations are maintained.

Corporate Health & Safety Manager *New! Jackson, MS Location*

Reports to VP of EHS. Truly looking for change agent and a visionary to take a program that is "good" and make it "great". Full corporate support. Seeking individual with innovative ideas to build a stronger safety culture. Requires a minimum of a BS Degree; MS preferred. 10+ years' experience in refinery, petrochemical, or terminaling, health and safety management is desired. This should include experience as a Health & Safety Manager and extensive hands on facility safety experience. Advanced knowledge of OSHA and related hazardous materials standards, and petroleum related industry best practices. CSP and/or CIH credential. Excellent technical writing and oral communication skills. Position will have 4 direct reports in the corporate safety department. All degreed, technically sound professionals. Will provide leadership to establish and maintain a world-class safety culture. Accountable for developing and setting a strategic direction for preventing and reducing health, safety and regulatory risks. This includes, leading the health and safety team in developing and maintaining key safety & health programs, providing deep functional expertise to build capability across the enterprise and leading the development and implementation of sound safety practices and safety and health programs, policies, and procedures. Is the key contact for managing relationships with external agencies relevant to the health and safety discipline. This role also interfaces with business unit leaders to develop and improve the health and safety related aspects of work processes and systems. Provides day-to-day management and oversees the business functions for the corporate Health & Safety Group. Builds relationships and influences across all levels of the enterprise including frequent interaction with the business unit and facility leaders; provides strategic vision and direction to company for health and safety matters. Provides strong leadership on health and safety performance including developing leading indicators and measuring progress in company's development of a leading safety culture. Key leader in influencing and driving safety behavior at the corporate and facility level. Deep

knowledge of the health and safety discipline including expertise in health and safety regulatory requirements, industrial hygiene, and best practices for refinery, terminaling, and manufacturing facility support. Engages and brings together counterparts across organization to share best practices in the health and safety discipline. Ensures the development, implementation, and sustainment of health, safety, and industrial hygiene programs at the business unit level. Brings forth innovative ideas that positively impact the health and safety programs and culture. Develops and maintains relationships with external health and safety agencies and trade organizations (e.g. AFPM, ILTA).

Safety Superintendent Eastern Tennessee Location

Responsible for leading all programs at the site including safety committee meetings, safety training and records, site-specific PPE requirements and hazard recognition and resolution. Establishes and promotes the maintenance of a safe, accident-free, and healthy work environment. Facilitates and/or participates in investigations of accidents and injuries. Coordinates the company's efforts to manufacture items in a manner that meets and exceeds all OSHA, state and federal regulations for public safety. Insure proper implementation and full compliance with all company safety programs. Act as Plant resource for Safety on procedures, guidelines and standards. Coach and train employees on all safety related tasks, activities and requirements. Take ownership of all safety procedures to insure they meet regulatory requirements. Provide safety orientation and training for new hires. Assist in developing and achieving plant safety goals. Conduct routine safety training to meet all state and federal, as well as site specific requirements. Complete regular safety observations of all workers to determine proper use of prescribed personal protective equipment, including respirators and fall protection. Audit safety related permits and required inspections, including: Safe Work, Confined Space, LOTO, vehicle and equipment inspections (including respirators and fire extinguishers), and housekeeping, to insure employee compliance with safety requirements and procedures. Facilitate and document incident investigations and complete all follow up to ensure that related corrective actions to prevent reoccurrences are addressed and completed. Site emergency response team member, rescue team member, First Aid CPR certified. Maintain and apply knowledge of current policies, state and federal regulations, and industrial processes. Recommend process and product safety features that will reduce employees' exposure to chemical, physical, and biological work hazards. Active participation in Pre-Startup Safety Reviews and Process Hazard Analysis teams. Inspect facilities, machinery, and safety equipment to identify and correct potential hazards, and to ensure safety regulation compliance. Review plans and specifications for construction of new machinery or equipment to determine whether all safety requirements have been met. Report or review findings from accident investigations, facilities inspections, or environmental testing. Interview employers and employees to obtain information about work environments and workplace incidents. Review and update all employee safety programs to determine their adequacy. Insure the proper implementation of all safety programs in the field. Strong understanding of OSHA, Process Safety Management, Risk Management Plan and other safety requirements. Ability to represent the organization in community or industry safety groups and programs. Possess strong organizational and communication skills. Knowledge of relevant equipment, policies, procedures, and strategies to promote effective local, state, or national security operations for the protection of people, data, property, and institutions. Knowledge of principles and methods for curriculum and training design, teaching and instruction for individuals and groups, and the measurement of training effects. High School Diploma or GED. 10 years of demonstrated experience in similar industry in a Safety role. Bachelor's degree in Occupational Safety and Health or related discipline preferred. Minimum of 3 to 5 years successful work experience as a Safety Professional in a chemical manufacturing facility preferred. First Aid/CPR certification required, with trainer certification preferred. HazWoper trainer certification preferred. Aerial Work Platform and Forklift trainer certification preferred.

Environmental Compliance Manager Eastern Tennessee Location

Reports to plant manager. One direct report of an environmental specialist. Responsible for ensuring strict compliance with all Federal, State, and local environmental regulations. Must possess a current knowledge of rules and regulations, an ability to prepare permit applications for regulatory agencies, provide appropriate training on environmental topics, and maintain strong working relationships with business unit managers and regulatory agencies. Expected to develop and implement environmental management systems that are effective in driving environmental excellence for this chemical facility. Applicants should be able to prepare permit applications and regulatory reports in a fast-paced team environment and demonstrate continuous compliance with State, Federal and Corporate regulatory requirements and

compliance standards. Expected to engage in site auditing and inspections, help employees understand their environmental obligations and maintain a strong working relationship with regulatory agencies and the community. Identify, develop, implement and manage effective plant programs for the prevention and control of environmental risks, including compliance with air permits, construction permits, land disturbance permits, storm water permits, solid and hazardous wastes, and release notifications. Efforts focus on compliance with the Federal Clean Air Act (CAA), but also Clean Water Act (CWA) and Resource Conservation and Recovery Act (RCRA) and Department of Transportation (DOT) Hazardous Materials regulations. Facilitate compliance with all regulatory environmental standards and guidelines through internal audits, inspections, recordkeeping and data documentation. Provide extensive environmental regulatory and technical expertise on: Air quality and emission management, permitting and controls, Wastewater and storm water management, permitting and controls, Solid and hazardous waste management, Regulatory reporting and recordkeeping requirements, Root Cause Analysis and corrective actions of environmental incidents, Environmental hazard identification, effectiveness of controls and risk management associated with processes. Lead investigations on environmental incidents including near misses, injuries, releases, and non-compliance. Ensure that root causes are identified, and effective corrective actions are implemented in a timely fashion. Develop and write environmental assessment reports, SPCC/SWPPP plans and compliance plans. Prepare environmental permit documents and submit to the appropriate agencies. Prepare regulatory spreadsheets and tables that address regulatory compliance. Track, assess, communicate and facilitate compliance with environmental regulations. Build, deliver and track global environmental training programs to enhance environmental competency across the company. Create tools, standard work and model programs. Mentor junior staff in preparing permit applications, compliance plans and managing permit compliance. Serve as liaison with regulatory agencies on behalf of the plant. Monitor air emissions and independently manage stack testing reports. Investigate environmental incidents and odor complaints, make required notifications, and submit follow-up reports including off business hour response. Support onsite Emergency Coordinator in the event of a chemical spill or release. Requires exceptional written and oral communication skills, organizational skills, presentation and strong interpersonal skills. Excellent supervision, leadership and mentoring skills. Good analytical, project management, interviewing, research and problem-solving skills are essential. Requires scheduling flexibility and responsiveness. Must have the ability to handle confidential matters in a tactful and professional manner. Bachelor's degree or higher in Engineering, Environmental Science, Chemistry, Biology or other related field of study. 7+ years in environmental field. Excellent verbal and written communication skills. Experience leading, conducting and facilitating meetings and training courses.

MECHANICAL/MAINTENANCE/RELIABILITY ENGINEERING POSITIONS

Mechanical Reliability Engineer *Houston, TX Location*

Responsible for driving reliability improvement initiatives to achieve desired results in equipment reliability, process safety and plant productivity. Will be a technical resource that provides and shares expertise of equipment, options to improve maintenance and operating practices, and opportunities to advance use of technology. The primary focus of this role in the short term will be maintenance engineering and support, with a transition to a reliability focus anticipated in the future. Work with operations and/or maintenance personnel to troubleshoot day-to-day mechanical problems. Assist maintenance team with scope of repair and turnaround guidance and providing subject matter expert support for precision maintenance and maintenance procedures. Contribute at a high level to a safe working environment. Provide technical assistance and facilitation of training for site personnel. Ensure mechanical equipment is accurately reflected in SAP. Provide plant engineering with technical support on reliability issues. Perform Root Cause Failure Analysis and Reliability Maintenance studies to assist in Preventative Maintenance. Perform work in a manner consistent with company values, principles, and policies and supporting environmental, health, and safety compliance. Define and optimize predictive and preventive maintenance strategies. Support the reliability efforts in assigned areas of responsibility by providing technical assistance in troubleshooting, resolving equipment design, operation, and maintenance problems. Continue to improve the reliability tools and methods utilized in increasing plant reliability. Provide necessary information in the troubleshooting and investigation of failures. Participate as requested in incident investigation including equipment failures and difficulties to diagnose faulty operation, and to make recommendations to maintenance crew. Provide support for the predictive maintenance work for the facility. Analyze and create preventive maintenance procedures and/or practices to ensure validity, efficiency and maximum production equipment uptime. Understand process related issues affecting reliability and work with technology and production members to

develop mutual improvements in production and reliability. Support capital investment projects in the Mechanical discipline. Provide on-going technical support for existing mechanical issues, including troubleshooting assistance to engineers, supervision, operations & maintenance technicians, and project technicians. Provide recommendations for changes, additions and/or deletions of items within preventive/predictive maintenance program. Provide assistance to maintenance personnel with MOC processes and associated documentation needs. Continue personal education and training as needed to maintain engineering status and to provide technical expertise for site. Enforce site safety rules and procedures within area of responsibility. 5 years of related experience in the chemical or refining industry. Bachelor of Science Degree in Mechanical Engineering (accredited). Strong experience with rotating equipment such as pumps, pump seals, fans, and blowers as well piping systems. Computer literacy including proficiency with SAP, MS Excel, MS Word, Electronic Communications. Effective written, oral communication and interpersonal communication skills. Able to effectively communicate with multiple levels and functions in the Company. Able to apply a systemic approach to problem solving.

Rotating Equipment Engineer Ohio Location

Will provide overall technical support for the refinery's machinery and assist with developing the reliability philosophy and direction. Assist in coordinating pre/post turnaround machinery planning and contractor coordination. Responsible for supporting machinery preventative maintenance philosophy. Monitor the implementation of machinery related reliability action items. Take multi-disciplinary approach to projects that involve a high degree of interaction between departments, using own experience and outside sources. Maximize availability and utilization of process machinery at the optimum cost. Implement IMPACT and TOPS investigation action items to ensure safe and reliable operation of equipment and the refinery. Provide improved technology through outside resources in areas of predictive and preventative maintenance. Interact with assigned business teams to optimize refinery performance through troubleshooting and monitoring of process machinery and support systems. Perform machinery research and make recommendations as needed. Serve as a project manager as needed for machinery focused projects. Recommend and apply economic evaluations such as cost savings, profit improvements, reliability improvements and operational improvements for machinery. Schedule, plan and control costs of machinery projects within budget and schedule. Communicate progress and results related to assigned work. Assist in developing machinery related engineering standards. Support Process Safety Management Programs. Support Turnarounds through engineering package reviews, drawing reviews and scope development during discovery. Provide technical support for Capital Project development and implementation. Work with Maintenance Supervisor to improve unit reliability through reliability focused maintenance. Provide mechanical and technical support to the area team and others throughout the refinery as needed including analysis of failed items, recommendations of design changes to prevent repeat failures or extend run lengths. Work with the Inspection Department to perform fitness-for-service evaluation of items identified by the ongoing mechanical integrity program. Responsible for the management of change procedures for assigned mechanical changes. Lead or participate in Root Cause Failure Analysis investigation. Be a leader in the ongoing development and implementation of the machinery spare parts program. Bachelor's Degree in Mechanical Engineering. A minimum of 10 years' refinery/industrial experience in machinery or rotating equipment role. Must be self-motivated and capable of assuming the lead role in the completion of machinery maintenance and shutdown work throughout the refinery. Strong interpersonal leadership skills are critical due to the requirement for effective communication of complex issues across the organization as well as for mentoring and consensus building. Experience in vibration analysis, preventative maintenance programs and root cause failure analysis.

Fixed Equipment Engineer Ohio Location

Use expertise to mentor and supervise Fixed Equipment Reliability Engineers, involving setting goals, performance reviews, providing technical direction, technical guidance and training. Ensure timely training and information of appropriate area personnel regarding each improvement and updating of appropriate documentation. Direct Reliability Engineers to oversee installation of projects in the field, including contractor selection. Develop, submit and manage overall budget and schedule for mechanical reliability related programs or projects. Track mechanical fixed equipment reliability concerns and perform technical and economic analysis to justify improvements and long-term solutions. Perform total life cycle cost analysis. Support the Turnaround organization as required. Work with area Maintenance Supervisor to improve unit reliability through data analysis, maintenance work and may supervise the installation of work.

Provide mechanical technical support to Reliability teams, the Area team and others throughout the refinery as needed including analysis of failed items, recommendations of design changes to prevent repeat failures or extend run lengths. Work closely with the Inspection Department to perform fitness-for-service evaluation of items identified by the ongoing mechanical integrity program. Responsible for the management of change procedures for all mechanical changes and projects in the assigned area. Guide and provide technical assistance to engineering rationale for repair plans. Develop repair plans as needed pending Reliability Engineers availability or repair plan complexity. Represent and present reasoning for “continue to run with a known deficiency” decision and assessment and fitness for service evaluations to all Site personnel as requested. Perform Process Hazard Analysis (PHA) action items as requested. Participate in FEMI (Fixed equipment Mechanical Integrity audits are requested and perform audit action items as required. Review and approve all turnaround piping packages. Review and comment on any proposed engineering design standard changes. Participate in and lead various Root Cause Failure Analysis initiatives. BS Degree in Engineering; Mechanical Engineering is preferred. A minimum of 7-10 years’ experience working in a refinery. Demonstrated project management skills. Working knowledge of design, construction codes/standards and maintenance standards: ASME PCC1-4, API 510, API 570, API 650, API 653, ASME Section I, ASME Section VIII, ASME B31.3, NBIC. Knowledge of API 580 581 and 571. Experience with SAP, Plant Manager and PVElite is preferred. Ability to work in teams and in a team environment. Strong communication and interpersonal skills.

Maintenance Engineer Georgia Location

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

Maintenance Engineer Baton Rouge, LA Area Location

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

use of CMMS (SAP preferred). Interaction with maintenance personnel. Use of relevant codes and standards (RAGAGEPs). QA/QC/Mechanical Integrity. Knowledge of PSM, environmental and other regulatory requirements. Management of multiple projects. Equipment and plant commissioning experience preferred.

PROJECT MANAGEMENT/PROJECT ENGINEERING POSITIONS

Turnaround and Inspection Project Manager *New!* Beaumont, TX Area Location

Primary point of responsibility, authority and accountability for coordination, planning, and execution of the 2020 Turnaround. Is the project team leader of diverse groups for all projects assigned throughout the entire project life cycle. Accountable for communicating project status to the project stakeholders. Responsible for the overall project execution and ensuring success of all associated capital and expense projects with regard to cost management, resource availability, completion time as well as specific functionality targets. Actively manage the execution of assigned capital and expense projects for the 2020 PO Turnaround through the site Turnaround Management Process (TMP). Ensures engineering and construction resources coincide adequately within the project's capital and schedule parameters. Works with TA Event Team Leader to ensure that the project complies with all phases of the Turnaround Management Process (TMP). Participates in and conducts scope and project reviews as they relate to assigned projects. Reviews and develops project justifications. Develops project overview presentations for site and senior leadership. Provides technical solutions to plant problems within the framework of his/her technical background. Responsible for implementation of project workflow utilizing both internal and external resources to allow efficient execution of all work assigned, inclusive of both capital and expense work. Accountable for meeting Key Performance Indicators (KPIs) to ensure project execution effectiveness. Ensure safety and environmental compliance of the overall project design. Accountable for coordinating Process Safety Management reviews and all documentation updates required for assigned projects. Manage all aspects of assigned projects as necessary to meet expected deadlines. Accountable for providing consistent project updates through effective communication with site and corporate personnel. Accountable for overall project scope of work and cost development, engineering design, drafting, construction, commissioning including documentation and training. Work collaboratively with team members with different backgrounds and perspectives. Assists other employees in accomplishments of company goals. Follows instructions and performs other duties as may be assigned by supervisor. Participates in Environmental, Health, & Safety initiatives as set forth by the company. 7 direct reports. Bachelor Degree in Mechanical, Electrical, Civil, or Chemical Engineering and minimum of 15 years engineering or project management experience in a petrochemical or refining facility required. Should have management experience in \$50 - \$100 MM projects. Prior experience in front-end design and detail design project functions preferred. Prefer candidates trained in a staged gate process CAPM preferred. PMP preferred. Proficient with scheduling software such as Primavera P6. Experience with SAP a plus. Excellent writing/verbal communication and presentation skills. Strong planning and organizational skills. Proven analytical thinker with conceptual understanding and ability of applying experiences and knowledge to identify best solutions. Able to solve complex problems and identifying the appropriate resources. Able to build relationships and lead teams from across all organizational lines. Knowledge of sound engineering principles, practices and methods, environmental regulations, engineering project management methods, workplace safety, budgeting, employee supervision and personnel management

Project Engineering/Manager Lead *New!* Houston, TX Location

Qualified candidates must have supervisory experience (leading employees, conducting performance reviews, etc vs. just leading a project or overseeing contractors). Position will have 8 direct reports. Position supervises the execution of long and short-term capital projects for the Gulf Coast Region. Reporting to this position are the Project Managers and contract drafting and engineering positions as needed. This department has ultimate responsibility for planning and execution of the plant projects and coordination of contract resources required to implement. Individual can have any number of ad hoc responsibilities outside the general role of Project Engineering and works with the Process Engineers and Operations to ensure successful unit startups after implementation of new hardware. This position-and all positions-requires that the incumbent commit to learning, following and practicing Principles of Process and Behavioral Safety as applicable to the position. Must also commit to following Life-Saving rules on a daily basis. Responsible for the development, budgeting, and execution of capital projects. This includes management of the project requests and backlog, coordination of resources to perform up front

engineering and development of estimates, contract negotiation, and strategy for execution of those projects. This is done to manage the unit capital budget and deliver projects for the lowest cost and highest functionality. The combined capital budget for the Gulf Coast is \$50 to \$100 million dollars annually. Responsible for all safety issues associated with contractors brought on site for the execution of capital projects. The engineers in PM's department, external resources, or the Project Engineering Lead serves as job representatives for contractors on site and handles job execution plans and any safety issues that arise while contractors are on site. Responsible for updating and maintaining unit technical records including the establishment of new equipment files, the organization of relief valve specifications and calculations and the updating of training materials for the unit. Bachelor's in engineering is required. 5 – 10 years of contractor management and project development experience in combination with unit knowledge is required. This ensures that money is not wasted by performing engineering on projects that ultimately doesn't get installed due to lack of justification. Trained in application of process safety management (PSM) and process hazard analysis, this is essential to ensure that new installations meet all PSM requirements. Knowledge of engineering contracting, and project execution contracting/strategy is a key tool for job execution. The position of Project Engineering Lead interacts with the Operations Manager and Shared Services Manager to manage the prioritization of engineering activities supporting short and long-term unit improvements. This position is involved with the unit maintenance department to develop long-term solutions for operations and maintenance problems and also interacts with the operations and process engineering areas to plan and prioritize projects. Technical knowledge of unit operations including the knowledge required for calculation of project economics and general mechanical knowledge of major unit equipment to calculate reliability justifications. Knowledge of project budgeting and managing scope change during project execution. Industry knowledge of technical issues including catalyst, metallurgy advances, new equipment options, and safety/accident prevention.

Director of Project Execution *New! Tennessee Location*

Reports to VP of Engineering and Capital Projects. Strong people leadership experience required. Experience with projects from \$10mm to \$100mm. Role has 3 key responsibilities which establish and sustain execution excellence: Create, modify, and enhance, policies, procedures, and workflows; Mentor, coach, train, and lead the project personnel and leadership; Drive project delivery for success by supporting delivery per project objectives and company value. Currently four BU's will be supported by this role. Policies, procedures, and workflows will guide and drive execution excellence in the following focus areas: project and portfolio levels for portfolio management and budgeting cycles; project execution workflow and activities; AFE and related cost, spend workflows; cost controls, estimates; scheduling, and planning. Responsible for collaborating with the Director of Metrics and Reporting and related SME's to establish, modify, and enhance reporting key metrics for productivity, cost efficiency, and project controls. Responsible to ensure projects and capital spend in area of responsibility deliver optimal results and value to the BU's and drive project excellence by: Ensuring appropriate front end efforts are completed leveraging capital governance and project best practices and principles; Lead by example, sharing clarity around "what good looks like"; Effective decision making (right time, right decision makers), specifically champion projects being "killed" or recycled when required; Risk management; Challenging the project boundaries, technology, and scope; Stopping projects to reset the approach (as early as possible) when: resources are missing, lacking knowledge, skills, experience, or aren't empowered for success; justification or objectives are unclear or misunderstood; and sponsor, champion, owner is disengaged or missing; Collaborate with multiple groups to ensure appropriate behaviors are established early in the projects including effective communications, interface, and alignment. These group would include BU and corporate resources (reliability, process/technology, economics and planning, procurement, contracts, legal, leadership, contractors, vendors, and similar); Learning from mistakes and improving behavior, skillsets, and knowledge ensuring continual improvement is driving sustainability; Facilitate governance and portfolio value throughout the yearly portfolio and spend cycle, collaborating with the Director of Metrics and Reporting, BU's General Manager and Director of Capital Projects; Challenges the inputs and requests for capital portfolio process is executed effectively, such as ensuring effective team interactions during the process and proactive approach to issue identification and resolution. Reporting: Monitor metrics and reporting and provide feedback as appropriate to execution personnel and leadership; Collaborates and supports BU's during reporting; aids BU's with difficult or challenging issues during reporting; Ensures reporting format is aligned with leadership expectations. Authorization for Expenditure (AFE) Process: Supports by ensuring funding requests content are complete and accurate, and engage

early for questions and to provide direction. Items within the AFE process and associated funding request, include: Scope clarity, technical aspects, with aligned costs and schedule, Relevant description and justification, Coordinate with Director of Metrics and Reporting, budgeted or unbudgeted, Clearly defined risks, issues, or concerns and mitigation, Appropriate project plans (execution, contracting strategy, resources/staffing, etc.) with associated decision-making. This information to be included in request. Communication and interface: Takes personal responsibility for creating an environment where every employee is held accountable for creating a workplace of tolerance and inclusion; Promotes and fosters a culture that understands the value of each employee as a key part of the Company's overall success; Promotes a culture of mutual respect, tolerance, and inclusion. Bachelor's Degree in engineering or similar technical field. Minimum of ten (10) years of progressive experience in project management on large capital projects, including process improvement, planning, project quality management, project budgets, and staffing and resource management. Solid knowledge of project controls (cost, schedule, and scope management), estimating, portfolio management, contracting and procurement, and construction. Experience with and passion for mentoring and coaching of all levels, and presenting to and collaborating with executive management and board of directors. Ability to work cross functionally all experience levels, and adapt quickly to changing priorities and assignments. Excellent skills in people management and leadership, including coaching, supervision, staffing, and conflict management. Familiar with all Microsoft applications (Word, Excel, PowerPoint, SharePoint, O365). Ability to communicate ideas and solutions in simple language (business jargon not needed) to team, and executives, contractors, and regulatory officials. Ability to work effectively as part of a team, with strong ownership.

Project Engineer New! Pittsburgh, PA Area Location

180 person, non-union site. Low hazard plant and a non-PSM facility. This person will be the sole Project Engineer on site and will need to have total project ownership over all small capital projects in the range of \$10K to \$500K and anywhere from 30 to 40 projects annually in their portfolio. Position is open due to retirement at the end of this year. Some process knowledge would be helpful, but really need someone that has done project management cradle to grave by themselves and not handed off in a large stage gated process. Reports to Engineering and Technical Manager on site. Lots of growth projects for the site and a visible position. Strong engineering group, stable plant. Liberal capital policy. Applies engineering skills to solve complex problems, using knowledge of company's customers and markets. Schedules and helps to coordinate innovative, complex projects to meet cost and time objectives, complying with design criteria and standards. Coordinate with Engineering in establishing and installing capital budget programs. Develop project scope of work and responsibility for overall project execution utilizing external contractors and internal resources. Coordinate the transition of new projects from design to production. Project scopes may be driven from both the Plant and Corporate levels. Applies engineering skill to solve complex problems utilizing knowledge of company's processes. Interact with outside officials to maintain plant regulatory compliance. Contributes to the design and engineering of a wide variety of processing equipment at the facility while establishing control to ensure continued adherence to safety, quality, cost, and productivity standards. Provide input at the design stage of equipment to ensure manufacturability of products when transferred to production or refurbishment. Take into consideration the reliability and maintenance aspect of all new equipment designs and transfers. Schedules and coordinates all segments of assigned projects to meet financial, time, and benefit objectives. Lead and participate in projects to improve new and existing equipment and processes via analytical and technical means. Through value engineering, identify and implement cost savings opportunities on new and existing equipment. Maintain all process equipment specifications, bills of materials, software programs, and preventative maintenance content. Work with and support cross functional teams and business units in development of new product offerings and process changes. Drives culture of safety where associates are engaged in behavior based safety and 5S initiatives. Actively leads to innovative applications and extensions of existing or new products, processes, systems or methods having major importance to the business. Determines manpower, cost estimates, and develops Reliability criteria for process and equipment programs. Works with Engineering, Quality, Logistics, Planning, Purchasing, R&D Customers, and regulatory agencies to proactively avoid quality, environmental and service issues. Reviews design and documentation to ensure compliance with design criteria and standards. Facilitates Reliability domain functional processes. Bachelor's degree in Chemical, Mechanical or Electrical Engineering. 5 years' directly related project engineering experience. 1 year experience with Lean Manufacturing/ TPM.

Project Engineering Manager Chicago, IL Area Location

Bachelor's degree in Chemical Engineering preferred, possibly Mechanical Engineering. 8 to 10 years of project management experience in a refinery, petrochemical or chemical plant. Ideally should have been involved start to finish and managed capital projects at least \$500k in size up to multi \$MM, including all the relevant front-end engineering and permitting. Understanding of fire and building codes Familiarity with OSHA, PHA/Hazop procedures. Knowledgeable in specific types of process equipment, plant piping and valves, pumps, and rotating equipment. Hands on plant experience and ideally solid process troubleshooting skills. Excellent project scheduling and management skills. Engineering and project management certification experience a plus. Able to travel 20-25%. Will be part of company's Central Engineering group and be responsible for managing engineering projects including a major retrofits and expansions. Will be required to manage the project from start to finish, providing light process engineering, submit capital paperwork to get the funding, and manage construction and spending, and help start it up after completion. Conceive, designs, and manages capital projects in multiple facilities; Coordinates with external engineering firms when applicable. Manage external engineering firms. Develop capital budgets. Develop project costs. Prepare and submit funding requests for approval. Prepare and issue capital purchase orders. Prepare budget spending forecasts. Provide process engineering assistance to operations as well as maintenance at various plants as needed. Obtain vendor and contractor quotes and prepare project specifications. Communicate status of projects with senior management.

Capital Project Manager Georgia Location

Management of projects for, new capital projects, facility renovations/retrofits, process improvements, equipment installations, and utility installations and modifications. The work is completed both directly by, internal teams, and third-party services such as design firms, trade contractors, construction managers, equipment suppliers, and other service providers. Typical daily tasks involve developing specification for equipment, management of project engineers and engineering firms. Provides support to other departments including maintenance EH&S and operations in developing projects. Provides the necessary leadership and responsible for managing large and complex capital improvement projects. Facilitates the collection of project requirements, objectives and expectations, and clearly communicates this information to project teams. Evaluate performance of project team members, or project managers assigned to the function of project management. Leads definition of project objectives, scope development, and front-end engineering in support of the project development and execution. Develops company's Project Management Process in execution of capital projects. Manages project documentation of all capital projects and drawings. Monitors the progress of the project and adjust as necessary to ensure the successful completion of the project. Reviews the quality of the work completed with the project team on a regular basis to ensure that it meets the project standards. Manages all project funds according to established accounting policies and procedures. Able to simultaneously manage multiple tasks and projects effectively. Accountable for project controls: project cost estimating, planning/scheduling, project benchmarking, effective cost control/forecasting, effective project progress control, contracting/procurement-plans, cash flow management and financial status of the project. Direct company or contract project engineers in supporting roles on Major Projects. Thorough knowledge of construction, engineering, procurement, and other project-related activities, including their interfaces and interdependencies. Strong commitment to safety and environmental issues. Willingness to adhere to all safety and health rules, plant rules, procedures and guidelines. Computer skills, with proficiency in Microsoft Word, Excel, PowerPoint, AutoCAD, and Microsoft Outlook. SAP a plus. Excellent verbal and written communication skills. Must be able to work without direct supervision to accomplish goals and meet schedules. Proven solid work ethic and ability to work well with others as well as independently. Possess strong problem-solving and troubleshooting skills. Must be open-minded and adaptive to change, promote the collective interests of the team more than self-interest, able to resolve problems in a respectful manner. Experience with process control distribution systems and PLC a plus. Bachelor's Degree is required in Mechanical or Electrical Engineering. PMP Certification a plus. 10 to 15 years of experience as a project engineer. Preferably in a Petrochemical, chemical, or Refining industry on major capital projects. Knowledgeable in the use of Microsoft Projects and SAP. Detail oriented with strong analytical, organizational, and problem-solving skills. Demonstration of strong interpersonal communication and presentation skills.

CHEMICAL ENGINEERING POSITIONS (PROCESS/PRODUCTION/OPERATIONS)

Plant Engineer New! Northwest IN Area Location

Position is open due to promotion. Should have experience in PSM facility and should have continuous distillation experience. Bachelor's Degree in Chemical or Mechanical Engineering required. Minimum 3+ years related work experience required, 5-10 years preferred, in the chemical, petrochemical or refining industry ideal. Open to others (food ingredients, nuclear etc.). Background in equipment troubleshooting. Relevant experience and unit operations include: continuous processes, distillation, fractionation, hydrotreating, stripping and thin film evaporation. Well-developed analytical and problem solving skills including a track record or process optimization. Capital project conception and implementation. Ability to work on multiple projects successfully. Must be comfortable working out in a manufacturing environment. Working knowledge of requirements for PSM under OSHA regulations. Should have a desire for a future leadership roles. Evaluate technical and operable feasibility project components including industrial vessels, rotating equipment, control systems, tankage, piping, heat exchangers and related process infrastructure. Evaluate equipment and processes to identify ways to optimize performance or to ensure compliance with safety and environmental regulations. Ensure environmental, health, safety compliance throughout project development and future operations. Work with operations and maintenance groups to optimize production and mechanical integrity. Participation in shutdown planning and analysis for improvements in shutdown efficiency and cost reduction and coordination with production requirements. Troubleshoot process and equipment problems involving rotating equipment, vacuum systems, fire heaters/exchangers, tankage, instrumentation, waste water treatment, etc. Work with management to develop capital improvement projects including budgeting, justification, management, and reporting. Develop and manage elements of the facilities Process Safety Management program including coordinating HAZOPs, mechanical integrity, MOC, etc.

Lead Refinery Engineer *New! Reno, NV Area Location*

Green energy company that is committed to alternative solutions and sustainable development to protect the environment. The company currently has excellent opportunities for manufacturing growth and development with a succession plan for this person to move into Operations and Plant Management. BS Chemical Engineering with 3+ years (5+ ideal) of industrial experience in the chemical, petrochemical, refining or related industries with similar unit operations. Previous supervisory or indirect leadership experience in a plant environment a plus. Experience with equipment troubleshooting, ideally rotating equipment as well as distillation columns, hydrotreaters, pressure vessels, pumps, piping etc. Knowledge in preventive/predictive maintenance, RCFA, mechanical integrity, PSM, MOC, ISO9001 and CMMS all pluses. Capital project support and execution experience desired. Ability to provide plant process engineering support a plus. Work with the cross-functional leadership team to prioritize plant needs, ensure weekly maintenance scheduled work is planned and manage day-to-day maintenance support to the plant. Supervise, coach, mentor, train and develop maintenance and engineering employees creating collaborative and engaged teams. Daily facility walk-around to check equipment conditions and review equipment inspection schedule with operations and shipping/receiving. In collaboration with Operations Manager, lead shutdown planning, review all pending inspections prior to shutdown and conduct daily formal meeting with operations and maintenance team during shutdown periods. Plan and lead shutdowns and monitor work in progress including the on-site contractors. Lead plant reliability improvement in conjunction with ISO 9000 certification. Preventive and predictive maintenance. Manage all project Maintenance expenditures and set, monitor and manage maintenance budgets. Health, Safety and Environmental review of daily work and projects. Provide engineering support to operations.

Process Improvement Engineer *Beaumont, TX Area Location*

Will function as the discipline engineer supporting the Project Manager, however will serve as PM on small cap projects at times. Supports project sizes from \$20k to over \$10MM and will be working on 5-10 small cap projects concurrently. BS Chemical Engineering; 15+ years Plant or Project Engineering; 7-10+ years with an Owner Operator/3-5+years with EPC is highly desired. Aspen Plus process modeling, Process Design, Commissioning and Start-Up leadership, Mass Transfer, Fluid Flow, Heat Transfer, Distillation, and Reaction Engineering. Petrochemical or Refining Experience Highly Preferred. Function as the Lead Owner/Operator Process Engineer to direct and review EPC firm work. Utilize a broad set of engineering tools effectively in plant optimization, evaluation, and design. Function as Process Design Engineer on assigned projects. Organize and lead cross-functional teams to identify unit performance gaps. Effectively applies the Project Work Process to document capital project justifications, conceptual design, etc. Consults with other Engineers as a SME on specific type of chemical engineering unit operation or other sub-

discipline. Interfaces with business teams to help define their long-term capital gain plan and future engineering needs. Assists in the technical development of engineering staff through mentoring and informal training of less experienced Engineers.

Process Engineer Des Moines, IA Location

Role is open due to internal promotion. Bachelor's degree or higher in Chemical or Mechanical Engineering. 3+ years of Engineering experience in an industrial setting. Proven ability to troubleshoot, perform root-cause analysis and develop corrective action strategies. Participate in the facility wide PSM program. Play a lead role in site safety systems such as PSSR (pre-start-up safety reviews), PHA's (process hazard analysis) and Incident Investigations as required. Review technical performance of the plant and make recommendations. Communicate effectively with all areas of the plant. Evaluate equipment with respect to performance and efficiencies, recommend new equipment where necessary, make recommendations for repair and replacement of equipment, and evaluate results. Develop capital project justifications and lead assigned projects. Provide technical support to operating teams for the daily operation of the facility. Support the improvement and optimization of operations.

Senior Production Engineer Houston, TX Location

BS Chemical Engineering. 5+ Years of Process/Production Engineering. Petrochemical or Refining Experience Preferred. Distillation Experience Required. Manage production engineering support for the assigned unit area. Interface with design, process, quality, and reliability engineering to troubleshoot problems. Monitor daily production operations for assigned unit area. Perform incident investigations Calculate final spill amounts. Evaluate feasibility and economics of proposed projects. Communicate with Production Planning to ensure the production plan can be achieved. Cost reduction and yield improvement projects.

Production Engineer North Louisiana Location

Position reports to the Operations Manager. Responsible for monitoring and optimizing unit operations throughout the plant via daily parameter and stream data analysis, computer aided simulation, process control, independent research and good engineering practices. Will provide direct communication to the operators for process conditions and parameters to meet optimization criteria. Expected to interact with all plant personnel, safety, and maintenance necessary to identify, develop, and manage improvement projects. Provide day to day instruction on unit operating conditions to achieve throughput, reliability and quality objectives maximizing OEE. Provide process engineering support to achieve operational goals of process safety, HSE compliance, consistent and high product quality, efficiency improvement, unit cost reduction in the production of intermediate and finished products. Lead root cause analysis studies to resolve plant process and equipment related issues. Interface with other most other plant functions including Operations, Maintenance, Lab, Engineering, HSE, Distribution, etc. Develop KPI metrics/monitoring systems and tools to drive efficiency improvements and identify opportunities for improvement. Analyze daily unit operating parameters and lab data for overall plant efficiency control and improvements. Monitor utilities required for unit operations performance, measure performance and identify/implement improvement opportunities to improve utility efficiency. Develop and generate on stream and utilization reports for processing unit equipment. Understand unit capacities and bottlenecks and identify opportunities for improvements to meet business plan needs. Maximize profitability through production optimization, implementing new products and capacity and by controlling costs as appropriate. Provide process engineering/technology expertise to the site for all areas including distillation, hydrotreating, hydrogen generation, etc. Lead/Participate in incident investigations. Interact with maintenance on work order priorities and repairs. Provide support during turnarounds and assist in inspection/verification of process equipment. BS in Chemical Engineering or Petroleum Engineering. 5 Plus Years refining and/or distillation experience. Demonstrated commitment to safety, including safety considerations in engineering design, recommendations, and operability. Refinery operations including Crude Oil Distillation, Hydrotreating, and Hydrogen generation via steam/methane reforming preferred. Strong analytical/problem solving skills and ability to make technically and economically sound recommendations with incomplete information and in the time required. Must be highly organized, self-motivated and able to work with minimal supervision. Working knowledge of the following in context of refinery operations: OSHA Process Safety Management (PHA, MOC, PSSR), Industry codes and standards such as API 520 and API 521, Process control elements and systems. Able to multitask and handle multiple projects and deadlines. Good communication, time

management and interpersonal skills. High level of proficiency with MS Office (Word, Excel, PowerPoint, etc.).

Process Engineer Eastern Tennessee Location

Responsible for providing technical expertise to improve our operations. Should be proactive, energetic and inventive, with strong analytical and problem-solving skills. Impeccable organizational skills and a willingness to learn and stay ahead of industry advances, as well as collaborating with the team is essential to this role. Design, develop and implement new and improved processes. Conduct tests to evaluate the efficiency of processes. Evaluate processes and equipment to ensure regulatory compliance. Troubleshoot problems with process and implement changes as required. Assist in the supervision of plant operations. Bachelor's Degree in Chemical Engineering or similar required. 2+ years in a similar chemical plant environment. Experience with Nitric Acid preferred.

PROCESS CONTROL ENGINEERING POSITIONS

Senior Process Control Engineer New! Beaumont, TX Area Location

Fox IA experience is required. Will play a key part in growth projects involving automation and safety systems, mostly using Foxboro IA. Must possess a comprehensive proficiency for developing, defining and implementing instrumentation and control strategies around automation and safety systems. Can confront challenges and carefully determine a thoughtful plan for resolution and manage the necessary change process, plus must have a balance of hands-on engineering skills and an ability to think strategically using leadership & delegation skills where necessary. Responsible for working with outside vendor to define, develop, engineer and implement the project and scope of work established in alignment with project goals and objectives. Focused and possess a high level of technical accuracy and a deep understanding of process knowledge (distillation, pump/compressor, etc.). Have the ability to collaborate with a team that will implement and maintain process controls in a safe, reliable, and economical operation. Assimilate quickly and begin delivering results in an expedient manner. Be able to develop an awareness of operational history recognizing the value of information sharing and knowledge transfer. Technology Planning and Development of Engineering Standards and Work Processes to ensure ROI on Projects and maximize Reliability and Maintainability. Be the Technical Leader for internal and/or external teams to implement Projects of varying size and complexity. Process automation expert in multiple areas/plants, particularly in problem solving and troubleshooting. Display an expert level of understanding of plant operations, maintenance and engineering principles as they relate to the facility. Participate in PHA's, PSSR's, incident investigations and unit troubleshooting. Familiar with commercial aspects of control system upgrades and service contracts. Familiar with government agencies such as ERCOT, FERC, TCEQ, DHL, and OSHA and be familiar with regulations at an intermediate level. Take an active role with process automation industry trade groups to gain best practice guidance. Display expert knowledge of process control principles and use them to assess/support area/plant automation performance. Display expert knowledge of the process control system and provide backup to process automation specialists in maintaining and upgrading the system. Serve as team leader. Have strong understanding of process control performance on company profitability and be able to communicate that message across all parts of the organization. Complete project scopes to hand off to capital for estimating. This includes P&ID markup, PFD development, writing the process description. Initiate AFEs and lead follow-through on driving that AFE to completion. Knowledge of entire plant trains and impacts of proposed changes on other areas of the plant. Must have strong skills in verbal communication and interpersonal activity that compliments a productive team work environment, as well as leadership capabilities. BS in chemical or electrical engineering. Project experience and 10 years of process control experience within the process industry. Extensive DCS (or BPCS) experience/ proficiency. Configuration and graphics experience with any of the following: Foxboro, Delta V, Yokogawa, and/or Honeywell is a plus. Experience in Control Design of chemical process units. Experience in PHA and LOPA. Understanding of the Safety Lifecycle as it relates to Safety Integrated Systems (SIS). Able to design and implement basic and advanced control schemes as well as complex sequence logic. Process experience in petrochemical plant. Project technical leadership experience; as a subject matter expert and/or lead engineer.

ELECTRICAL ENGINEERING POSITIONS

SIS Engineer Houston, TX Location

Provide direction and support to the Site personnel in maintaining, troubleshooting and enhancing the site's SIS Instrumentation assets. Responsible for outlining the expected SIS work to non-resident service providers to address general maintenance, troubleshooting, and enhancements of the site's SIS assets. Will be the "Change Agent" in site's SIS functions and will provide recommendations for use of new SIS systems as well as reliability improvements in existing SIS systems. Develop and implement an SIS program that improves the reliability of the SIS systems. Develop SIS instrumentation systems recommendations and resolve recurring SIS problems. Revise existing or develop new SIS functional testing procedures in compliance with the Site Engineering Practice for SIS, Corporate SIS Technical Engineering Standard (TES) and ISA84/IEC61511 standards. Provide technical assistance and facilitation of SIS training for site personnel. Ensure optimum SIS preventive/predictive program is in place and effective. Develop and implement an SIS instrument database. Ensure all SIS instruments are accurately reflected in SAP. Provide effective overall technical management of site SIS systems. Contribute at a high level to a safe working environment. Keep abreast of the latest SIS instruments and systems and investigate/propose alternates to existing systems that may result in greater efficiency, reliability and/or Health, Safety and Environmental (HSE) performance for the processes. Problem solving and troubleshooting SIS instrument issues. Assure plant SIS assets are installed and functioning to specifications. Review and input work scopes for preventative and predictive SIS maintenance programs. Facilitator of changes regarding SIS systems. Assist process engineering in developing SIS related project scopes, Support Capital Projects as they relate to SIS Systems. Act as a Plant SIS Reliability Representative. Lead or participate in the incident investigations and root cause analysis process to develop action items to prevent reoccurrence. Assist with completion of SIS related Management of Change (MOC)/Process Hazard Analysis (PHA) action items. Identify and implement predictive maintenance practices for SIS equipment including corrective repairs through coordination of outside vendors. Assure and maintain SIS spare parts program. Coordinate vendor repairs of SIS instrumentation assets. Provide "hands-on" training of SIS maintenance personnel to ensure work applications are performed "right first time" and that work is done with thoughts for both present and future needs. Primary ownership of maintaining SIS hardware and performing appropriate functional verifications as well as participating in periodic validations. Manage the site's SIS Technician and develop their SIS technical capabilities. Bachelor of Science Degree in Electrical Engineering or similar. A minimum of 10 years of experience in chemical or refining manufacturing electrical, Instrumentation and SIS instrumentation and/or Shut Down systems. A minimum of 10 years of experience in engineering, design and maintenance of electrical, Instrumentation and SIS systems including instrument and electrical drawings and specifications. Sound knowledge of the RAGAGEP and ISA84/IEC61511 standards. Familiarity with National Electrical Code, intrinsically safe design principles and Process Safety Management (PSM) processes. Certified as Functional Safety Practitioner (CFSP), or SIS Fundamentals Specialist (CSFS), or Functional Safety Engineer (CFSE). Comprehensive understanding of SIS functional safety, process technology and chemical manufacturing site instrumentation. Comprehensive understanding of engineering and design of SIS systems and sound knowledge of SIS systems safety requirements. Hands on expertise in troubleshooting instrumentation and electrical systems and offering hardware or software improvements to current systems.

Electrical Engineer New Jersey Location

Will provide electrical engineering support to capital projects and chemical manufacturing facilities globally. Responsible for improving chemical process electrical systems and providing design capabilities in electrical systems for both expensed and capital projects. Will take a large part in the conceptual design and layout, site selection, utility surveys, electrical classification designations and equipment selection as the subject matter expert in this genre on various company projects, while maintaining a constant awareness of industry codes and standards focusing on safety, reliability and cost. Provide specialized electrical engineering expertise for chemical manufacturing facilities worldwide. With a focus on safety, reliability and cost effectiveness, provide evaluation, interpretation, and implementation of industry standards and best practices covering standards from NEC, IEC, IEEE, NEMA, API, UL and NFPA. Design, implement & ensure new and existing processes and facilities are optimized. Act as the senior staff specialist for the electrical discipline; recognized for thorough knowledge of broad areas of electrical design and safety. Work with project managers, partner engineering firms and sites engineering teams to ensure that projects are completed satisfactorily, on time, and within budget. Lead the corporate electrical discipline, provide guidance and establish strong relationship with electrical network team across the company. Bachelor's Degree in Electrical Engineering. Minimum of 10 years electrical engineering design experience in chemical process or related industry. Experienced in the application of industry codes and standards with a focus on safety,

reliability and cost effectiveness. Experience as part of preliminary conceptual design project teams (Front End Loading). Experienced with conceptual design and layout, site selection, utility surveys, electrical classification designations, equipment selection, etc. Experience with providing support to detailed design, equipment selection and procurement, construction and startup of major capital projects. Can work independently and collaborate effectively with multiple project groups and plant stakeholders. Exhibits expert knowledge in broad areas of electrical equipment and system design and optimization. Exhibits expert knowledge in power generation systems for medium and low voltage electrical systems. Experienced in the use of industry standard design optimization tools, technologies and methods. Familiarity with Process Industry Practice electrical standards is preferred but not required. Demonstrated initiative and ability to manage competing priorities from different groups. Strong written and verbal communication skills including presentation delivery to large/small groups. Ability to develop and maintain corporate standards for electrical design and safety. Ability to work independently across multiple projects and plants. Ability to mentor and influence electrical discipline across the corporation.

Electrical Engineer Houston, TX Area Location

This role will provide direction and support to the site personnel in maintaining, troubleshooting and enhancing the site's electrical assets. Candidate will develop, provide and sustain a program of expected electrical work to resident technicians and non-resident service providers for addressing safety, general maintenance, troubleshooting, and enhancements of the site's electrical assets and will support additional efforts as required. Will act as the owner of the sites electrical distribution assets as well as "Change Agent" in site's electrical functions and will lead and/or participate in developing recommendations for new electrical as well as improving existing systems safety, maintainability, availability and reliability. Develop and implement an electrical maintenance and sustenance program that improves electrical system safety and reliability. Provide technical assistance and facilitation of training for site personnel. Ensure all pieces of electrical equipment are accurately reflected in SAP. Provide effective overall technical management of site electrical systems. Contribute at a high level to a safe working environment. Assure plant electrical distribution equipment is installed and functioning to specifications. Review and input work scopes for preventative and predictive electrical maintenance programs. Assist process engineering in developing electrical related project scopes. Support Capital Projects as they relate to electrical systems. Lead or participate in the incident investigations and root cause analysis process to develop action items to prevent reoccurrence. Identify and implement predictive maintenance practices for electrical equipment including corrective repairs through coordination of outside vendors. Assist in managing the site's I&E Technicians and developing their technical competency and capabilities. Establish and report reliability metrics for electrical systems. Provide on-going technical support for existing electrical issues, including troubleshooting assistance to engineers, supervision and operations, maintenance and project technicians. Provide recommendations for changes, additions and/or deletions of items within preventive/predictive maintenance program. Provide assistance to maintenance personnel with MOC processes and associated documentation needs. Updates could involve electrical specifications, one-lines, wiring diagrams, Mechanical Integrity (MI) folders, etc. Develop and maintain network of contacts to include professional societies, technical contractors and site personnel (department managers and other employees) to ensure effective information exchanges. Attend department and other site meetings as required to provide technical information and stay abreast of site issues. Continue personal education and training as needed to maintain engineering status and to provide technical expertise for site. Maintain plant one-line diagrams. Initiate and own power studies as needed (e.g. Arc-flash, Short circuit, Equipment Duty, Coordination, Utilization). Enforce site safety rules and procedures within area of responsibility. Bachelor of Science Degree in Electrical Engineering (accredited). 10 years of industrial experience in electrical distribution. Experience in the chemical or refining industry highly preferred. 10 years in engineering, design and maintenance of electrical systems including instrument and electrical drawings and specifications. Project Management experience preferred (2-6yrs). Comprehensive understanding of electrical functional safety, process technology and chemical manufacturing site instrumentation. Comprehensive understanding of engineering design and maintenance of electrical systems. Familiarity with National Electrical Code/NFPA, intrinsically safe design principles and Process Safety Management (PSM) processes. Sound knowledge of electrical RAGAGEP standards. Computer literacy including proficiency with SAP, MS Excel, MS Word, Electronic Communications. Hands on expertise in troubleshooting instrumentation systems.

Reliability Engineer, Electrical South Arkansas Location

Responsible for providing technical guidance on operating units and equipment within a refinery that maintains and improves the safety, environmental standards, overall reliability, and operating cost of the refinery. Demonstrates accountability for increasing equipment reliability by improving time between failures of industrial equipment while reducing equipment downtime and manufacturing costs. Works collaboratively with the entire refining organization to develop, implement and maintain standard mechanical and/or electrical processes incorporating industry best practices. Creates refining maintenance technical standards and standardized work practices in collaboration with subject matter experts. Develops strategies to manage refinery assets at peak performance, optimize lifetime return on investment, mitigate reliability risk, and supports capital improvements in support of long term sustainable performance. Provide engineering technical support to operating units, environmental activities and plant projects to improve reliability, process safety and environmental performance. Support process safety, safety, and environmental compliance by participating in process hazard analysis, incident investigations, procedure development, management of change, alarm management, pressure protection management, and providing technical assistance for work scope development, and assessment of operating impacts on equipment. Design improvements for equipment/systems to improve overall reliability, availability, and predictability of production, improve process safety and environmental performance including complex designs. Provide process support to Plant Engineering activities, usually involving preparation of major appropriation requests or execution of detailed engineering of projects. Perform equipment reliability analysis and recommends improvements based on Root Cause Failure Analysis (RCFA) findings. Establish critical equipment spare strategy for equipment. Recommend equipment reliability improvements by doing analysis of equipment trends, historical, and field data. Develop, implement and lead reliability principles, precision maintenance, and condition monitoring initiatives. Analyzes refineries' maintenance and reliability work practices to identify performance drivers. Works collaboratively with refineries' maintenance leadership on design/reengineering of existing work processes to increase efficiency and effectiveness within established technical standards. Manage the mechanical integrity and quality assurance portion of Process Safety Management (PSM) program. Works with all relevant departments to ensure the reliability and maintainability of new and modified installations adhering to the life cycle asset management process throughout the entire life cycle of new assets. Develops engineering solutions to repetitive failures and all other problems that adversely affect plant operations. These problems include capacity, quality, cost or regulatory compliance issues. Stays abreast of latest industry best practices, technology and equipment design through participation in professional organizations and associations. Conduct RCFA on failed equipment / components and improves life expectancy using RCFA findings. Supports maintenance related activities in planning upcoming shutdowns, transitions and equipment requirements. Support turnaround and unit shutdown planning and execution through participation in scope development, providing justification for work items, and providing technical support during shutdown/startup and outage timeframe. Coordinate and assist in implementation of plant system changes, including equipment additions, modifications and/or deletions and process design. Communicate and document process engineering activities in unit support, design, plant engineering, environmental and process safety support activities with little or no review required. Develops and delivers site training to educate, inform and guide refinery maintenance staffs on application of technical standards. Ensures standards reflect both engineering and work processes and supported by industry best practices. In alignment with reliability effort provide input into capital projects to ensure the scope meets the objectives of operational reliability. Specify appropriate Preventive Maintenance (PM's)/Predictive Maintenance (PdM's) based on Failure Modes and Effects Analysis (FMEA). Actively interfaces with engineers and field supervision on troubleshooting, root cause failure analysis and optimization of maintenance predictive and preventive programs. Develops refining technical standards for maintenance and mechanical engineering. Conducts gap assessments primarily through periodic audits to gauge effectiveness of maintenance and reliability work processes. Identifies internal barriers to implementation and works with refineries' staffs on resolution. Bachelor's Degree in Electrical Engineering discipline or military equivalent experience. Demonstrated experience in equipment reliability, and/or instrumentation, and/or electrical equipment.

Instrument Control Specialist Eastern Tennessee Location

Reports directly to the Technical Manager for an Eastern Tennessee chemical production facility. Responsible for control and instrument systems and equipment design, procurement, planning, and support. Assists with planning technical studies, evaluations and design of plant projects and modifications to improve and enhance plant efficiency and improve equipment reliability. Enhance plant safety, environmental compliance and maintenance. Improve communications between departments. Direct subcontractors,

develop work scopes, and supervise activities associated with plant projects. Responsible for supporting instrumentation/CEMS/automation equipment at all levels, including training, analysis, and documentation of associated computer automation systems (PLC or DCS). Support of continuous improvement efforts, daily operations, and capital projects using an applied technical knowledge of the manufacturing processes, instrumentation and computer automation equipment. Retrieve and evaluate process & environmental data; troubleshoots logic diagrams and drafts reports. Participate in safety and environmental initiatives to ensure overall employee safety and regulatory compliance. Review and update required instrument PM & Calibration procedures. Document and update loop drawings, interlocks and data sheets. Uses personal computers, Microsoft Office suite products and specialty computer software used for process instrumentation, control equipment and DCS/ICS equipment. Support Maintenance and Operations departments to ensure personnel safety and maximize plant uptime, including after-hours support if needed. Works with appropriate personnel and plant systems to ensure plans, schematics and diagrams are maintained accurate and up to date. Performs/assists in the programming of additions and changes for PLC/DCS systems. Troubleshoot and recommend solutions to recurring instrumentation problems on critical equipment. Provide field supervision support on critical equipment. Work with the Maintenance, Technical and Operations Managers to establish, track, and achieve equipment reliability goals and objectives for the facility. Provide daily technical support to craftsmen, supervisors and other engineers to resolve equipment design, maintenance and operating issues for immediate and long-term solutions. Assists in planning and execution of turnaround activities; provides technical input in determining priority and scope of equipment repairs; leads root cause failure investigations for instrument/control related incidents Reviews engineering projects to ensure compliance with plant standards, and other applicable industry standards; Assists in developing and maintaining plant mechanical engineering/safety standards. Completes engineering design and documentation for small plant improvement and modification projects. Knowledgeable in the theory and workings of all types of instrumentation – control valve assembly, level, flow, pressure, temperature, pH, conductivity, and all types of gas analyzers. Ability to read and understand blueprints, schematic diagrams, wiring diagrams and technical manuals; do detailed work with a high degree of accuracy and neatness; keep records of equipment and machinery repair; follow oral and written instructions; communicate and coordinate work effectively with a wide variety of people; maintain cooperative working relationships. Experienced with smart instrumentation, pneumatics, hydraulics. DCS, PLC, HMI, Historian, database programming and management. Experience with Emerson DeltaV and Rockwell Software products a plus. Exceptional reliability and defect elimination skills and aptitude. Exceptional instrumentation and control logic troubleshooting skills. Strong organizational and communication skills. Training and experience in RCFA, RCM or equivalent methodology. Strong computer skill – CMMS, database management, analysis software, etc. Knowledgeable in LOTO. Basic understanding of compressor control systems. Foundation Fieldbus experience a plus. Electrical Engineering degree or equivalent and more than five (5+) years of experience in instrumentation and control in the chemical process industry. Experience inspecting, maintaining, and specifying control, SIS, and instrumentation systems and equipment. Prefer 5+ Years of engineering experience. Preferably in a chemical manufacturing environment. Working knowledge of Process Safety Management and a good understanding of general process control preferred. Project management and budget management experience preferred.

ENVIRONMENTAL ENGINEERING POSITIONS

Senior Environmental Engineer Houston, TX Location

Secure necessary permits for air programs. Develop regulatory reports, annual Emission Inventory, TRI (Title V, HON, etc.). Assists in the development of LDAR reports. Oversee day-to-day operations of the Fence line Monitoring Program. Responsible for technical work in an environmental discipline and achieve compliance with the EH&S standards with federal and state regulatory requirements. Provide regulatory interpretation and advice. Ability to recognize and address environmental and safety issues related to the assigned area of business. Investigate accidents and promote safety conscious work performance. Develop and conduct training on emergency preparedness and quality assurance programs. Review and access impacts of air-related environmental regulations. BS Chemical Engineering. 7-15+ Years of chemical process industry experience. Permit application writing and reporting.

Environmental Engineer Southern California/High Desert Location

Excellent high desert/mountainous location for the outdoors type without the expense of the crowded coastal areas of California. Located in the Bakersfield/Ridgecrest/Mojave area. In this large 500+ person inorganics production facility individual will be part of a team responsible for compliance with all applicable federal, state and local environmental permits and regulations. Experience with Federal environmental regulations and compliance is required, California experience is preferred. A key goal is to improve environmental compliance and performance in the most cost-effective manner possible. Some specific responsibilities will include the following: Oversee Environmental and Safety Programs including maintaining and updating the Business Plan, SPCC, CALARP/RMP, SDS systems; maintaining and updating FIFRA, pesticide and fertilizer registration; and providing regulatory oversight and support for the hazardous waste program. Remain current with advances in environmental regulations and technology and provide support and consultation to operating areas and plant management. Will include input on project design, training, providing solutions for technical and regulatory environmental issues; overseeing consultants and outside laboratories; leading internal audit teams; and incident investigation, mitigation, root cause analysis and corrective action. Manage agency reporting and programs to achieve compliance with federal, state and local regulations. This includes applications for new and revised permits; maintaining a cooperative relationship with regulators at the local, state and federal level and participate in facility inspections; and audits, inspections and other regulatory compliance assurance activities. Bachelor of Science degree in engineering with a minimum of 5 years related experience. 4 or more years of experience in chemical, refining or mining operations. Knowledge of local, state and federal environmental laws and regulations. Must have experience interacting with governmental agencies. Working knowledge of environmental management systems.

SAFETY POSITIONS

Health and Safety Specialist *Alabama Location*

Provides a visible safety presence in the field with operations, maintenance and contract work forces to identify and evaluate risky behaviors and potentially unsafe conditions, and practical, safe work practices. Assists with insurance program needs, internal/external compliance audits, health & safety inspections, facility surveys and/or employee exposure assessments. Writes and revises, under the direction of Leadership, Health & Safety policies, procedures and safe work practices that are effective, practical to implement and compliant with applicable regulations. Reviews applicable regulations and prepares any necessary response, giving consideration to industry standards, best practices and Company requirements. Directionally moving the organization beyond regulatory compliance. Supervises Safety Technicians to assist in completing inspections of respiratory protective equipment, fire extinguishers and fixed fire suppression and other equipment and takes actions to maintain them in a state of readiness. Maintains adequate inventories of Safety and Health supplies and equipment. Develops and presents educational programs to all HRC and affiliated employees. Can lead/facilitate a 5-Why's incident analysis effort to identify root/contributory causes as well as recommend practical, corrective actions. Produces accurate, high quality work in a time sensitive manner. Participate in the daily operational assignments as necessary. Respond to plant emergencies as part of Incident Response Leadership role. Participate in Process Hazards Analysis. BS degree from a four-year college or university, preferably in occupational safety administration or engineering, and five to ten years' experience in a related industry or equivalent combination of education and experience. Refining or chemical industry experience is preferred. Experience with applicable regulations is to include the following: (a) Occupational Safety and Health Administration (OSHA), (b) National Fire Protection Association (NFPA), (c) National Institute of Occupational Safety and Health (NIOSH), (d) Environmental Protection Agency (EPA) and (e) American Conference of Government Industrial Hygienists (ACGIH) (f) American Petroleum Institute (API). Strong listening, communication, organizational and problem-solving skills that demonstrate enthusiasm to succeed, and support a comprehensive (occupational, off-the job and wellness) commitment to employee health & safety.

Safety Superintendent *Tennessee Location*

Responsible for leading all programs at the site including safety committee meetings, safety training and records, site-specific PPE requirements and hazard recognition and resolution. Establishes and promotes the maintenance of a safe, accident-free, and healthy work environment. Facilitates and/or participates in investigations of accidents and injuries. Coordinates the company's efforts to manufacture items in a manner that meets and exceeds all OSHA, state and federal regulations for public safety. Insure proper implementation and full compliance with all company safety programs. Act as Plant resource for Safety on

procedures, guidelines and standards. Coach and train employees on all safety related tasks, activities and requirements. Take ownership of all safety procedures to insure they meet regulatory requirements. Provide safety orientation and training for new hires. Assist in developing and achieving plant safety goals. Conduct routine safety training to meet all state and federal, as well as site specific requirements. Complete regular safety observations of all workers to determine proper use of prescribed personal protective equipment, including respirators and fall protection. Audit safety related permits and required inspections, including: Safe Work, Confined Space, LOTO, vehicle and equipment inspections (including respirators and fire extinguishers), and housekeeping, to insure employee compliance with safety requirements and procedures. Facilitate and document incident investigations and complete all follow up to ensure that related corrective actions to prevent reoccurrences are addressed and completed. Site emergency response team member, rescue team member, First Aid CPR certified. Maintain and apply knowledge of current policies, state and federal regulations, and industrial processes. Recommend process and product safety features that will reduce employees' exposure to chemical, physical, and biological work hazards. Active participation in Pre-Startup Safety Reviews and Process Hazard Analysis teams. Inspect facilities, machinery, and safety equipment to identify and correct potential hazards, and to ensure safety regulation compliance. Review plans and specifications for construction of new machinery or equipment to determine whether all safety requirements have been met. Report or review findings from accident investigations, facilities inspections, or environmental testing. Interview employers and employees to obtain information about work environments and workplace incidents. Review and update all employee safety programs to determine their adequacy. Insure the proper implementation of all safety programs in the field. Strong understanding of OSHA, Process Safety Management, Risk Management Plan and other safety requirements. Ability to represent the organization in community or industry safety groups and programs. Possess strong organizational and communication skills. Public Safety and Security — Knowledge of relevant equipment, policies, procedures, and strategies to promote effective local, state, or national security operations for the protection of people, data, property, and institutions. Education and Training — Knowledge of principles and methods for curriculum and training design, teaching and instruction for individuals and groups, and the measurement of training effects. High School Diploma or GED. 10 years of demonstrated experience in similar industry in a Safety role. Bachelor's degree in Occupational Safety and Health or related discipline preferred. Minimum of 3 to 5 years successful work experience as a Safety Professional in a chemical manufacturing facility preferred. First Aid/CPR certification required, with trainer certification preferred. HazWoper trainer certification preferred. Aerial Work Platform and Forklift trainer certification preferred.

MISCELLANEOUS ENGINEERING ROLES

QA/QC Laboratory Manager *New! California High Desert Location*

500+ person inorganics production facility. Responsible for all aspects of internal and external quality systems that ensure compliance with both internal and external customer requirements and expectations. The position is open due to an upcoming retirement and there would be ample time to work with the incumbent. Scope includes a QA group, control lab, a specialty lab for proprietary chemistry and analysis, a certified environmental lab function and three satellite labs. Responsibilities include laboratory performance and productivity including equipment, supplies, staffing, training, software and documentation. Compliance with applicable state and federal regulations related to safety and the environment is an important part of this position. Provide management and technical guidance to ensure the safe and efficient operation of the analytical laboratory operation. Provide leadership and training to laboratory operations personnel. Ensure accurate evaluation, interpretation, and verification of data (samples, calibration, and quality control) for analyses performed in the laboratory. Be the main customer contact point for resolution of technical issues and quality issues. Lead budgeting and planning efforts for laboratory function. Review, recommend and implement new or enhanced laboratory methods, practices and equipment. Lead lab analytical and research techniques and innovations. Develop, standardize, and document lab processes to optimize efficiency of analyses and reporting. Ensure accuracy and statistical rigor of analytical results. Develop lab asset replacement plan and coordinate acquisition of new equipment. Develop and oversee an effective Quality Assurance/Quality Management system to continuously identify opportunities for improvement while maintaining adherence external customer quality specifications and requirements. Provide reporting for all finished products to internal and external customers for specified compliance. Assist with specification reviews, environmental/regulatory surveys, MSDS, to address customer issues. Determine, negotiate and agree on quality procedures, standards and specifications with customers' representatives and internal business product management executives and facility managers. Manage the internal and external customer

complaint management and reporting systems. Support regulatory compliance and help solve customer and operations quality issues. Maintain expertise on all quality topics including but not limited to document control, training and quality incident reporting for the lab. Manage ISO 9001 Quality System and other quality certifications as well as create, control and distribute Product information such as Technical Bulletins, Foreign & Domestic SDS, and technical compliance documentation. Support plant personnel and engineers with analytical data to help maintain and improve plant performance. To be considered for this position must possess: Knowledge of lab processes, chemical analyses, analytical practices and techniques, documentation, interpretation and publication of results. Must be "hands-on" and willing to "roll up sleeves" and work at all levels of organization as circumstances require. Able to support plants which are in continuous operation. Must be familiar with analytical instrumentation including GC, ICPOES, NMR, IC, UV-VIS spectroscopy, titration and auto-titrator theory and operation, pH testing, specific gravity, particle size testing, and other wet chemistry methods and sample preparation and analyses. Must be able to interact with external customers, sales and marketing and internal customers, while managing competing priorities. Ability to coach, manage, change and facilitate team performance. Strong organizational, analytical, troubleshooting and effective problem identification and solution skills. Experience with instrumentation calibration methods, development of analyst training/testing programs. BS chemistry or chemical engineering required. 3+ years experience with analytical methods, data interpretation and relevant statistical analysis of results. Minimum 5 years of experience in Laboratory Management/Supervision. Must understand efficient laboratory organization and operation, including sample flow through the laboratory and daily sample output. ISO9000 auditor certification required. Basic knowledge of inorganic chemistry strongly preferred. Knowledge of Global GMP preferred. Lean Six Sigma or equivalent experience preferred.

Practice Leader-Water Colorado Location

Position is for Engineering/Construction projects involved with Water and Waste Water infrastructure (water resources) with an E&C Company. High visibility position. Looking for a leader who can grow business existing business even more. 20% of job is doing project engineering; the rest is all management and business development. A motivator and influencer are needed. Requires 10-20 years of experience in water resources engineering (E&C company) and previous demonstrated management experience. Provide input to Business Unit and participate in strategic planning. Work closely with Business Unit management team to identify growth, project delivery, staffing and financial performance. Must have demonstrated success in Business Development, project management for A-E firms, managing to fee and demonstrate skills in leading project teams. Will be expected to adopt and apply all policies and procedures and to apply them on assignments. Work closely with clients to effectively describe and deliver scope of work. Responsible for proposal production and implementing marketing initiatives. Prepares scopes of work and man-hour estimates for projects and tasks for water and wastewater design work. Must be capable of leading design teams and performing independent planning and design tasks, reviewing the designs of others, preparing construction documents, and managing the successful delivery of assigned projects on water and wastewater projects. Exercise initiative, judgment and knowledge commensurate with the responsibilities of the position. Must possess strong interpersonal skills and ability to effectively interface with clients in the public and private water sector. Actively participate in technical, professional, and civic organizations. Limited travel required. Ability to successfully manage multi-discipline teams and operational units within the Infrastructure team. Bachelor's Degree in Civil Engineering from an A.B.E.T. Accredited School is required; Master's Degree in Engineering or Business is preferred. Fifteen (15) plus years of experience in water and wastewater engineering. At least five (5) years of demonstrated successful experience in Project Management of Municipal and Private Water projects. Must have demonstrated success in Business Development, Project Management and demonstrated skills in leading project teams. Strong technical design experience in water and wastewater projects. Proven track record of successful project delivery of projects of up to at least \$20 million construction cost. Strong written and verbal communications skills required. Manages, mentors, and evaluates the performance of the Water team overall, and the sub-market and sub-regional leads specifically. Works with Business Unit Management and the Water team to establish and implement short and long-term goals for this group. Capable of building a high-performing Water Practice, able to scale with the growth and increased complexity of the business. Provide technical education and training as needed across the Water team. Well-organized, detail oriented, and self-motivated professional. Strong desires to grow personally, as well as professionally in a team environment. P.E. (Professional Engineer) State of Colorado is required or able to secure within six months. Affiliations with AWWA, ACEC and/or AWWAWEF is preferred.

Civil Engineer New Jersey Location

Will provide civil engineering support to capital projects and chemical manufacturing facilities globally. Responsible for providing detail design capabilities in the area of civil and structural support of chemical processes. Will take a large part in the conceptual design and layout, site selection as the subject matter expert in this genre on various company projects, while maintaining a constant awareness of industry codes and standards focusing on safety, reliability and cost. BS in Civil/Structural Engineering. Chemical industry experience. 60% civil, 40% structural. 10+ years' experience in Civil/Structural Engineering. Experience with full large project development and execution. Application of civil/structural engineering principles and practices applied to project design and construction. Ability to select appropriate methods, equipment and materials used in construction of civil/structural engineering projects. Experience in preparation and interpretation of plans and specifications, and inspection during project construction. Experience with installation of U/G piping, ponds, cast-in-place and pre-cast concrete structures and modular and stick built design in remote locations. Ability to work with multiple teams and disciplines. Organizational, analytical and problem-solving skills. Written and verbal technical communication skills.

NON-TECHNICAL ENGINEERING, BUSINESS TYPE ROLES

HR Business Partner New! Dallas, TX Location

This is a regional site position in an office-based setting, not a plant location. "Director" level position and open due to retirement. Labor/Union negotiations will be a non-negotiable as this role has heavy interface so previous labor experience is a must. Must be a HRBP who can be strategic vs. too far in the weeds/too tactical. Responsible for providing leadership and support in the development and execution of human resources operations and strategies to meet current and future business needs within the organization. Specific areas of focus include employee relations, labor relations, recruitment, organizational development, training, HR management, and implementation of well-conceived and designed programs, and synchronization of HR processes, systems, policies and procedures pertaining to all HR activities in the Business Unit. Will lead and manage a team of 3-5 HR direct reports within plant locations. Bachelor's degree in HR management, public administration or business discipline; advanced degree preferred. Seven (7) to ten (10) years of progressive experience as HR Manager, HR Business Partner, or Director with roles of increasing scope and customer interface responsibilities in a refining, manufacturing, or comparable industry. A minimum of three (3) years labor relations experience. Considerable knowledge of HR principles, practices, and procedures related to employee relations, labor relations, organizational development, training, and talent management. Demonstrated knowledge and proficiency in MS Office applications (Excel, Word, Outlook, and PowerPoint) and various HRIS applications. Knowledge and understanding of Federal, State and Local Employment laws and regulations and ability to apply legal concepts to real world situations. Knowledgeable in all areas of HR including benefits administration, compensation, employee development, employee appraisal, and employee relations. Proven ability to exercise considerable judgment, confidentiality, and discretion in a variety of settings in dealing with matters of significance for the company. Proven ability to develop, implement and enforce policies and practices which are aligned with the Philosophy, Core Values and Code of Ethics of the Company. Proven ability to investigate and research information, analyze data in relation to the relevant employment laws, trends, policies to use sound judgment to draw valid conclusions, recommendations and develop corrective actions. Demonstrated ability to objectively coach and counsel employees at all levels on complex, highly sensitive work issues. Proven ability to effectively plan, set priorities, and manage several complex projects simultaneously while working under pressure to meet deadlines. Ability to effectively coach, counsel, and advise all personnel and all levels. Demonstrated skills leading change through organizations in HR roles. Experience managing conflict and diffusing difficult situations. Superior written and verbal communication skills to effectively interface at all levels within the organization, including the executive team. Excellent interpersonal skills, empathetic, positive and an attentive listener.

Business Manager New! Jackson, MS Location

Lead development of near term strategic plan and guide optimum economic operation focused on 0 to 2 years, through coordination of activities consisting of: Crude and feedstock purchases, Optimization of operating mode, Product mix and pricing guidance and New business development opportunities. Work with internal R&M teams to address and resolve issues and opportunities raised through: P&L variance analysis on actual results of sales, production, and expenses, Contribution Margin Report analysis of global quarterly

contribution margin and Analysis of monthly financial and sales trends metrics. Develop and maintain Linear Program models to maximize optimization including backcasting to further refine the refinery models. Actively participate in eS&OP process to maintain optimum performance of via the Supply Team meeting. Support the Refining eS&OP Manager by providing backup in the eS&OP Process. Assist the Refining Business Analyst in preparing the annual Profit and Loss financial budgets and quarterly forecast updates by providing information above on optimum economic operation. Review and approve the Profit and Loss financial budget and quarterly forecast updates prepared by the Refining Business Analyst. Participate in development of mid-term strategic plan focused on 2-5 years. Participate in due diligence and acquisition evaluation of potential R&M investment opportunities. Provide guidance regarding annual capital spending targets based on anticipated cash flow projections. Develop capital spending models and justifications for major projects. Enable collaboration between R&M and A&E by identifying opportunities for supply of products. Provide support to the Process Technologist with respect to Process Technology projects. Provide backup to the Process Technologist in creation of crude files for the LP. Provide process design support, as needed. BS Degree required. 10+ years' experience. High Aptitude for Making Decisions Based on Large Sets of Data. Good Understanding of Refinery Processes. Good Understanding of Refinery Economics and Drivers. Creative Problem solving. Ability to Coordinate Activities of Multi-disciplined Groups. Negotiation skills.

eS&OP Manager *New! Jackson, MS*

Effectively manage the Executive Sales and Operations Planning (eS&OP) process for over the 24 month eS&OP horizon. Support the entire eS&OP Process in Refining and Marketing as an SME and key contributor to help drive facilitation and process improvement. Includes coordination and cross-functional communication with Demand, Supply, Pre-Meeting, and Executive Teams to drive a step-change in planning processes. Collaborate with the Demand Analyst in PSMD, who owns and manages the regional demand planning process, to forecast and understand global demand. Collaborate with the commercial team who own the customer relationships and the forecast. Balance demand and supply by developing feasible operational plans within the EWVI and eS&OP production models for products and production units. Develop alternative plans where appropriate by working with the global Supply teams. Develop production plans to balance inventory investment with agreed customer service levels. Ensure they are adequate to meet production requirements and in line with company goals. Establish and maintain inventory levels to ensure working capital targets are met for crude and feedstocks, intermediates, and finished goods. Identify and present options for gaps in supply, initiate plans for capital expenditure, re/source from/to other regions or modify production schedules. Ensure that supply issues regarding existing products are resolved in a timely and cost efficient manner. Ensure effective planning to enable successful launch of new products. Ensure accurate supply team performance metrics are tracked and utilized to improve supply side performance and cost. Lead eS&OP Supply Meetings to review monthly production models with Supply Teams and to identify key issues to be raised at Pre-Meeting. Facilitate eS&OP Pre-Meeting and Executive Meeting, prepare all data and metrics for review, identify gaps and generate scenarios that must be presented, guide final decision making on open items and trade-offs, and prepare escalations for executive review where appropriate. Develop, monitor and report global eS&OP performance analytics and metrics for Refining and Marketing to help senior leadership drive accountability to continuous improvement. Collaborate with the Senior Refining Business Managers and Refining Business Analyst on annual fiscal budgeting, capacity planning & business planning process. Tackle ad hoc special projects when required. BS Degree required. 5-10+ yrs minimum in refining, chemical industry, or commensurate business experience. Broad experience in demand planning, supply planning, and inventory management. Good attention to detail, accurate. Strong leadership skills allowing incumbent to effectively manage complex and rapidly evolving situations. High aptitude for making decisions based on large sets of data. Ability to coordinate activities of multi-disciplined groups. Willing to challenge people in the business at any level. Excellent communication skills that allow for problem resolution, mediation, and the ability to successfully work in a team environment. Passion for achieving customer and business needs. Creative problem solving. Negotiation skills. Bias for action and flexibility. Understanding of refinery processes, economics, and drivers, preferred. APICS Certification highly desired. SAP and/or Picaso experience. Strong Excel and Microsoft Package skills.

Strategic Energy Advisor Senior Consultant *Dallas, TX Location*

Will serve as an economic, planning and forecasting subject matter expert. Will directly contribute to the transformation, growth, success and profitability of the Strategic Energy Advisory business. Must have functional expertise in energy supply/demand forecasting, energy price forecasting, and strong analytical skills. Should have extensive and diverse knowledge of energy supply chain economics and infrastructure, and detailed understanding of the upstream, midstream and downstream sectors of the Energy Business. Will need the skills and knowledge to help build a worldwide energy supply/demand and pricing model. Work will require extensive analysis at office as well as training, presentations and workshops at clients' sites worldwide. BSc in Chemical or Mechanical Engineering and BA or MBA with major in Economics or equivalent. Preferred: BSc or MSc in Chemical or Mechanical Engineering and MBA with major in Economics or equivalent. Required: 10 to 15 years in Refining or Petrochemical Industry with 3 to 4 years of Operations, Maintenance and Engineering experience at Engineer or Supervisor level in an Operating Company and 5 plus years in a Consulting Firm. Must demonstrate strong job quality focus, be highly motivated and poses high degree of intelligence. Strong analytical and problem-solving ability. Knowledge of facility operational optimization and economics, one or more assignments in Planning and Optimization, Operations, Maintenance and Engineering. Should have strategic planning and economic evaluation experience. Proficient in use of Microsoft Word, Excel, and PowerPoint and Project software. Proficient in use of at least one linear programming software. Good verbal and written communication skills. Good presentation skills. Ability to work within team environment as well as independent contributor. Must be able to command the respect of Solomon colleagues and be credible to potential clients. Willingness and ability to develop new consulting business; provide support to Business Development Team. Preferred: 15 to 25 plus years in Refining or Petrochemical Industry with Operations, Maintenance and Engineering experience at Engineer, Supervisor and first line Manager levels in an operating company, and 8 plus years in a Consulting Firm. Must demonstrate strong job quality focus, be highly motivated and possess high degree of intelligence. Strong analytical and problem solving ability. Knowledge of facility operational optimization and economics, one or more assignments in Planning and Optimization, Operations, Maintenance and Engineering. Should have strategic planning and economic evaluation experience. Proficient in use of Microsoft Word, Excel, and PowerPoint and Project software. Proficient in the use of at least one linear programming software. Good verbal and written communication skills. Good presentation skills. Ability to work within team environment as well as independent contributor. Capability of serving as Project Manager for Strategic Energy Advisory engagements of varying size. Must be able to command the respect of Solomon colleagues and project teams, and be credible to potential clients. Willingness and ability to develop new consulting business; provide support to Business Development Team.

Procurement Forester North Carolina Location

Reports to the Eastern Region Forestry Procurement Manager. The Forester will procure pine stumpwood in Eastern North Carolina and direct/coordinate the activities of independent stump harvesting contractor crews. The position will require work out of a home office, and a Company vehicle will be provided. Identifying suitable longleaf and slash pine stumps. Negotiate contracts with land owners and land managers (private, company and governmental). Direct harvesting crews and shipping contractors. Track performance of the group relative to plan. Provide accurate and timely monthly/annual forecasting and reporting. Ensure personal safety compliance and safety of the contractors. Establish and maintain effective working relationships with land owners and managers, contract harvesters and haulers. Secure new contracts with landowners (Federal, State, Company) and managers. Manage wood harvest volume, quality and cost relative to plan. Coordinate marketing efforts at Forestry trade shows. Represent company in local and state forestry groups including state Forestry Associations. B.S. Degree in Forestry and/or a minimum of 0-10 relevant industry experience required. (Related experience would include manufacture, sale or procurement of timber products). Technical field experience required, which includes knowledge of forest harvest equipment, tree species identification, forest management protocols and GPS and topographical map reading. Certified forester preferred; understanding of best forestry management practices, forest conservation, regulatory requirements and sustainability. Must be self-motivated and comfortable working independently as well as within a team environment. Must be proficient in computer operation and Microsoft Office programs. Must be able to communicate effectively and professionally (verbal, written).

Administration Manager Tyler, TX Location

Business focused position. Must have exposure to some type of manufacturing environment. BS Business Degree or Technical Degree. Provides leadership, guidance, and direction for the Refinery's operating budget performance, contract administration and procurement needs, and internal and external communications. Leads the efforts of expense budget development and oversight, contracting and procurement, and inventory management and warehousing, and performance analysis and benchmarking. Supervises buyers and warehouse personnel by providing coaching and performance evaluation and prioritization of work. Responsible for leading the expense budgeting and oversight process, for developing associated reports for benchmarking and performance analysis, and managing strategic community interactions. Key in promoting a culture focused on safe, environmentally compliant, reliable and optimized operations. Evaluates refinery performance, implements recommendations for optimization, and champions initiatives in support of long term sustainable profitability and performance. Manage and lead the activities to which support performance analysis and reporting, budget development and oversight, contracting and procurement, and property management to ensure process safety, safety, environmental, reliability, and optimization goals are achieved. Champion initiatives, projects, programs, and benchmarking studies that drive continuous improvement and support the refining vision. Utilize sound human relations and communications skills to provide development of direct reports and motivation of staff resulting in a reliable and competent work force. Interview candidates, determine development needs, evaluate performance for compensation, and address personnel issues including training, coaching, mentoring and disciplining of subordinates. Ensure process safety, safety, and environmental compliance by providing stewardship in areas of responsibly, supporting investigations, and considering potential impacts to compliance when implementing changes. Develop, evaluate and review long range plans to ensure overall optimization and profitability of the refinery. Manage the production of forward-looking financial information and any analysis used to support the key business and strategic decision-making process for leaders from all functions across the business. Develop timely and accurate profit and operating performance analysis commentary for management and key stakeholders and prepare analysis, presentations and related materials for monthly performance reviews. Manage analysis of recurring internal management reporting, short term forecasting process, annual operating expense forecast, and annual operating expense budgeting process and contribute to development of long-term strategic plan. Assist in forecasting, closing, and reconciling monthly and quarterly income in support of understanding gross margin impact. Network and liaise with community leaders and organizations. Responsible for property management functions including land surveys, appraisals, and grounds and buildings. Champion adoption of procurement and financial best practices for refining industry. Develop procedures as required to support implementation and execution of best practices. Assist in areas of Contract Administration including, but not limited to Initial Phase, Bid Phase, Development Phase, Management Phase and Maintenance Phase. Responsible for executing procurement, purchasing, and inventory strategies along with oversight of contract specialist, buyers, and warehousing. Establish contract filing and document control and maintain all contract status reporting. Liaise with Corporate Legal Group, Corporate Procurement Group, and Corporate Finance Group. Assist with negotiations of agreements with vendors and suppliers. Capable of multi-tasking and running more than one project simultaneously, set aggressive but realistic schedules, able to balance supervisory responsibilities along with technical support as needed. Bachelor's degree in Business, Technical, Engineering or related field or Ten (10) years applicable experience in procurement, contracts and/or financial analysis. Experience in manufacturing environment along with (1) year of experience in a supervisory/management role or military equivalent experience. Proven ability to lead, influence, and mentor all levels of the organization including staff not under direct supervision.