

Austin Group Resources

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January 2009 Newsletter

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MANAGEMENT POSITIONS

Pressure Equipment Inspector *New! Midwest Location*

Accountable for repair, fabrication and inspection of ASME boilers, pressure vessels, piping systems, and pressure relieving devices within a given operating area. Interface with operating department team on a daily basis. Represent inspection department in the area Management of Change process. Participate in capital project teams as directed. Review and approve piping fabrication isometrics. Maintain list of top-ten mechanical integrity issues for area of coverage. Responsible for field-verifying proper installation of all new and revised piping. Provide input to Turnaround Planning Inspector as required to satisfy turnaround planning milestones. Lead Inspector for turnarounds within area; direct the activities of other company and contract personnel on a temporary basis during major planned outages. Support other inspectors during major planned outages outside assigned area. Document and develop strategies for temporary leak repair, alternate relief, hot work on in-service equipment, and alternate relief. Coordinate conventional and specialty non-destructive examination (NDE) contractors on an as-needed basis. Coordinate process hose inspections. Update mixing point/injection point data sheets and inspection records. Write SAP notifications for inspection related maintenance work. Represent the inspection department at area maintenance planning meetings. BS or higher in mechanical, civil or materials engineering; or 2-year degree or certificate in engineering or technology, with minimum 2 years experience in the design, construction, repair, operation, or inspection of pressure vessels; or High school diploma or equivalent, with minimum 5 years experience in the design, construction, repair, operation, or inspection of pressure vessels. Excellent written and verbal communication skills; ability to communicate technical concepts and issues to an audience with widely varying technical background. Willingness to lead and take ownership of technical issues. Proven track record in using data to solve problems. Excellent computer skills with the ability to use software programs like Microsoft Word and Excel. Preferred Skills/Competencies: Process plant experience in oil refining or chemical manufacturing, Prior owner-user inspection experience, Hold the following current certifications: American Petroleum Institute API-510 Pressure Vessel Inspector or National Board Inspection Code (NBIC) Pressure Vessel Inspector certificate; and American Petroleum Institute API-570 Piping Inspector certificate, Have experience using common inspection software applications (e.g., PCMS, UltraPipe, EMPRV, API-RBI and SAP). Training or experience in applying the following: API-571 damage mechanisms; and API-579 fitness for service; and API-580/581 risk based inspection. Special Skills, Training Certifications: American Petroleum Institute API-510 certified pressure vessel inspector and API-570 certified piping inspector. Candidates that do not possess current API-510 and API-570 certifications: Must obtain their API-510 certification within the first 18 months of employment as a condition for continued employment; and must obtain their API-570 certification within 12 months thereafter as a condition of continued employment. Candidates that possess a current API-510 certification but do not possess a current API-570 certification: Must obtain their API-570 certification within the first 12 months of employment as a condition for continued employment. Candidates that possess a current API-570 certification but do not possess a current API-510 certification: Must obtain their API-510 certification within the first 12 months of employment as a condition for continued employment.

QA/QC Manager *New! Iowa Location*

Implement and manage plant QA/QC program based on the ethanol industry best practices. Monitor use and inventories of laboratory chemicals and supplies; initiate re-ordering when necessary. Maintain and calibrate laboratory equipment. Analyze data, prepare reports, and make recommendations for improving operation or solving process related problems. Sample at various points in the production process and conduct QA/QC tests as required. Supervise QA laboratory

technicians to ensure they are adequately trained and equipped. Assist with the hiring of laboratory personnel. Maintain health, safety and environmental policies and procedures. Coordinate activities with the Operations Supervisor to ensure effective participation in the QA/QC procedures by the Process Operators. Coordinate with the Maintenance Supervisor to coordinate maintenance and repair work in the laboratory. Bachelor's degree (B.A. or B.S.) in a related scientific or technical field required. Ten years experience in a QA/QC laboratory required. Experience in a dry-mill ethanol plant preferred. Experience with implementing effective QA/QC programs required. In-depth knowledge mashing, fermentation and distillation as they relate to the ethanol production process preferred. Experience with environmental testing and reporting.

Safety, Health, Fire & Medical Director *New! US Virgin Islands Location*

This position provides the strategic leadership and direction for Health, Safety, Industrial Hygiene, Occupational Health and Emergency Response at a large refining complex and serves on the site leadership team. This position designs, develops, recommends, and implements the appropriate HSE strategies, policies, procedures, programs and management systems that result in continuous improvement and assures compliance with federal, state, and local health, safety, and Company requirements. This position also gains philosophical alignment regarding resolution of Health and Safety issues and concerns at the site. Bachelor's degree in Industrial Hygiene and Safety or related technical discipline required with 10-15 years of experience in the health, safety and industrial environment is required. At least 5-7 years prior managerial experience required. Experience representing company to regulatory agencies. CSP and/or CIH certification preferred. Broad understanding of all OSHA regulations, code, standards, processes, programs and concepts. Demonstrated ability to lead, plan, develop and implement safety health and emergency response programs and to consistently meet commitments, goals, and objectives. Able to clearly and concisely communicate to diverse groups at all levels in the organization and adjusts his/her communication style and approach to meet the audience's needs. Committed to the highest level of performance, exceptional leadership and the continual development of self and others. Demands of self and others the highest ethical standards of honesty, fairness and equality and will not compromise on meeting the mission, vision and values of the Company. Must have the ability to gain the respect of the Health & Safety staff, Company Leadership, the workforce and contractors. Demonstrated ability to bring diverse groups together to a common goal, and able to work through issues to find consensus solutions. *Value Added Information: Position reports to VP of EHS for organization. All living expenses paid by company. Generous relocation. 5 direct reports, 40 people in the safety organization. Need a candidate with very, very strong leadership and a proven leader. Someone that can lead a broad organization and diverse groups and get everyone heading in the same direction.*

Maintenance Manager *New! Lafayette, LA Location*

Ensure that maintenance projects and procedures are implemented within budget and on schedule. Achieve maximum output capacity, enhance plant efficiency, and maintain minimum operational cost. Manage the activities of the Maintenance group to ensure safe, cost effective asset utilization supported by added value investment, while complying with all company policy and statutory regulations related to the safety and environment. Develop and maintain a program for site improvements, introduction of new technology, and manage the execution of a capital expenditure and maintenance plan to ensure work is completed to a high standard in accordance with customer and project objectives. Develop and manage a work order system and preventative and predictive maintenance plan. Monitor and analyze the performance of the equipment and improve the efficiency. Ensure the quality of the spare parts and/or services purchased. Manage suppliers'/contractors' performance and periodically carry out vendor assessment. Ensure that contractors comply with company's safety and all other site procedures. Actively participate in

maintenance and capital budget preparation and cost expenditure forecasts. Review maintenance expenditure and forecasts on a regular basis to assure appropriate spending levels. Ensure maximum plant availability through the implementation and use of established reliability principles and optimal asset management. Ensure that optimal manning levels are maintained. Effectively practice Performance Based Management by coaching and developing employees, and assuring effective alignment with the matrix functions. Knowledge of Reliability Centered Maintenance. Proven ability to manage & develop budgets. Knowledge in areas such as confined space entry, lockout/tagout, hotwork permitting, etc. Knowledge of Failure Mode Experimental Causal Analysis (FMECA). Knowledge of Engineering standards and specifications. Knowledge of Environmental Awareness. Knowledge of Process Safety Management. BS Degree and minimum five years in Maintenance or Engineering role in manufacturing environment, including three years of directly supervising maintenance technicians. Managing in a union setting would be ideal, but not required.

Senior Major Construction Project Manager *New! Chicago, IL Location*

Urgent need for high growth engineering company client. Very strong preference for construction project management experience in industrial (power plants, process plants, refineries, pharma facilities, etc.), healthcare, government, or higher education. First preference will be given to candidates in or near the Chicagoland area. Will lead regional activities related to the delivery of world-class construction services, including project management, project controls, estimating, procurement and field engineering on CM, AEPCM and/or design/build projects. Responsible for implementing division strategy and policy, managing daily operations, developing, building and training required technical capabilities and related tools and is responsible for ensuring that the company's Scope of Services is executed to the Client's satisfaction and that company business objectives are met. Supports proposal efforts and business development activities required to obtain design/build and EPCM contracts. Responsible for the development and preparation of reports using the latest software tools for all project activities including safety, project schedules and productivity, revenue projections, manpower forecasts, subcontractor activity, cost estimates and change orders. Oversee proposal input for all construction service areas of responsibility. 20+ years experience managing complex construction/design projects in a consulting environment. Accredited Bachelor of Science degree in engineering discipline. Experience with and general knowledge of contract and liability issues. Working knowledge of Microsoft Office products. Working knowledge of AutoCAD and Primavera. Candidates must be currently able to work in the United States without sponsorship.

Manager of Reliability *New! Northeast US Location*

Manage the Refinery's Reliability Improvement Program to improve safety and reliability and assure compliance with generally accepted industry standards, laws and regulations related to rotating and fixed equipment as well as mechanical integrity related to fixed equipment inspection, testing and maintenance (API 510/API 570/TCPA/ OSHA PSM. Develop strategies to improve equipment reliability and reduce incidents. Provide leadership for effective root cause analysis. Manage a staff of Mechanical Engineers, contract inspectors and NDE personnel. Supervise reliability department consisting of mechanical engineers, contract inspectors and NDE personnel. Develop specific goals and plans to prioritize, organize, and accomplish your work and the work of the Inspection/ NDE contract personnel. Monitor and control resources and steward the inspection and reliability budget. Direct the work of others and conduct multiple projects simultaneously. Conduct inspections and investigations related to reliability incidents, write reports, apply safety codes and standards, establish and maintain effective working relationships with others; and communicate effectively, both orally and in writing. Mentor employees in root cause failure analysis. Provide consultation and advice; and discern appropriate formulas and codes for complex applications. Bachelor's Degree Required (Mechanical Engineering preferred).

Minimum 10 years experience with an emphasis in refining is required. Must have demonstrated experience supervising/ managing a group of technical engineers. Knowledge and experience with both Fixed AND rotating equipment is required. Knowledge and experience with API 510, 570, and 653 preferred. Knowledge of metallurgy, corrosion and welding preferred. Project Engineering experience is a plus. API certification as a pressure vessel (API 510), piping (API 570) and tank inspector (API 653) is desired but not required. AWS certification is a plus.

Maintenance Manager *New! North Louisiana Location*

Will direct, manage and coordinate all equipment and facility maintenance activities, and has responsibility for the safety, productivity and quality of maintenance operations. Excellent interpersonal and team building skills are crucial in driving sustainable development of Reliability Centered Maintenance (RCM), Total Productive Maintenance (TPM), and Preventive/Predictive Maintenance programs. Review engineering and maintenance strategies ensuring the program aligns with the goals of the business. Define and develop the maintenance program including policies, procedures and tasks to be completed during operations and taking into account safety, facility and equipment maintenance requirements. Develop, implement and oversee maintenance of parts and supplies inventory system. Develop, implement and oversee maintenance of communication and training programs. Must have strong interpersonal skills to streamline change and achieve RCM and TPM best-in-class performance. Bachelor of Science Degree in Mechanical or Electrical Engineering or other appropriate degree with related experience in maintenance management. 5-10 years maintenance management experience required. Background in chemical, paper mill, power plant or refining operations maintenance is required. Extensive reliability experience with practical application of RCM, TPM, PM, and PdM programs are required. Demonstrated world class RCM management experience on the following key performance indicators is essential: Equipment Uptime, Spares Optimization, Planned Work, PM Achievement Rate, Optimum MTBF, Maintenance Cost/Unit, Demonstrated ability to effectively lead non-direct reports, Demonstrated ability in using MS Office suite, Demonstrated ability to identify technician skill-set gaps, outline training paths, and execute accountability based developmental plans. Individual should have 3-5 years experience in utilization of CMMS and proficient working knowledge of the MS Office Suite and demonstrated ability to learn other software as necessary. 4 direct reports, position reports to plant manager.

Terminal Manager *New! Houston, TX Location*

This position manages the customer service, maintenance, marine and surface operations activities of the assigned terminal; ensures all safety protocols and operations policies are followed; facilitates daily communications between customers, internal departments and terminal employees. Works with Customer Service and logistics for scheduling, expediting and planning surface and marine movements, investigates incidents; prepares incident reports; implements approved corrective action(s) and tracks and reports statistical information for all operations at the site. Directly handles customer complaints regarding location operations ensuring satisfactory resolution for all parties. Manages large groups of people; interviewing, hiring, evaluation, and develops direct reports. Manages, coaches, motivates and develops employees to achieve Company objectives; tracks and monitors training needs; responsible for disciplinary process and actions taken; reviews all performance evaluations. Ensures all safety protocols and operations policies and procedures are followed; assesses operations training to ensure it meets Company standards and site needs. Works with customers on new products, procedures, planning and implementation as well as working with the General Manager to determine present and future facility needs for programs, personnel, and equipment. Revises, updates or creates procedures as indicated and necessary, produces monthly reports for the site, approves procurement requests; negotiates pricing as needed. Plans and stays within budget, develops and manages projects; communicates requirements; monitors activity, plans for and follows through on regulatory compliance.

Randomly selects and audits work instructions for completeness, issues and controls maintenance activities through work order process, reconciles inventory issues, monitors general housekeeping of facility, and acts as contact for railroad issues and incidents on the property. Meets with inspection companies regarding operational issues and works with local industrial and governmental groups on project development. Coordinates with Engineering and Technical Service to accomplish improvements to the facility; creates new workflow processes as needed. This position has the ultimate authority for the facility. Escalates situations as necessary, responsible for all regulatory compliance including USCG and is the contact point for governmental agencies regarding incidents as required. MUST have at least 5+ years supervisory experience, 10+ years experience working in industrial setting, 5+ years experience dealing with customers and 5+ years experience in emergency response. Knowledge of response and incident command systems, experience in creating, analyzing and working within budgets, experience in writing and implementing processes and procedures. Excellent computer skills, including ability to easily use MS Office Suite, process flowchart software, various email, internet, and other programs; ERP system knowledge preferred. Excellent English communications skills, both oral and written as well as the proven ability to generate excellent informational reports and presentations, ability to multi-task, experience implementing capital improvement projects; experience in project management preferred and a demonstrated understanding of environmental, DOT, USCG, safety, health and regulatory requirements. Customer service focus including the ability to speak diplomatically and be a problem solver. Bachelor's degree in Chemical Engineering required and a Masters Degree or MBA is preferred. Individuals should come out of the petrochemical or refining industry and have operations or production management experience with responsibilities of overall operations and terminal services. Must have experience supervising employees, working with customers and clients, working with vendors and outside contractors and must have the ability to multi-task. This individual must be Customer Focused, influential and detail oriented.

Value Added Information: This is one of the world's largest storage facilities; offers a competitive salary and bonus package as well as a company car.

PVC Laboratory Superintendent *New! South Louisiana Location*

Four year (Bachelor of Science) technical degree and minimum of five years of supervision required for this position. Good communication skills, ability to work under deadline pressure, organizational skills. Ability to work with other supervisors, technicians and employees. Must be able to handle pressures from operations and management. Ability to apply commonsense understanding to carry out detailed written, oral or diagram instructions. Manage all aspects of operations within PVC laboratories. Supervise QA Lab Technicians and/or contractors performing laboratory operations (roughly 10 direct reports). Perform administrative functions according to company policies, procedures and methods. Direct employee's work in terms of quality, quantity, schedules, safe work practices, maintenance of equipment and materials. Supervise limited research projects. Review process, product and wastewater analysis. Approve product for release in cooperation with Accounting, Material Handling, Production and technical staff. Provide customer service. Issue Certificates of Analysis (C.O.A.) to customers. Develop and evaluate test procedures to establish precision limits. Develop new test procedures under the direction of the Director of Quality Assurance. Maintain laboratory records. Prepare performance appraisals. Meet regularly with contract employees to resolve problems and improve working relationships. Responsible for safety throughout the laboratory. Maintain training programs and records. Directs training of Laboratory Technicians and Plant Technicians in laboratory techniques. Assists in career development of Quality Assurance Laboratory employees. Ensure that all sample analysis is reported to the designated area(s). Analysis for technical service. Assist Marketing in resolving customer complaints. Ensure that all safety rules are followed. Ensure that good housekeeping is maintained. Analyze samples to monitor industrial hygiene.

Review daily process and final product analysis. Report nonconforming status to appropriate supervision. Assign any nonconforming status to daily inventory report. Maintain laboratory records and retain samples. Maintain records and sample retention schedules. Ensure that materials and chemicals are purchased from approved suppliers. Control and maintain the Quality Bulletin Board and Employee Information Center (EIC). Maintain instrumentation standardization and Preventative Maintenance Schedule with approved service groups. Maintain Statistical Quality Control program and issue monthly statistical data. Issue department monthly report. Maintain Customer Complaint Report Program. Serve on Quality Committee and participate on internal audit teams. Ensure that proper disposal methods for chemicals and waste materials are used. Take corrective action where appropriate. Report environmental incidents and takes appropriate corrective action. Ensure that employees avoid wasteful use of supplies and chemicals. Maintain efficient use of overtime. Submit budget requests.

Assistant Maintenance Manager *Northeastern US Location*

A challenging developmental position for a high energy, ambitious individual who seeks managerial experience within refinery maintenance and wishes to continue career advancement to Refinery Leadership level. Reports directly to the Maintenance Manager and will be responsible for developing and executing maintenance improvement initiatives, as well as supervise 4 maintenance superintendents who in turn supervise their own maintenance staffs. The ability to develop strong, productive relationships with all levels of the organization is an essential personal attribute, in addition to the necessary technical, organizational and critical thinking skills. Develop and support safety strategies and effectively communicate to the organization. Assist in the supervision and development of all maintenance business processes, focused on organizational performance and accountability. Develop and monitor maintenance business metrics to identify needs and opportunities for improvement. Assume project manager function for large maintenance management AFE projects with full Management accountability for project performance. Periodically assume the role of routine Maintenance craft supervisor as a back fill for maintenance craft superintendents. BS ME with 8-15 years experience strongly preferred. Very strong preference for refinery candidates but might consider someone sharp and groomable from petrochemical as well.

Manager of Engineering *Nebraska Location*

Responsible for advancing strategic and tactical engineering solutions to maintain, correct and improve plant operations, and the total quality management of the design, management and delivery of plant engineering projects. Provides direct supervision and leadership to engineering staff, including assignment and work schedule, monitoring performance, coaching and mentoring, and assuring the quality of work performed by engineering staff. Coordinates all activities necessary to complete design, development, and implementation of engineering projects. Provides engineering support of safety and environmental performance. Specifically provides oversight of items related to process hazards analysis and Process Safety Management. Bachelor's of Science Degree in Chemical Engineering required. No less than Ten years of project management, plant engineering or process engineering experience required. Knowledge of PSM process required. Supervisory experience with engineers preferred.

Director of Procurement *Houston, TX Location*

Management of all tactical and strategic activities related to the procurement of engineered equipment and construction services supporting Engineering & Construction business in North America, leading a team of 5-10 people and a capital project spend of 200-300M\$. Direct the development and successful execution of procurement plans that meet project safety, cost, schedule and quality goals. Work with other subsidiaries and with category managers to build

global strategic alliances, maximize leverage, reduce cost and total cost of ownership. Provide proposal and estimating leadership and support. Develop sourcing strategies and budgets for large scale capital projects. Provide start up & construction support. Manage supplier base, supplier qualification & performance. Identify and qualify global suppliers, especially in emerging and low cost markets. Establish and develop relationship with suppliers. Develop, motivate and lead a team of 5-10 people. Establish and manage clearly defined goals to measure team's success. Complete all required HR employee development activities in a timely manner (i.e. employee reviews, etc.). Analyze existing processes for potential improvement based on a needs assessment. Use results from assessment to develop and implement an action plan. Support projects capitalization & best practices implementation. Drive continuous improvement. Work collaboratively with suppliers and stakeholders to recommend and execute design-to-cost strategies, work processes & procedures. Support the development of tools, databases, costing methods, performance metrics, spend visibility & reporting. Engage with senior management and project team members to drive and communicate progress and to take proactive measures addressing potential risks to safety, cost, schedule and quality goals. Demonstrated history of leadership and teamwork. Effective management skills, with demonstrated capacity to develop, motivate and lead a team of procurement professionals. Strong background in negotiation and capturing leveraging opportunities. Acquires and applies commercial and technical expertise by staying up to date on industry and market trends. Excellent verbal, presentation and written communication skills, including strong contract/agreement writing and ability to communicate effectively at any level. Strong interpersonal skills with the ability to successfully interface with internal and external customers at all levels within an organization. Strong sense of accountability for business goals and objectives with a track record of frequently exceeding expectations. Strategic versus tactical approach to opportunities and challenges. Results orientation with an emphasis on accomplishments, achievement of goals and savings, and on-time project delivery. 10+ years of procurement experience, with sustained experience in leading the acquisition of engineered capital equipment and construction services in support of large international projects. Experience with international and low cost country sourcing. Extensive commodity knowledge, especially with mechanical and technical equipment and services. Familiar with other areas of supply chain management including production, logistics and cost management a plus. Experience in the industrial gas business preferred, but not required. Construction, energy, project of engineering experience will be of benefit, and other previous commercial experience will also be valued. Ability to use Word, Excel, PowerPoint, Outlook at an intermediate level. Ability to travel as needs dictate. Bachelor's degree in Supply Management or related discipline required, MBA preferred. ***Value Added Information: Experience with an EPC company; someone who has purchased HEAVY equipment (compressors, pumps, valves); someone who is a senior administrative manager who has experiences managing a team consisting of senior level employees as well as some less senior levels (5 - 10); someone who has direct experience sourcing equipment from low cost countries with an annual spend of \$200 mil to \$300 mil, and someone who is forward-thinking and professional are all required qualifications of this position.***

Operations Control Center Supervisor Austin, TX Location

Supervise OCC Controllers who remotely operate Gas and Liquid Pipeline Systems. This is for a 24-7 workweek. Schedule work assignments for XX Controllers who operate 24/7 work week operation. Prepare payroll distribution reports. Provide management with oral and documented reports on mixtures, equipment, and communication problems. Update Engineering on station and system changes for operating instructions revisions. Prepare and teach training classes for

OCC Controllers (hydraulics, leak detection with simulator, safety, etc). Liaison between OCC and Customers to resolve problems. Proactively look for areas of the customer's pipeline system where incidents can be reduced or minimized. Keep abreast of changing workloads for Controllers as appropriate. Monitor daily operations of X work consoles, check Controllers work, give advice on running systems, and answer operational questions. Mechanical aptitude. Capable of using computer system software, particularly Excel, Word, and SCADA systems. Thorough knowledge of company policies, procedures, and governmental regulations that affect Pipeline operations. Thorough knowledge of petroleum products, terminal equipment and operations. Previous experience in petroleum industry.

Site Maintenance Reliability Leader Houston, TX Location

This position provides site-wide leadership and direction for the mechanical, I&E and related reliability functions; it reports directly to the Plant Manager and is functionally responsible for leading the core maintenance group that includes, a Maintenance and Reliability Team Leader, Maintenance Engineers, Shutdown Maintenance Coordinators and Planners, Maintenance Technicians and Specialists. Responsibilities include but are not limited to: Implement site processes to ensure that maintenance and project work across the site are conducted in a safe, responsible and environmentally sound manner in compliance with all regulatory requirements; implement long-term strategies to ensure efficient and cost effective execution of maintenance activities, maintenance standards, reliability, equipment integrity, preventive/predictive maintenance programs, and SAP management; and establish and implement effective techniques to monitor maintenance process systems to ensure high rate of effective run time and to define abnormal operating conditions. Will also establish and maintain process for continuous improvement and cost reduction in maintenance and project execution across the site, ensure that appropriate resources, necessary tools, and equipment are available for maintenance personnel to perform their functions and ensure that the maintenance process is implemented effectively across the site. Will establish sustainable evergreen processes for identifying maintenance related problem areas relating to work flow to determine cause (procedures, systems, technical problems, personnel performance), define appropriate action communicate and implement recommended corrective actions, facilitate, influence, make decisions, coach, and provide leadership to all maintenance personnel to achieve desired performance, and ensure that long-term training needs are being addressed. Develop and implement site-wide maintenance processes to ensure that resources are leveraged across the site, provide overall direction and leadership for the Maintenance Leadership Team, develop annual budget, control costs, and provide cost analyses and projections, identify maintenance capital equipment needs, develop and implement a site-wide maintenance reliability strategy as well as develop and implement a maintenance turn-around strategy that optimizes the site's maintenance turnaround process. Must have a BS in Mechanical Engineering (or related science), with 10+ years of maintenance and reliability leadership experience. This candidate should be results oriented with good interpersonal, communication and team-based management skills and be able to work in a diverse team environment (interactions with technical staff, business team leaders, and contract personnel.) ***Value Added Information: A world leader in proprietary technologies that are central to the production of nylon, plastics and synthetic fibers found in thousands of commercial and industrial products, including carpet, tires and apparel, as well as agricultural products, animal feed and personal care products. Company has five manufacturing facilities in the United States and a technology centre, and employs over 3,000 people.***

Area Manager-Maintenance South Louisiana Location

Develops, implements and administers policies related to complex maintenance and reliability. Plans and directs the following activities: Complex maintenance to include mechanical equipment. Communicates with subordinate managers, superintendents, supervisors and maintenance contractor

representative for prioritizing significant maintenance activities and gives required direction and/or support. Reviews, as needed, the standard operation Procedures, Preventive/Predictive Maintenance Plans and the subsequent revisions, submitted by subordinate managers, superintendents, and supervisors. Monitors plant maintenance activities by reviewing Daily Operations Morning Reports and Daily Direct Report Contact with Maintenance Manager and/or Maintenance Superintendents, at each site. Reviews, as needed, SAP purchasing requisitions for spare parts, tools/materials for maintenance projects and services, office supplies and furniture/equipment, etc., originated from the Maintenance Department. Reviews quotations from vendor, if requested, by Vice President, Manufacturing. Reviews and directs actions to improve/reduce maintenance expense costs, weekly. Supervises preparation of yearly expense budget for Area Maintenance Department. Reviews and controls budget monthly. Discusses with subordinates, and Accounting Supervisor to locate any deviations and works out required actions. Supervises preparation of yearly capital budget, as needed, for Area Maintenance Department and submits to Vice President, Manufacturing. Reviews detail AFE's submitted by subordinates and forwards to Vice President, Manufacturing for approval. Monitors the implementation of Maintenance AFE projects after approval. Reviews, as needed, questionable payments to contractors, vendors, or warehousing, concerning freight charges or maintenance services. Attends plant Steering Committee Meetings, Staff Meetings and, and Central Safety Committee Meetings. Attends Weekly Maint. Review Meetings and chairs Quarterly Maintenance Strategic Review Meetings. Attends special project meetings assigned by Vice President, Manufacturing as required. Attends local Users' Council Meeting. Supports, by example, the maintenance's portion of the HS&E and Quality programs/systems. Proactively develops and reviews the organization for all complex Maintenance and interviews candidates to fill the proper position as situation arises. Reviews daily, weekly, monthly, quarterly, and yearly Area Maintenance reports submitted by subordinate. Contacts, with purchasing involvement, outside contractors/vendors seeking new materials, tools, equipment or techniques to improve the performance of area maintenance equipment. Coordinates, with training department, to plan programs for the technical/skills/human resource development of the employees of the Area Maintenance/Reliability Department. Develop and review goals/targets performance, quarterly, and provide an appraisal for each salaried of maintenance employee, yearly. Performs special projects, as assigned, by the Vice President, Manufacturing, to ensure cost effective complex maintenance services. Perform duties in a manner that protects personal safety as well as the safety of all personnel on site. Whenever appropriate, promptly report Safety, Health or Environmental incidents or issues to management so the situation can be corrected. Attend Monthly Safety Meetings to help prevent off site and job accidents. B.S. Degree in Engineering. Ten years experience in chemical or petrochemical plant equipment maintenance or maintenance management.

Human Resources Manager *South Louisiana Location*

Directs site Human Resources, Public Affairs and Security activities in a cost effective and efficient manner. The emphasis of the department will be to attract, retain and develop qualified individuals to meet current operational requirements and to provide for future company growth. Provides administrative services to facilitate effective communication and environment for all employees. ESSENTIAL DUTIES AND RESPONSIBILITIES: Responsible for promoting positive employee relations at a multi-site non union complex ensuring consistent communication, leadership and direction of employees while supporting complex in meeting goals and objectives. Develop plans, programs and procedures to ensure the facilities union-free status is maintained. Direct the recruitment, interview and selection processes for qualified candidates for all vacant positions and to ensure a skilled employee workforce is available at all times. Assist in development and administration of corporate wide compensation and benefit plans to ensure industry competitiveness and promote high moral and productivity as well as attract and retain qualified individuals. Ensure facility compliance with all statutory/legislative Human Resources requirements and provide advice to site management regarding employee counseling, discipline, motivation, staffing, productivity, etc. Direct the activities and facilitate the training and

development of the multiple-site Human Resources staff including HR Supervisors, HR Representatives, Community Affairs Representative and support staff. Facilitate clear lines of communication between employees and management by the use of in-house newsletters and publications, employee meetings, etc. Responsible for Company social activities, special meetings, dinners, etc. Responsible for multiple site security procedures and processes ensuring compliance with all applicable state and federal regulations as well as adequate security of the sites. Direct the communication and public relations functions with media, civic organizations, schools and all other outside agencies in conjunction with the Sr. Vice President-Administration. Assist development of Company Policies and Procedures that are understandable, relevant and which enhance efficiencies. Assist Senior Management with manpower projections and succession planning. Manage the Complex Drug & Alcohol programs to maintain compliance with D.O.T. guidelines. Perform duties in a manner that protects and promotes personal safety as well as the safety of all personnel on site. Whenever appropriate, promptly report Safety, Health or Environmental incidents or issues to management so the situation can be corrected. Attend Monthly Safety Meetings to support the HSE function and activities. All other duties as assigned. **QUALIFICATIONS:** The position is one of direct contact with all site employees requiring excellent interpersonal communications skills. The incumbent must be able to interact with the site management and become a business partner who can provide insight into the impact that Human Resources has on the business. The successful individual will be able to provide strong leadership and determine HR issues that require attention as well as recommend/implement programs to positively impact those issues and the operations. **EDUCATION and/or EXPERIENCE:** Requires a minimum of B.S. degree in Human Resources Management, Industrial/Labor Relations, or a related field. Prefer a Masters Degree in similar. 12+ years progressive HR experience in all functional areas including Employee Relations, Recruiting & Staffing, Training and Development, Compensation and Benefit Administration, Public Relations, and Policy and Procedure Development preferably in a process related industry with a minimum of 8 years manufacturing site experience. Prefer chemical, petrochemical, or oil & gas industry experience. 5 years management experience preferably in a multi-site setting.

MECHANICAL ENGINEERING POSITIONS

Rotating Equipment Engineer *New! Baton Rouge, LA Location*

Responsible for the preventive maintenance and reliability program for rotating equipment. Including managing mechanical seal reliability program. Design and size centrifugal pumps and drivers. Provide engineering support for the millwright, vibration and lubrication staffs. Supervise machine shop repairs to ensure repair practices are within company standards. Diagnose and report root cause failure analysis of all rotating equipment repairs. Prepare monthly report on cost for total repair, individual repair, machine shop, and labor. Prepare quarterly report of equipment Mean Time Between Failure (MTBF) and associated analysis. Manage all aspect of turnaround activities associated with equipment outages(organize scope of work, develop timelines, budget and supervise daily activities). Perform other duties/assignments as necessary. Level I Vibration Analysis required. Level II highly recommended. Demonstrated ability to communicate both orally and in writing with all levels of refinery personnel. Demonstrated interpersonal skills. Ability to perform failure analyses. Demonstrated computer literacy skills, with ability to operate any specialty software packages related to maintenance of plant (i.e. Predictive or preventive software or CAD-CAM software). Extensive working knowledge of refinery machinery and process equipment and associated maintenance practices. Knowledge of safety, code, and regulatory requirements. Ability to estimate and plan large projects. Ability to multitask and prioritize in periods of peak work volume. Demonstrated knowledge of emergency procedures, including startup and shutdown procedures. Physical range of motion required to climb and descend ladders and work at heights above 50 feet to access equipment in high elevation

areas (Cooling tower fans, gearboxes, Fin Fans, compressor decks, etc.). Ability to visually inspect equipment. Bachelor of Science in Mechanical Engineering or equivalent experience required. Minimum of five years experience in maintenance with emphasis on reliability and rotating equipment required. Previous experience in a refinery is required. ***Value Added Information: independent, privately owned company just north of Baton Rouge. The refinery produces transportation fuels which are distributed across the Southeastern United States - from Louisiana to North Carolina. The refinery also produces military jet fuel that is used in the United States' defense efforts. Company offers a comprehensive benefits package and pension. 4/10 work week. Relocation provided.***

Project Engineer *New! South Louisiana Location*

Position responsible for providing engineering services to competently and efficiently manage a project from its inception through to its completion. This includes from planning, scheduling, design, material and labor procurement, construction coordination, cost control and reporting to include startup assistance as related to plant modifications and/or capital projects. To provide technical service to operating units in the area of Project Engineering. Top 5 position responsibilities: Develop project scopes and cost estimates, write specifications and capital requests, coordinate the projects and follow through approval and construction. Negotiate contracts with vendors and outside contractors and monitor their work. Where appropriate, direct and coordinate activities of contract engineering companies during engineering studies and onsite construction contractors. Prepare reports and/or make presentations to management regarding items such as project scheduling and costs. Assist in studies and implement methods to improve capacity and overall efficiency of various units at the complex. Assist in developing capital plans and appropriate requests from an engineering standpoint for purposes of strategic planning. Multi-site responsibility. BE in Mechanical Engineering or Chemical Engineering preferred. Experience/Knowledge: Experience in industrial project work preferred. 3+ years of experience in a Chemical plant preferred, manufacturing is a must. Computer Skills: MS Office products, AutoCAD, SAP/Maximo application experience a plus.

Senior Project/Process Engineer *Baton Rouge, LA Location*

10-15 years experience in an EPC company or a similar role with chemical company. Experience with Greenfield/new plant projects would be desirable. BS Chemical or Mechanical Engineering degree. Will be an integral part of the project team of a Greenfield chemical manufacturing facility. The responsibilities and duties include but are not limited to development of material and energy balances, sizing and specification of equipment, piping, and valves as related to existing processes and new projects. The process/project engineer will also be expected to assist in the management of projects, oversight of construction activities, and lead start-up activities related to new projects and process installations. Expected to work with production personnel in the troubleshooting of technical issues of existing processes. Experience should include all or some of the following: flammable liquids handling, water and waste water treatment, solids handling, process utilities, OSBL utilities. These experiences are deemed to be beneficial, but not necessarily all essential: Engineering of processes handling flammable and combustible liquids, Engineering of processes handling solids, Engineering of process utilities, Knowledge of relevant codes and standards, Participation in PHA's, Construction oversight, especially green field, Plant commissioning, Primavera project management software, Yokogawa CS 3000 control system. This position is urgent and will fast track to hire. Preference to Baton Rouge area candidates but open. Baton Rouge hire would travel about 50% to the Savannah, GA area in the beginning for 3-6 months.

Senior Refinery Technical Equipment Specialist *Colorado Location*

Client is an employee-owned engineering firm. Will be the in-house technical consultant to their Fuel and Energy clients on issues regarding pressure vessels, piping systems, heat exchangers, rotating equipment, solids materials handling, and pollution control. Ideal candidate will have a BSME and a minimum of 15 years experience in the refining industry. Needs to be someone who can "speak the language in the field" when it comes to pressure vessels in particular. Must also have had some previous equipment design experience. Knowledge of consensus standards including ASME, API, and ANSI is required. Client is not looking for someone currently doing "field engineering" but rather someone with Field experience in the past but most recently doing mechanical design supervision with LOTS of API, ANSI, and ASME knowledge.

Fixed Reliability Engineer South Texas Location

Provides technical support on fixed equipment issues to refinery & petrochemical operating business units. Responsible for framing up sound and economically viable repair vs. replacement recommendations, and updating equipment reliability strategies. Owns assigned fixed equipment standards, and willing to participate in their continual improvement. Trains and assists project engineers in the use of equipment standards and ASME codes. Leads major Root Cause Failure Analysis investigations for fixed equipment. Engineering degree with 10 yrs of experience within a refining, chemical, or heavy industrial environment. Knowledge and experience related to pressure vessels, piping, exchangers, and the factors that affect the reliability of fixed equipment. Experience applying ASME/API/NBIC codes and code calculations relating to alterations/repairs. B.S. in Mechanical, Civil, Reliability or Chemical/Petroleum Engineering. Performing Root Cause Failure Analysis Exposure to Reliability Centered Maintenance Knowledge of fitness-for-service principles as outlined in API 579. Developing and managing equipment standards. Desirable: API 510/571 certifications, AWS certification, PIP function team member, API committee member. Up to 10% travel. ***Value Added Information: This position is with a refinery that produces Chemicals, jet fuel and low-sulfur gasoline and diesels.***

Maintenance Rotating Equipment Engineer Arkansas Location

Manage refinery equipment reliability by improving availability, production, quality, safety, and environmental integrity. Focusing on refinery goals and optimum asset expectation at minimal cost. Analyze and design procedures for equipment applications, installations, operation, and preservation. Coordinate all technical aspects with assigned personnel. Position reports to the Maintenance Manager. BS degree in Engineering; Five years experience in refinery maintenance or related industry. Ability to work self directed. Ability to make sound decisions. Strong computer skills. Knowledge of leading and participating in teams. Ability to effectively communicate with written and oral skills. Ability to record and interpret historical data. Ability to coordinate and change methods of thinking to conform to goals set by management. Ability to interpret and understand technical drawings. Ability to organize, prioritize, and estimate job requirements. Knowledge of industrial codes related to refinery equipment. Good working knowledge of various maintenance trades. Knowledge of implementing and participating in Continuous Improvement Procedures. Versed in CMMS, failure analysis, and KPI's for maintenance. Responsibilities include the following: Manage Maintenance Rotating Equipment Department, Manage direct reports and processes. Review new equipment specification and designs. Maintain equipment records. Manage all equipment and tools under direction. Continuous focus and compliance on Safety. Develop preventative and predictive maintenance schedules, procedures, and programs. Review various aspects of large engineering projects to ensure reliability. Provide technical assistance. Maintain a high level of knowledge and training in all job-related fields. Develop and furnish departmental goals and reports. Design solutions to problems and continuously improve all maintenance processes. Active member of Maintenance Reliability Team. Covers varying job responsibilities and positions on a 24/7 rotating call basis. Design and oversee installation of

assigned projects. Perform and support problem solving and root cause analysis on equipment failures. Review equipment criticality codes and coordinates change if necessary. Write Equipment Repair Procedures and Standard Job Procedures.

CHEMICAL ENGINEERING POSITIONS

Process Engineer *New! North Louisiana Location*

Provides leadership and technical expertise on all process issues related to the manufacturing plant. Process related responsibilities include meeting production goals, tracking metrics, troubleshooting, reporting, and driving process improvements. Will support environmental functions, including pollution prevention, environmental compliance reporting, auditing, and contractor compliance. Initiate and implement continuous process improvements and quality assurance efforts. Internal and external environmental reporting. Assist with environmental compliance for both the Coushatta and Natchitoches facilities including preparation of air quality, wastewater, and landfill reports as required by permit or law. Provide written and verbal updates to Management Team & Corporate Management on a regular basis. Compile statistics, prepare reports, maintain appropriate production and environmental compliance records, and file required documents with various regulatory agencies. Develop and maintain standard operating procedures (SOP's). Issue process control sheets with standard operating conditions. Perform statistical analysis, tracking KPIV's and KPOV's. Function as a member of the leadership team to create a high performance culture. Assist on plant-specific or company-specific process issues as needed. Read, interpret, and update P&ID's, PFD's, technical documents, instructions, and specifications.

Project Engineer *New! South Louisiana Location*

Position responsible for providing engineering services to competently and efficiently manage a project from its inception through to its completion. This includes from planning, scheduling, design, material and labor procurement, construction coordination, cost control and reporting to include startup assistance as related to plant modifications and/or capital projects. To provide technical service to operating units in the area of Project Engineering. Top 5 position responsibilities: Develop project scopes and cost estimates, write specifications and capital requests, coordinate the projects and follow through approval and construction. Negotiate contracts with vendors and outside contractors and monitor their work. Where appropriate, direct and coordinate activities of contract engineering companies during engineering studies and onsite construction contractors. Prepare reports and/or make presentations to management regarding items such as project scheduling and costs. Assist in studies and implement methods to improve capacity and overall efficiency of various units at the complex. Assist in developing capital plans and appropriate requests from an engineering standpoint for purposes of strategic planning. Multi-site responsibility. BE in Mechanical Engineering or Chemical Engineering preferred. Experience/Knowledge: Experience in industrial project work preferred. 3+ years of experience in a Chemical plant preferred, manufacturing is a must. Computer Skills: MS Office products, AutoCAD, SAP/Maximo application experience a plus.

Corrosion Engineer *Houston, TX Location*

3+years in a testing laboratory with specific knowledge of NACE standard test methods for materials for use in H₂S-containing environments in Oil and Gas production (HIC/SWC, SSC, SCC, etc.). Metallurgical experience required for post-test specimen evaluation. Project/test protocol review and development. Design and execution of technological tests. Detailed scheduling of experiments and management of laboratory resources. Coordinate activities of laboratory technicians, ensuring completion of tasks on time and in a satisfactory manner. Evaluation and technical review of post-test specimens. Preparation of technical documents and

reports on completed projects. Liaison and discussion with clients to maximize business opportunities. Drive continuous improvement of laboratory operations and ensure quality standards. Potential Candidates must possess a BS in Chemical Engineering and must have H2S experience and out of a material testing lab.

Senior Project/Process Engineer Baton Rouge, LA Location

10-15 years experience in an EPC company or a similar role with chemical company. Experience with Greenfield/new plant projects would be desirable. BS Chemical or Mechanical Engineering degree. Will be an integral part of the project team of a Greenfield chemical manufacturing facility. The responsibilities and duties include but are not limited to development of material and energy balances, sizing and specification of equipment, piping, and valves as related to existing processes and new projects. The process/project engineer will also be expected to assist in the management of projects, oversight of construction activities, and lead start-up activities related to new projects and process installations. Expected to work with production personnel in the troubleshooting of technical issues of existing processes. Experience should include all or some of the following: flammable liquids handling, water and waste water treatment, solids handling, process utilities, OSBL utilities. These experiences are deemed to be beneficial, but not necessarily all essential: Engineering of processes handling flammable and combustible liquids, Engineering of processes handling solids, Engineering of process utilities, Knowledge of relevant codes and standards, Participation in PHA's, Construction oversight, especially green field, Plant commissioning, Primavera project management software, Yokogawa CS 3000 control system. This position is urgent and will fast track to hire. Preference to Baton Rouge area candidates but open. Baton Rouge hire would travel about 50% to the Savannah, GA area in the beginning for 3-6 months.

Process Design Engineer Denver, CO Location

Will work primarily on refining and renewable fuels projects, with the flexibility to work in other areas. Successful candidate will be placed in a key engineering role, working within a small, multi-disciplinary team of engineers and designers to execute design and engineering on projects. Responsibilities to include generating design deliverables such as Mass and Energy Balances, PFDs, P&IDs, engineering calculations and datasheets. Candidate should be prepared for some field work assignments as required. Working primarily in the Fuels and Energy Group within the Facilities, Science and Technology Business Unit. The candidate will be a key member of the process engineering team, working on the process design of engineering projects. Candidate will be responsible for generating design deliverables for projects, working within strict budget and schedule constraints to execute the process engineering scope. Must be able to direct and manage designers, work within a multidisciplinary team and represent company at client meetings. The successful candidate will be able to show motivation and tenacity in solving problems and completing assignments. Candidate must be able to demonstrate strong technical skills in process design. Must have at least 3 years experience in generating design deliverables (PFDs, P&IDs, datasheets). Operational and/or design experience in ethanol, refinery or petrochemicals a plus. Bachelor of Sciences in Process Engineering, EIT Certification Strongly preferred. ***Value Added Information:*** *This client is an engineering company based in the Denver area that specializes in a number of different industries including fuels and alternative energies. This person will be able to work on cutting edge technology projects, many of which may be "Greenfield" opportunities in the renewable fuels space. Idea candidates should have very strong interpersonal skills (high on "personality fit") as well as good technical process design capabilities. Ideal candidate will have 10-15 years of experience with preferably either all operating company or mix of operating company and EPC company process design experience. Refining or petrochemical industry experience strongly preferred. Ideal candidate will get*

excited about the opportunity to do new, creative things in emerging technology industries and love the idea of living in the Rocky Mountains. Some relocation is available.

Process Engineer Wyoming Location

The successful candidate will be part of Rocky Mountain Oil Operations Team. The individual will work out of the main field office in Wyoming and report to the Maintenance and Construction Operations Superintendent. The Rocky Mountain Maintenance and Construction Team is responsible for supporting oil and gas production operations in Wyoming and Utah. This engineering position supports the operation of two small sour gas plants and a CO₂ removal plant. The position supports field operations in the design, construction, and operation of gas gathering, compression and conditioning equipment that impact the gas plants. The position also supports gas production and compression facilities in several other field locations that do not have plants. This position plays a key role in monitoring daily gas plant operations, troubleshooting process-related equipment problems, providing technical engineering evaluations, specifying and ordering equipment, planning and implementing annual plant turnarounds. This position works closely with plant supervision and operators in support of daily operations to improve facility efficiencies, compliance and safe operations. Applicants should be familiar with Claus Sulfur Recovery and amine regeneration systems and have experience with sour gas compression, conditioning and re-injection. The successful candidate should expect to be assigned to the position for a minimum of three years. Monitor gas processing and treating in all applicable fields and ensure gas sales specifications are met. Participate heavily in planned and unplanned facility shutdowns including work scope definition, preplanning, project activity, safe shutdown and safe start-up supervision, energy isolation plans, and work supervision. Provide Chemical Engineering support across the RMO as needed. Set operating parameters to optimize processes and ensure control & instrumentation of the plant process systems are compatible. Arrange specialized analytical services as required. Arrange emissions testing and pre-testing in conformance with air permits on engine powered compressors and gas plants. Assist with operator training and knowledge. Assist with documentation of processes and procedures. Review green house gas emissions associated with gas processing and treating operations and make recommendations to reduce normal operating and fugitive emissions. Monitor and review pertinent SCADA information frequently to assist with operations, diagnose problems, and gather data. Work closely with field production superintendents and team leaders to solve operational problems and determine ways to improve process safety and reliability. Work to optimize gas sales and reduce expenses in all fields. Review air permits in area of expertise and work with the HES group to assure that we are compliant with all regulations. Monitor ongoing field development activities and review production facilities for upgrades and expansion. Model compressor performance periodically and make recommendations for adjustments and reconfiguration to best utilize equipment. Run HYSYS to maximize processing efficiency and plant through put. Recommend budget projects annually. Bring forth project ideas and develop justification. Monitor project construction and costs. Prepare MOCR's on projects in areas of responsibility. Review all MOCR's in primary area of responsibility. Actively participate in safety improvement processes such as FORC, pre job tailgate/weekly, and quarterly safety meetings, computer based training, etc. Work with new team leaders, technicians, and engineers to improve knowledge transfer among all groups. Work with other operations personnel to share spare equipment between all fields. Work to improve documentation of production equipment and work processes to allow for a smooth transition when personnel change areas of responsibility. Work on following Enhance Reliability Action Plan Items: Develop process safety information; Coordinate Process Hazard Analysis; Resolve PHA report recommendations; Write operating and maintenance procedures; Conduct studies such as relief system analysis and blast/sitting studies. Participates in the continuous development of safe work practices/operating procedures and

promotes environmental stewardship through example. Responds to call outs, emergencies and other issues as needed. Mentors, develops and trains less experienced process engineers within the team. Bachelor's degree Required; Major: Chemical Engineering, Process Engineering, or equivalent. Computer Proficiencies: Basic Microsoft applications (Word, Excel, Outlook, Power Point, etc.) are required. HYSIS process modeling experience or equivalent is also required. Work Experience: Minimum 3-5 years of sour gas compression and processing experience working in close support of daily operations.

I&E Maintenance Engineer *Baton Rouge, LA Location*

Will provide I/E maintenance support for chemical processing unit or units at this site. The engineer is responsible for assuring long-term I/E reliability resulting in cost effective and safe operations. The position is responsible for providing instrument and electrical engineering expertise. Will ensure proper design, installation, preventive maintenance, and repair of instrument and electrical equipment according to regulatory and company standards. The engineer has primary responsibility for eliminating chronic problems. Will be expected to take a primary role in the planning and execution of turnarounds. The engineer may be required to work as project manager for capital and expense reliability projects. Will review all projects for compatibility with the plant's long-term maintenance strategy utilizing best available technology with consideration for minimized equipment life cycle costs. Works under the direction of the Technical Engineering Services Manager. Qualifications: BS Electrical Engineering preferred; but BS Chemical Engineering with good instrumentation will be considered. Strong knowledge of process control. Requires general knowledge of instrumentation and controls systems, electrical systems, project execution, and construction and installation techniques. Knowledge of maintenance processes including preventative and predictive programs, Reliability Centered Maintenance, root cause analysis methods, and TPM is a plus. Working knowledge of SAP maintenance system is a plus. In addition to solid I & E, Must have experience with configuration and maintenance of distributed control systems, preferably Foxboro as well as SIS systems such as Triconex or HIMA. Must have generic competencies of analytical thinking, initiative, team leadership/collaboration, and coaching.

Process Control Engineer *Houston, TX Location*

This candidate will work with Manufacturing Support, Process Technology, and Production to help develop, optimize, and implement Process Control changes as needed to maintain or improve operations. This includes routine optimization, as well as larger capital/expense project contribution. Will be the Unit Subject Matter Expert and point of contact for process control system optimization, design and improvement; particularly, the application of control systems for the improvement of process performance and safety. Will provide routine (daily) guidance to Computer Maintenance Technicians and work with Instrument and Electrical Technicians to help troubleshoot and/or modify process control equipment including Programmable Logic Controllers and Distributed Control Systems. Provide support in designing, implementing, maintaining, bypassing, and testing of interlocks in the units to meet compliance with ISA 84 requirements. Must possess a Bachelor's Degree in Chemical or Electrical Engineering with 5+ years of Process engineering experience in Distributed Control Systems (DCS) and instrumentation, experience with Triconex, ProVox, and Delta V or similar systems is required and must have strong process engineering skills and demonstrated ability to apply both process engineering skills and process control knowledge to improve plant performance and safety. In-depth understanding of the design, implementation, and philosophy of critical safety interlock systems in the context of ISA 84 requirements as well as the ability to work and function efficiently with manufacturing unit personnel in a team environment is a must. This position reports to the Process Control Group Supervisor. **Value Added Information: *A world leader in***

proprietary technologies that are central to the production of nylon, plastics and synthetic fibers found in thousands of commercial and industrial products, including carpet, tires and apparel, as well as agricultural products, animal feed and personal care products. Company has five manufacturing facilities in the United States and a technology centre, and employs over 3,000 people.

ELECTRICAL ENGINEERING POSITIONS

Electrical Engineer *New! South Carolina Location*

This position is responsible for equipment safety and maintenance technical support; plus, to design, install, and maintain plant power distribution, machines and controls, and computer systems to maximize plant operating efficiency. This position is also responsible for equipment safety and maintenance technical support. BS in Electrical Engineering, Minimum 2 years experience in Electrical Engineering. This is an engineering position and not a maintenance position, this position is responsible for all parts of new equipment installation, including design, installation, troubleshooting and continuous improvement. Does not require CAD experience, plant has a CAD department, but the engineers are responsible for ensuring that drawings are correct and for instigating changes when needed. Expectation is for all plant electrical engineers to be able to do both wiring and programming. High voltage experience is not a requirement but will be responsible for the substations in their assigned areas (have other engineers who can help but this person will be expected to take ownership eventually). PLC programming is a requirement, primarily Allen Bradley.

I&E Maintenance Engineer *Baton Rouge, LA Location*

Will provide I/E maintenance support for chemical processing unit or units at this site. The engineer is responsible for assuring long-term I/E reliability resulting in cost effective and safe operations. The position is responsible for providing instrument and electrical engineering expertise. Will ensure proper design, installation, preventive maintenance, and repair of instrument and electrical equipment according to regulatory and company standards. The engineer has primary responsibility for eliminating chronic problems. Will be expected to take a primary role in the planning and execution of turnarounds. The engineer may be required to work as project manager for capital and expense reliability projects. Will review all projects for compatibility with the plant's long-term maintenance strategy utilizing best available technology with consideration for minimized equipment life cycle costs. Works under the direction of the Technical Engineering Services Manager. Qualifications: BS Electrical Engineering preferred; but BS Chemical Engineering with good instrumentation will be considered. Strong knowledge of process control. Requires general knowledge of instrumentation and controls systems, electrical systems, project execution, and construction and installation techniques. Knowledge of maintenance processes including preventative and predictive programs, Reliability Centered Maintenance, root cause analysis methods, and TPM is a plus. Working knowledge of SAP maintenance system is a plus. In addition to solid I & E, Must have experience with configuration and maintenance of distributed control systems, preferably Foxboro as well as SIS systems such as Triconex or HIMA. Must have generic competencies of analytical thinking, initiative, team leadership/collaboration and coaching.

Process Control Engineer *Houston, TX Location*

This candidate will work with Manufacturing Support, Process Technology, and Production to help develop, optimize, and implement Process Control changes as needed to maintain or improve operations. This includes routine optimization, as well as larger capital/expense project contribution. Will be the Unit Subject Matter Expert and point of contact for process control system optimization, design and improvement; particularly, the application of control systems for

the improvement of process performance and safety. Will provide routine (daily) guidance to Computer Maintenance Technicians and work with Instrument and Electrical Technicians to help troubleshoot and/or modify process control equipment including Programmable Logic Controllers and Distributed Control Systems. Provide support in designing, implementing, maintaining, bypassing, and testing of interlocks in the units to meet compliance with ISA 84 requirements. Must possess a Bachelor's Degree in Chemical or Electrical Engineering with 5+ years of Process engineering experience in Distributed Control Systems (DCS) and instrumentation, experience with Triconex, ProVox, and Delta V or similar systems is required and must have strong process engineering skills and demonstrated ability to apply both process engineering skills and process control knowledge to improve plant performance and safety. In-depth understanding of the design, implementation, and philosophy of critical safety interlock systems in the context of ISA 84 requirements as well as the ability to work and function efficiently with manufacturing unit personnel in a team environment is a must. This position reports to the Process Control Group Supervisor. ***Value Added Information: A world leader in proprietary technologies that are central to the production of nylon, plastics and synthetic fibers found in thousands of commercial and industrial products, including carpet, tires and apparel, as well as agricultural products, animal feed and personal care products. Company has five manufacturing facilities in the United States and a technology centre, and employs over 3,000 people.***

ENVIRONMENTAL POSITIONS

Lead Environmental Engineer (2 positions available) *New! South Texas Location*

Environmental Engineer dealing with multiple environmental compliance programs. Must be able to provide oversight and general assistance to operations. Environmental activities are in accordance with regulatory and/or plant environmental requirements. Must be able to manage record keeping and reporting requirements for regulatory focus area(s) to ensure compliance with mandated deadlines. Will be able to work on process improvements in existing management systems. Will be required to function as Level 2/3 On-call for environmental incidents with responsibility for accurate and timely agency reporting. Work Experience & Skills Required: Minimum 5-10 years experience in environmental compliance. Must have good written and verbal communication skills. Must be detailed oriented and self motivated. Must be able to multi-task many projects concurrently and work with aggressive regulatory deadlines. Must have good interpersonal skills in dealing with internal and external customers. Good Humility, Integrity and Professionalism skills are critical to the success of the candidate, as this job requires working in a team oriented atmosphere. Must be willing to learn new responsibilities with minimal oversight. Must have good working knowledge of Excel spreadsheets and Access databases. Previous supervisory experience managing direct reports. Work Experience & Skills Preferred: Good working knowledge of petroleum or petrochemical facility. Prior experience with environmental regulations and compliance programs within the State of Texas. Strong math background needed for calculations. College degree in Engineering, Environmental Science, or other technical discipline. General field work in refinery environment. Will be required to go into plant on routine basis as part of the EA role. Other Considerations: Waste Compliance Training.

Environmental Engineer *New! South Texas Location*

Environmental Engineer dealing with multiple environmental air compliance programs. Must be able to provide oversight and general assistance to operations. Environmental activities are in accordance with regulatory and/or plant environmental requirements. Must be able to manage record keeping and reporting requirements for regulatory focus area(s) to ensure compliance with mandated deadlines. Will be able to work on process improvements in existing management systems. Will be required to function as Level 1 On-call for environmental incidents with

responsibility for accurate and timely agency reporting. Work Experience & Skills Required: Minimum 7 years experience in environmental compliance. Must have good written and verbal communication skills. Must be detailed oriented and self motivated. Must be able to multi-task many projects concurrently and work with aggressive regulatory deadlines. Must have good interpersonal skills in dealing with internal and external customers. Good Humility, Integrity and Professionalism skills are critical to the success of the candidate, as this job requires working in a team oriented atmosphere. Must be willing to learn new responsibilities with minimal oversight. Must have good working knowledge of Excel spreadsheets and Access databases. Work Experience & Skills Preferred: Good working knowledge of petroleum or petrochemical facility. Prior experience with environmental regulations and compliance programs within the State of Texas. Strong math background needed for calculations. College degree in Engineering, Environmental Science, or other technical discipline. General field work with normal plant conditions. Will be required to go into plant on routine basis as part of the EA role. Other Considerations: Waste Compliance Training

Environmental Specialist Houston, TX Location

This position is responsible for certain environmental efforts across the site. The Environmental Specialist will interface with the appropriate ESH and manufacturing resources to resolve implement or delegate environmental requirements. This position is responsible for but not limited to supporting the compliance process for the facility as the subject matter expert in the area of leak detection and repair, air compliance, storm water, and other assigned environmental programs. Ensuring technical and regulatory compliance in the area of leak detection and repair, air regulations for assigned units, and storm water as well as managing emerging regulatory issues to assure minimal impact and timely implementation. Ensure compliance with company policies and procedures by providing guidance to the plant's capital, maintenance and other activities. Maintain a favorable image with communities, regulatory agencies and other companies through active involvement with the TCEQ, EPA, TCC and neighboring facilities, chairing site environmental incident investigation teams, participate in environmental audits at other plant sites, participate on corporate-wide environmental networks to develop and update environmental related requirements and procedures as well as assist other media compliance and other program activities as needed. Must possess a B.S. Degree in Environmental or Chemical Engineering, Environmental Sciences or related field. Working knowledge of leak detection and repair and air regulations & operations. 5 years experience working with environmental regulations. Must have excellent written and oral communication skills, organizational and planning skills, facilitation skills, computer skills and have the ability to achieve results through others. Must be flexible, analytical and detailed oriented with an understanding of chemical plant operations. Must have experience with Title V and new source permitting requirements in the state of Texas, experience in water, hazardous waste, and other regulations is a plus as well as documented experience in the leadership of incident investigation teams. This position will report to the ESH Team Lead. ***Value Added Information:*** *A world leader in proprietary technologies that are central to the production of nylon, plastics and synthetic fibers found in thousands of commercial and industrial products, including carpet, tires and apparel, as well as agricultural products, animal feed and personal care products. Company has five manufacturing facilities in the United States and a technology centre, and employs over 3,000 people.*

HES Professional Wyoming Location

Will be primarily charged with providing environmental support to assist the Rocky Mountain Oil Operations in complying with federal, state and local air quality regulations. The primary areas of responsibility will include Title V and minor source facilities located in the Big Horn and Wind River Basins of Wyoming. Additional responsibilities may include specialized air quality

engineering support to other operations in Wyoming. The candidate will work closely with management, operations and other HES professionals to clearly define environmental issues, provide engineering analysis, perform dispersion modeling, and develop cost-effective solutions for air quality concerns. The HES professional must be able to effectively interact with agency representatives to secure permits, negotiate operating conditions, meet reporting obligations, and resolve compliance issues. In addition to having air quality engineering expertise, broad experience with produced water treatment/management systems, emergency response, SPCC, and remediation will also be relevant. Will be the contact person for a conventional oil and gas operations area providing support on a variety of air quality compliance, permitting, and engineering needs. Will be integrally involved with a variety of other environmental engineering issues (including water, waste, and emergency response). Responsible for understanding new environmental regulations and corporate programs; tracking and understanding the business impacts of emerging air quality regulations (such as greenhouse gas regulations); and implementing internal compliance assurance procedures. Responsible for preparing (or oversight of) environmental permit applications, negotiating permit conditions with regulators, monitoring compliance, preparing routine reports, and emergency notifications. Will coordinate with agencies and oversee routine inspections and action items. Prepares and/or reviews incident reports/investigations and makes necessary notifications to Corporate and/or regulatory agencies. Supports local emergency response efforts and Incident Command System. Responsible for preparing and providing training to operations personnel on air quality concerns and other environmental issues, as needed. Responsible for project management, including the development of requests for bids, technical proposals, work orders, and field supervision of contractors. Participation in HES audits, conducting environmental and safety leadership engagements. Represents Company at trade association and proactively participates in professional organizations and industry meetings. Sets an example of living our values by participating in safety meetings, behavior-based safety engagements, diversity awareness, and other activities. Degree: Bachelors Required & Masters Preferred; Major Discipline: Engineering, or Environmental Science-related field. Years Experience Required: 5+, Professional Registration Preferred. Travel: 30%.

Fuels Compliance Specialist *New Jersey Location*

Position will provide technical support to various departments (including Refining, Terminal Operations, and Supply & Trading) related to the interpretation of existing and future federal and state fuels regulations. This requires a detailed understanding of procedures and regulatory requirements associated with petroleum refining and downstream fuels supply and distribution systems, as well as the skills necessary to effectively communicate to all affected parties the procedural requirements necessary to ensure corporate compliance. In addition, this position provides daily support in analyzing and tracking fuels qualities and volumes relative to compliance requirements, and prepares management summaries on a bi-weekly basis, as well as quarterly and annual government compliance reports. Understand, interpret and communicate regulatory requirements of federal and state fuels regulations. Provide procedural guidance and technical support to various departments to ensure compliance with government standards. Analyze and track refinery fuels production qualities, emission levels, and volumes relative to federal compliance requirements. Apply quantitative analysis and data forecasting methodologies to analyze projected fuels qualities/emissions. Prepare accurate managements summaries on a weekly basis as well as quarterly and annual government compliance reports. Provide day to day guidance to various departments on regulatory compliance issues, including proper guidelines/procedures for fuels handling/sampling/testing and reporting, and support/troubleshooting for fuels compliance systems issues. Provide onsite training and technical assistance to Refinery/Lab/Terminal personnel related to the interpretation of existing and future regulations, transitions to new regulatory requirements, modifications to procedures

required for compliance with new regulations, and systems user support. Facilitate annual attestation audit of gasoline compliance records and reports with internal auditing group as required by the EPA. This position requires a bachelor's degree in an engineering discipline with 5+ years experience in a fuels production or distribution related environment (refining, supply/logistics/planning, quality control, or fuels compliance). Strong computer and analytical skills required including MS Office/Excel. Strong oral and written communications skills desired with attention to detail and deadlines. ***Value Added Information: MUST have fuel compliance experience. Position reports to the Manager of Environmental Compliance. Position open due to promotion.***

SAFETY POSITIONS

PSM Specialist *New! Houston, TX Location*

Position is responsible for process safety efforts across the site. The Process Safety Specialist will interface with the appropriate ESH resources and manufacturing resources to resolve, implement or delegate process safety requirements. Also responsible for: Ensuring facility compliance with OSHA Process Safety Management (PSM) and EPA Risk Management Plan (RMP) rules. Facilitating of Process Hazard Analysis and Layers of Protection Analysis studies. Owning and auditing various existing process safety programs such as Management of Change (MOC) program site wide. Driving process safety corrective actions to closure; Setting and tracking goals and measures for PSM program improvement; Developing and implementing the proper strategy (advocacy) effort to achieve desired results; Coordinating process safety training at the site; Performing site PSM self audits; Interpreting, communicating and facilitating timely and cost effective implementation of new process requirements at the site; Assisting with implementation of site safety and health programs; Chairing site safety incident investigation teams; Participating in process safety audits at other Ascend plants; Participating on corporate-wide process safety networks to develop and update process safety related requirements and procedures. BS degree in engineering (chemical, mechanical or electrical engineering preferred). Working knowledge of OSHA 1910.119 Process Safety Management (PSM) and EPA Risk Management Programs (RMP) regulations. 5 years experience working with OSHA PSM. Ability to read and understand Process and Instrument Diagrams. Excellent written and oral communication skills, organizational and planning skills, facilitation skills, computer skills. Ability to achieve results through others. Flexible, analytical and detailed oriented.

Safety & Health Technician *New! South Texas Location*

Work with IH to address IH issues and assist with workplace exposure assessments in assigned areas: Support the facility in resolution of complex safety issues, Develop and implement safety training, Provide interpretation of OSHA regulations, company policies and procedures, Serve as an on scene safety officer during incidents and drills, Develop and maintain Health & Safety policies and procedures, Participate in incident investigations, Provide safety support during turnarounds, shutdowns and outages, Participate in audit programs, Develop and communicate quality safety flashes and alerts, Certify permit writers in assigned area(s), Support the OSHA Voluntary Protection Program (VPP). Work Experience & Skills Required: Skilled in Word, Excel and PowerPoint, Excellent writing skills, Functions well within team setting, Proficient in OSHA General Industry and Construction regulations capable of practical application of standards in petrochemical industry, Knowledge of petrochemical process operations, Strong thinking and problem solving skills, Ability to communicate with all levels of the organization within assigned area(s). Education Required: B.S. Safety/Industrial Hygiene with 5+ years petrochemical experience; or, B.S. in related field with 5+ years petrochemical experience and CSP; or, Associate in Occupational Health and Safety with 10+ years petrochemical experience. Work Experience &

Skills Preferred: Safety specific experience in oil refinery. Other Considerations: Requires routine on-call rotation, ability to work Refinery Turnarounds, occasional business travel (<10%)

MOC Engineer *New! South Texas Location*

MOC/PSSR Coordinator: Sustain continuous improvement of MOC / PSSR programs. Facilitate implementation of the improvements with MOC Manager personnel in areas such as Build-It, Keep It Running, and Run-It. Oversee compliance and base management system audits of the MOC system to ensure compliance with company MOC requirements. Work with MOC Managers to facilitate Safety Design Reviews; Support PSSRs. Manage and maintain MOC policies, procedures, and job aids. Provide training and support to organization for training and implementation of changes when required. Provide MOC/PSSR support during turnarounds by performing audits and assisting MOC Managers. Maximo MOC Global Power User. Provide analysis and trouble shooting on issues that cannot be resolved by the Local Power Users or Site Administrators. Escalate issues as needed to the Maximo Channel Lead. Facilitate communication between Local Power Users with an emphasis on establishing and promoting best practices. Contribute to the analysis and prioritization of Maximo enhancement requests. Perform informal audits and analysis to verify that Maximo is being used properly within their functional area. Contribute to the upkeep and evergreen process around the Maximo training materials. Participate in testing of enhancements and new releases. Requirements: Three or more years professional experience in health & safety risk management and Process Safety Management; Process-safety background with experience in the petro-chemical industry; Strong knowledge of OSHA PSM Standard, in particular Management of Change. Developed and refined logical thinking skills and experience in applying those skills in developing procedures and processes for management of change programs. Ability to liaise with other engineering disciplines. Demonstrated ability to recognize hazards, drive continuous improvement, and promote practical alternatives for risk reduction and risk control measures. B.S. Engineering or Safety. Work Processes and management system development. Certified Safety Professional Preferred.

PSM Specialist *Texas Hill Country Location*

Client has a need for someone who is very familiar with refinery and/or petrochemical PSM programs. Someone who has had heavy OSHA interface, participated in HAZOP and PSM programs, and very hands-on. This is NOT a managerial position but having someone "groomable for the future" is ideal. This client's PSM program is in fairly good shape, they need someone who can continue what they have and help them to be better for the future. Must be degreed. Prefer an engineering degree but open to other if the experience is right.

Process Safety Specialist *Houston, TX Location*

This position is responsible for process safety efforts across the site. The Process Safety Specialist will interface with the appropriate ESH resources and manufacturing resources to resolve, implement or delegate process safety requirements and will be responsible for ensuring facility compliance with OSHA Process Safety Management (PSM) and EPA Risk Management Plan (RMP) rules. The Process Safety Specialist will be responsible for facilitating of Process Hazard Analysis and Layers of Protection Analysis studies, owning and auditing various existing process safety programs such as Management of Change (MOC) program site wide, driving process safety corrective actions to closure and setting and tracking goals and measures for PSM program improvement. Will develop and implement the proper strategy (advocacy) effort to achieve desired results; coordinate process safety training at the site, perform site PSM self audits, interpret, communicate and facilitate timely and cost effective implementation of new process requirements at the site and assist with implementation of site safety and health programs. Chair site safety incident investigation teams, participate in process safety audits at other plants as well as

participating on corporate-wide process safety networks to develop and update process safety related requirements and procedures. Candidate must possess a BS degree in engineering (chemical, mechanical or electrical engineering preferred), have a working knowledge of OSHA 1910.119 Process Safety Management (PSM) and EPA Risk Management Programs (RMP) regulations with at least 5 years experience working with OSHA PSM. Must have the ability to read and understand Process and Instrument Diagrams and have excellent written and oral communication skills, organizational and planning skills, facilitation skills, computer skills. Must have the ability to achieve results through others, be flexible, analytical and detailed oriented. It would be a plus to have facilitation of Process Hazard Analysis, facilitation of Layers of Protection Analysis studies, leadership of incident investigation teams, Process Hazard Recognition training and be able to perform calculations to validate the performance of Instrumented Protection Systems. This position will report to the EHS Site Lead. Due to the complexity of operations and current resource base, the client is requiring someone with an engineering degree in order to be considered.

RESEARCH AND DEVELOPMENT POSITIONS

Research Scientist *New! Georgia Location*

Working in a research and development environment, rapidly identify, develop, and commercialize market-focused innovative solutions for construction industry gypsum products. Work with multiple competencies to deliver value-added gypsum products. Ph.D. in materials science and engineering. At least three years experience in a technical research and development role. Strong mechanistic understanding of crystal growth, morphology, modifiers, and interaction with organic materials. Demonstrated track record of value creation. Demonstrated track record of innovations in new materials and rapid translation to the marketplace. Strong oral and written communication skills. Six Sigma certified.

Senior Development Chemist *New! Georgia Location*

Working in a research and development environment, rapidly identify, develop, and commercialize market-focused innovative solutions for construction industry gypsum products. Work with multiple competencies to deliver value-added gypsum products. Ph.D. organic chemistry. At least three years experience in a technical research and development role. Strong synthetic capabilities applied to polymeric coatings research. Strong mechanistic understanding of organic chemistry as applied to polymeric coatings and interaction with inorganic materials. Demonstrated track record of value creation. Demonstrated track record of innovations and rapid translation to the marketplace. Strong oral and written communication skills. Six Sigma certified.

MISCELLANEOUS POSITIONS

Pressure Equipment Inspector *New! Midwest Location*

Accountable for repair, fabrication and inspection of ASME boilers, pressure vessels, piping systems, and pressure relieving devices within a given operating area. Interface with operating department team on a daily basis. Represent inspection department in the area Management of Change process. Participate in capital project teams as directed. Review and approve piping fabrication isometrics. Maintain list of top-ten mechanical integrity issues for area of coverage. Responsible for field-verifying proper installation of all new and revised piping. Provide input to Turnaround Planning Inspector as required to satisfy turnaround planning milestones. Lead Inspector for turnarounds within area; direct the activities of other company and contract personnel on a temporary basis during major planned outages. Support other inspectors during major planned outages outside assigned area. Document and develop strategies for temporary leak repair, alternate relief, hot work on in-service equipment, and

alternate relief. Coordinate conventional and specialty non-destructive examination (NDE) contractors on an as-needed basis. Coordinate process hose inspections. Update mixing point/injection point data sheets and inspection records. Write SAP notifications for inspection related maintenance work. Represent the inspection department at area maintenance planning meetings. BS or higher in mechanical, civil or materials engineering; or 2-year degree or certificate in engineering or technology, with minimum 2 years experience in the design, construction, repair, operation, or inspection of pressure vessels; or High school diploma or equivalent, with minimum 5 years experience in the design, construction, repair, operation, or inspection of pressure vessels. Excellent written and verbal communication skills; ability to communicate technical concepts and issues to an audience with widely varying technical background. Willingness to lead and take ownership of technical issues. Proven track record in using data to solve problems. Excellent computer skills with the ability to use software programs like Microsoft Word and Excel. Preferred Skills/Competencies: Process plant experience in oil refining or chemical manufacturing, Prior owner-user inspection experience, Hold the following current certifications: American Petroleum Institute API-510 Pressure Vessel Inspector or National Board Inspection Code (NBIC) Pressure Vessel Inspector certificate; and American Petroleum Institute API-570 Piping Inspector certificate, Have experience using common inspection software applications (e.g., PCMS, UltraPipe, EMPRV, API-RBI and SAP). Training or experience in applying the following: API-571 damage mechanisms; and API-579 fitness for service; and API-580/581 risk based inspection. Special Skills, Training Certifications: American Petroleum Institute API-510 certified pressure vessel inspector and API-570 certified piping inspector. Candidates that do not possess current API-510 and API-570 certifications: Must obtain their API-510 certification within the first 18 months of employment as a condition for continued employment; and Must obtain their API-570 certification within 12 months thereafter as a condition of continued employment. Candidates that possess a current API-510 certification but do not possess a current API-570 certification: Must obtain their API-570 certification within the first 12 months of employment as a condition for continued employment. Candidates that possess a current API-570 certification but do not possess a current API-510 certification: Must obtain their API-510 certification within the first 12 months of employment as a condition for continued employment.

Refrigeration Utility Mechanic/Operating Steam Engineer Houston, TX Location

Operation and maintenance of all the refrigeration equipment and operations/monitoring with maintenance skills of various utility systems such as plant air systems, plant water systems and plant steam system. Four (4) years verifiable large tonnage industrial air conditioning or refrigeration experience, including repair and maintenance. This experience must be within the last five (5) years. Applicant MUST have five (5) years of experience operating high -pressure boilers. MUST have a First grade Stationary Engineer's License. ***Value Added Information: This is a direct operating company and will be a full time position. It will be an hourly pay job in a unionized plant. In addition to hourly pay there is a hiring incentive bonus totally \$3K. Position reports into Utilities. 24 hours Operation, so the candidate must be flexible with time/rotating shifts.***

Engineering Technician North Dakota Location

Pay range for this position will be mid \$60's to mid \$80's. Candidates must have oil field experience with data administration/technical support/engineering software, etc. Support field personnel in managing the production data. Work with operators to ensure production integrity. Coordinate with partners and record & analyze outside operated production data into Aries database. Assist compiling and forecasting production expense data. Generate production graphs and analyze production trends using Aries, DSS, Excel and Access. Create failure database for rod

pumps and assist in analyzing pump performance. Support data management and technical evaluation efforts of team. Recommend new approaches to streamline team's data management. Work technical issues with engineering staff and Superintendent at North Dakota and Houston keeping communication open between Houston and North Dakota. Assist in preliminary oversight of constructing field facilities, primary go-to person as liaison from field issues to staff personnel, and staying flexible in a growing atmosphere. Assist in preliminary warehousing, communications set up, and all other start-up issues. Degree: Not Required. Computer Proficiencies: PowerPoint, Excel & Word required. Training will be provided as appropriate for TOW, Aries, Access, SCADA and other software as deemed value-added. An understanding of oilfield data collection will be very beneficial. Work Experience: Two to five years of technician or data management experience supporting technical staff or strong administrative experience including technical support. Experience with oilfield production databases and network communication will be helpful. Some experience with rod pumping and pump analysis is desired.

Cost Analyst Houston, TX Location

This position provides accounting support to portions of manufacturing and/or utilities and services operations for the plant site. Responsibilities of this role include preparation and presentation of detailed annual budgets; preparation and analysis of monthly forecasts; reporting and analysis of actual monthly cost results; and from time to time, special cost analysis and site studies as required. Completion of monthly closing activities, which includes analysis and verification of monthly actual costs and variances from standard costs, making journal entries, reconciling accounts and preparing management reports. Financial administration of various contractual arrangements with guest companies at the site. Working collaboratively with other members of the accounting team and with line management, with a focus on continuously improving productivity within the function and the manufacturing site, ensuring good internal controls, and assisting in building a culture around process improvement, work redesign and cost reduction. Must possess a BS in Accounting/Finance with at least 2 years experience. Must have strong communication, coaching, and team skills, strong accounting skills, strong computer skills and a familiarity with integrated business system concepts. Must be self motivated and proactive in anticipating financial issues and needs with a high level of dedication to meeting customer requests and required time commitments as well as an aptitude for relating manufacturing activities and processes to financial outcomes. Must also have demonstrated leadership skills, a working Knowledge of SAP, prior experience in manufacturing cost accounting and prior experience in financial accounting and analysis. This position reports to Accounting Lead.

Fuels Compliance Specialist New Jersey Location

Position will provide technical support to various departments (including Refining, Terminal Operations, and Supply & Trading) related to the interpretation of existing and future federal and state fuels regulations. This requires a detailed understanding of procedures and regulatory requirements associated with petroleum refining and downstream fuels supply and distribution systems, as well as the skills necessary to effectively communicate to all affected parties the procedural requirements necessary to ensure corporate compliance. In addition, this position provides daily support in analyzing and tracking fuels qualities and volumes relative to compliance requirements, and prepares management summaries on a bi-weekly basis, as well as quarterly and annual government compliance reports. Understand, interpret and communicate regulatory requirements of federal and state fuels regulations. Provide procedural guidance and technical support to various departments to ensure compliance with government standards. Analyze and track refinery fuels production qualities, emission levels, and volumes relative to federal compliance requirements. Apply quantitative analysis and data forecasting methodologies to analyze projected fuels qualities/emissions. Prepare accurate managements summaries on a weekly basis as well as quarterly and annual government compliance reports. Provide day to day

guidance to various departments on regulatory compliance issues, including proper guidelines/procedures for fuels handling/sampling/testing and reporting, and support/troubleshooting for fuels compliance systems issues. Provide onsite training and technical assistance to Refinery/Lab/Terminal personnel related to the interpretation of existing and future regulations, transitions to new regulatory requirements, modifications to procedures required for compliance with new regulations, and systems user support. Facilitate annual attestation audit of gasoline compliance records and reports with internal auditing group as required by the EPA. This position requires a bachelor's degree in an engineering discipline with 5+ years experience in a fuels production or distribution related environment (refining, supply/logistics/planning, quality control, or fuels compliance). Strong computer and analytical skills required including MS Office/Excel. Strong oral and written communications skills desired with attention to detail and deadlines. ***Value Added Information: MUST have fuel compliance experience. Position reports to the Manager of Environmental Compliance. Position open due to promotion.***

Operations Control Center Controller *Austin, TX Location*

Assigned the responsibility of operating the company's various product and crude systems within the limits of the systems capabilities as set forth in the operating instructions. The OCC Controllers have the capability to remotely operate pumps, valves, and other equipment. Data is received from meters, tanks, pressure transmitters, interface detectors, valves, and other devices to provide the information needed to operate the pipeline systems. Operate systems assigned to them. Be thoroughly familiar with actions to be taken in the event of a system malfunction. Carry out the scheduler's orders pertaining to the systems he/she operates. Keep the supervisor advised of any significant problems. Work with the field personnel in resolving pending problems requiring action by the controllers. Track displacements and insure each grade is delivered as scheduled. Maintain written logs of data and events as required. Mechanical aptitude. Capable of using computer systems and software. Working knowledge of company policies, procedures and governmental regulations that affect Pipeline operations. Basic knowledge of petroleum products, terminal equipment, and operations. Previous experience in the petroleum industry preferred.

Operations Control Center Supervisor *Austin, TX Location*

Supervise OCC Controllers who remotely operate Gas and Liquid Pipeline Systems. This is for a 24-7 workweek. Schedule work assignments for XX Controllers who operate 24/7 work week operation. Prepare payroll distribution reports. Provide management with oral and documented reports on mixtures, equipment, and communication problems. Update Engineering on station and system changes for operating instructions revisions. Prepare and teach training classes for OCC Controllers (hydraulics, leak detection with simulator, safety, etc). Liaison between OCC and Customers to resolve problems. Proactively look for areas of the customer's pipeline system where incidents can be reduced or minimized. Keep abreast of changing workloads for Controllers as appropriate. Monitor daily operations of X work consoles, check Controllers work, give advice on running systems, and answer operational questions. Mechanical aptitude. Capable of using computer system software, particularly Excel, Word, and SCADA systems. Thorough knowledge of company policies, procedures, and governmental regulations that affect Pipeline operations. Thorough knowledge of petroleum products, terminal equipment and operations. Previous experience in petroleum industry.

Human Resources Manager *South Louisiana Location*

Directs site Human Resources, Public Affairs and Security activities in a cost effective and efficient manner. The emphasis of the department will be to attract, retain and develop qualified individuals to meet current operational requirements and to provide for future company growth.

Provides administrative services to facilitate effective communication and environment for all employees. ESSENTIAL DUTIES AND RESPONSIBILITIES: Responsible for promoting positive employee relations at a multi-site non union complex ensuring consistent communication, leadership and direction of employees while supporting complex in meeting goals and objectives. Develop plans, programs and procedures to ensure the facilities union-free status is maintained. Direct the recruitment, interview and selection processes for qualified candidates for all vacant positions and to ensure a skilled employee workforce is available at all times. Assist in development and administration of corporate wide compensation and benefit plans to ensure industry competitiveness and promote high moral and productivity as well as attract and retain qualified individuals. Ensure facility compliance with all statutory/legislative Human Resources requirements and provide advice to site management regarding employee counseling, discipline, motivation, staffing, productivity, etc. Direct the activities and facilitate the training and development of the multiple-site Human Resources staff including HR Supervisors, HR Representatives, Community Affairs Representative and support staff. Facilitate clear lines of communication between employees and management by the use of in-house newsletters and publications, employee meetings, etc. Responsible for Company social activities, special meetings, dinners, etc. Responsible for multiple site security procedures and processes ensuring compliance with all applicable state and federal regulations as well as adequate security of the sites. Direct the communication and public relations functions with media, civic organizations, schools and all other outside agencies in conjunction with the Sr. Vice President-Administration. Assist development of Company Policies and Procedures that are understandable, relevant and which enhance efficiencies. Assist Senior Management with manpower projections and succession planning. Manage the Complex Drug & Alcohol programs to maintain compliance with D.O.T. guidelines. Perform duties in a manner that protects and promotes personal safety as well as the safety of all personnel on site. Whenever appropriate, promptly report Safety, Health or Environmental incidents or issues to management so the situation can be corrected. Attend Monthly Safety Meetings to support the HSE function and activities. All other duties as assigned. QUALIFICATIONS: The position is one of direct contact with all site employees requiring excellent interpersonal communications skills. The incumbent must be able to interact with the site management and become a business partner who can provide insight into the impact that Human Resources has on the business. The successful individual will be able to provide strong leadership and determine HR issues that require attention as well as recommend/implement programs to positively impact those issues and the operations. EDUCATION and/or EXPERIENCE: Requires a minimum of B.S. degree in Human Resources Management, Industrial/Labor Relations, or a related field. Prefer a Masters Degree in similar. 12+ years progressive HR experience in all functional areas including Employee Relations, Recruiting & Staffing, Training and Development, Compensation and Benefit Administration, Public Relations, and Policy and Procedure Development preferably in a process related industry with a minimum of 8 years manufacturing site experience. Prefer chemical, petrochemical, or oil & gas industry experience. 5 years management experience preferably in a multi-site setting.

Division Manager-Operations Georgia and Tennessee Locations

This position will be responsible for overall management of all stores, food service, car wash and other related profit expense centers. The Division Manager implements operations and marketing plan for all current and future programs for up to 80+/- convenience store outlets, with and without gasoline. Also responsible for leading a team to accomplish set budgetary goals in sales, margin, expenses and overall profitability for their division. Will be responsible and accountable for implementing operational procedures, measurement standards and related programs to ensure margin, expenses and sales objectives are met to budget. Regularly ride stores with each District Manager to clearly identify root cause and effect items to improve performance at each facility. Responsible for enforcing all safety and security procedures and company policies as outlined in

the Operations Manual Responsible for ensuring all franchise and branded agreements, Department of Agricultural Requirements, and employment regulations are followed. Weekly review of sales and margin performance to budget and develop action plans to meet or exceed budget. Ensure all customer standards are achieved at all assigned division locations. Weekly review of labor expense to budget and provide explanations/action plan if needed to achieve budget. Regular review of controllable expenses to budget and provide explanations/action plan if needed to achieve budget. Review and monitor capital expenditure budget to stay within established limits. Responsible for the execution of all marketing programs, monthly promotions, and incentive contests. Responsible for the recruitment, selection, training and development of the District Manager team and Division Manager Administration Assistant Role. Interact and provide direction to Administrative Assistant to ensure that any required paperwork/reports required are completed in a timely manner. Interact and provide direction to Maintenance Staff to ensure that all maintenance needs for the division are being fulfilled. Responsible for proper and timely processing of all store level and overhead budget accounting functions. Responsible for planning and facilitating monthly performance meetings with District Managers and preparing for annual budgets. Works and interacts with all members of functional groups that support the stores to maximize the overall profitability and goals of the company. Responsible for execution and management of all quality assurance programs, including alcohol and tobacco shops and food service inspections. Responsible for all ethics and codes implemented by company policy as well as other duties as assigned. Candidate must have a Masters degree in a related field. Must have strong character, be highly motivated, a self-starter, sales oriented, with a professional appearance, ambitious, focused and strong leadership abilities. Must also be able to inspire others by setting clear direction and high performance standards. Develop people through feedback and responsible delegation. Must have experience in convenience store management (mid-to-senior level preferred), the ability to develop a team, leading them toward a common goal. Computer literate with all Microsoft Programs. Must have P&L statement understanding, exhibits mastery of financial technical and business skills and applies sound judgment in decision-making with a strong focus on cause and effect analysis. Recruiting and interviewing skills and make quick and effective course corrections and exploits opportunities; highly adaptable and able to manage stress. Travel will include between 10-15 overnights stays per year, budgetary control will be in excess of \$500K and people managed will include over 400 hourly and over 90 salaried employees. ***Value Added Information: A diversified energy business focused on petroleum, refining, marketing and retail. Will look at candidates who are not from the C-Store space. Will consider multi-unit food as well as big box retail managers. For multi-unit food, i.e. Taco Bell, Back Yard Burger, managers need to have experience with managing at least 80+ units. With big box retailers, i.e. Wal-Mart, Target, Managers need at least responsibility for 12-15 stores.***

Becky Daniel, CIPC, CTS
President/Managing partner

20 years in Engineering placement, with EHS niche in Chemicals and Refining Industries
"Top 25" recruiter in state of Texas, Texas Association of Personnel Services, 2008
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bdaniel@agrlp.com

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