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August 2009 Newsletter

TABLE OF CONTENTS

MANAGEMENT POSITIONS Pages 2-7

Director of Safety *New! Open Location*
Assistant Maintenance Manager *New! Northeastern US Location*
Quality Assurance Manager *New! Freeport, TX Location*
Terminal Manager *New! Houston, TX Location*
Production Manager *New! Kansas Location*
Transport and Logistics Coordinator *Houston, TX Location*
Maintenance Manager *Beaumont, TX Location*
PSM Coordinator *Beaumont, TX Location*

MECHANICAL ENGINEERING POSITIONS Pages 7-11

Senior Maintenance Engineer *New! Southwest-West Texas Area Location*
Rotating Equipment Engineer *New! Baton Rouge, LA Location*
Fixed Reliability Engineer *New! South Texas Location*
Maintenance Engineer *Overseas Location*
Refinery Senior Project Engineer *New Orleans, LA Location*
Rotating Equipment Engineer *Midwestern US Location*
Maintenance Specialist *Overseas Location*
Maintenance/Project Engineer *Midwestern US Location*
Maintenance Rotating Equipment Engineer *Arkansas Location*

CHEMICAL ENGINEERING POSITIONS Pages 11-14

Process Engineer *New! Houston, TX Location*
Process Specialist *New! Tyler, TX Location*
Hydroprocessing & Reforming Complex Engineer *New! New Orleans, LA Location*
Refinery Senior Project Engineer *New! Orleans, LA Location*
Process Engineer *Beaumont, TX Location*
Instrument Electrical Maintenance Engineer *South Louisiana Location*
Process Engineer *Los Angeles, CA Location*

ELECTRICAL ENGINEERING POSITIONS Pages 14-16

Project Electrical Engineer *New! Mexico Location*
Electrical Reliability Engineer *Midwestern US Location*
Instrument Electrical Maintenance Engineer *South Louisiana Location*
I&E Technical Service Engineer *Beaumont, TX Location*

ENVIRONMENTAL POSITIONS Pages 16-17

Environmental Engineer *New! Baton Rouge, LA Area Location*

SAFETY POSITIONS Pages 17-19

Safety Engineer (2 Openings-1 Junior and 1 Senior) *New! Midwest US Location*

Safety Engineer *New! New Orleans, LA Location*

Safety Engineer *New! Houston, TX Location*

Senior Safety Engineer *Kansas Location*

Industrial Hygienist *South Louisiana Location*

PSM Coordinator *Beaumont, TX Location*

CHEMIST POSITIONS Pages 19-20

Chemist *New! New Mexico Location*

MISCELLANOUS POSITIONS Pages 20-23

Inspector/Chief Inspector *New! Beaumont, TX Location*

Project Controller *New! Houston, TX Location*

Senior Project Manager-Architecture *St. Louis, MO Location*

Cost Estimator *Northern California Location*

SmartPlant Catalog Administrator *Houston, TX Location*

Transport and Logistics Coordinator *Houston, TX Location*

Sr. Construction Engineer *South Louisiana Location*

MANAGEMENT POSITIONS

Director of Safety *New! Open Location*

Will be responsible for developing, implementing and overseeing global safety programs in areas such as process safety, construction safety, and design safety. Specific responsibilities include but are not limited to: Global leadership and sharing of safety best practices across all regions. Development and implementation of processes to ensure continuous improvement of Process hazard prevention programs and requirements in the engineering/design phases of project work. Central review and oversight of all safety activities to ensure consistency and quality. Responsible for partnering with regional directors worldwide to ensure support is effectively provided in achieving our zero performance goal in safety, health and environmental areas. Leads the integration of environmental and compliance considerations into design, engineering, and construction in project work. Interfaces with business and functional leaders across the company on safety and environmental issues related to engineering work. Develops, distributes, updates and provides training for new safety and environmental programs. Responsible for the identification of applicable externally imposed safety/health standards and establishes procedures for their implementation. Leads internal safety audits/assessments for region execution centers or engineering teams and provides assistance in implementing needed changes in order to achieve acceptable results. Conducts accident investigations including Root Cause Analysis of Injuries, Illnesses and Key Incidents. Instigates corrective actions following citations or safety incidents. Ensures compliance with occupational and health regulations. Provides effective leadership to direct reports through training, coaching, career planning and performance management. Requirements: Bachelor's Degree, 10+ years Safety/Environment experience in the chemical process industry, 5+ years Management experience, Certified/Qualified Process Hazard Analysis (PHA) Leader with experience in HazOp, SIS and LOPA. Working knowledge of engineering, operations and safety standards. Working knowledge of OSHA PSM and EPA RMP regulations. Proven ability to work effectively at all levels internal and external to the organization. Experience in writing technical standards and procedures is preferred. Excellent communication skills, Demonstrated ability to implement global

safety and environmental programs. Ability to influence leaders at all levels. Excellent program and project management skills. Strong analytical skills, preferably with Six Sigma or Lean Manufacturing experience. ***Value Added Information: This position reports to the VP of Engineering. Fortune 300 company, direct operating company. Individual MUST have industrial construction safety experience. Solely in-plant safety management/experience will not work. Position does require 50%+ global travel. Global travel will be Asia and South America. There is a big push for this individual to move to New York (not New York City); but will consider other locations as long as it is a large hub where travel will be easy.***

Assistant Maintenance Manager *New! 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 the Refinery Leadership level. The successful candidate will report directly to the Maintenance Manager at the refinery, and be responsible for developing and executing maintenance improvement initiatives, as well as direct supervision of hourly craft personnel. 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 degree in Engineering- preferably mechanical; 5-10 years of experience in refinery or petrochemical industry – union experience a MUST. Experience with maintenance craft supervision a plus, along with knowledge of OSHA regulations and industry safety requirements. Ability to decisively plan and execute on both a tactical and strategic level are required. Supervisory experience preferred, teambuilding and strong communications skills required. ***Value Added Information: Urgent Job Opening! Maintenance Manager is a former candidate we have represented, so we should get some very quick turnaround. Just good all around maintenance person but MUST come from a UNION environment. Would be nice to have some trade supervision but not a must. Will look at helping with sale of current home as well as extended temporary living. Will handle relo on a "case by case" as needed basis. Preference for refining but will also look at petrochem. Obviously someone already in the Northeastern US would be strongly preferred.***

Quality Assurance Manager *New! South of Houston, TX Location*

Ensure that products meet agreed upon specifications and ensure that the corresponding supply chain processes (incl. purchasing, tolling, manufacturing and distribution processes) meet the applicable GMP, Q7a and legal requirements regarding product safety. Release of raw materials, packaging materials and finished products. Manages all of the Quality Assurance and ISO 9001 activities of a multi-functional Quality Assurance organization. Manages technical personnel conducting diverse quality support activities. Maintains liaison with other areas or other scientific/technical personnel and provides technical expertise to the department and serves as an expert to the organization. Receives limited direction from the Site Manager. Provides direction and guidance to exempt and non-exempt personnel within the entire Quality department on Quality Assurance activities. Coaches and counsels team members as required. This is a highly automated chemical manufacturing facility and Manufacturing is accomplished through the utilization of both batch and continuous chemical processes on a 24/7 schedule. Concept of self-managed work teams proven successful and continues to remain in place. Reliability of the manufacturing process is based on the concept called "Hazard Analysis Critical Control Points" (HACCP) which requires the identification and monitoring of critical steps in the process. Operates in a Foreign Trade Zone (FTZ) under the authority of the Port of Houston, Texas. Designed to be in compliance with all existing Federal, State and Local regulations pertaining to Quality, Environmental, Safety and Health. Manufacturing operations were designed to satisfy

the cGMP criteria for non-drug applications (food). Materials produced satisfy Kosher (OU) and Halal requirements. ISO 9001 and 14001 compliant and an OSHA "Star" site. Key areas of responsibility are to ensure that product release or rejection decisions on batch level in regard of quality attributes are in full compliance with applicable Q7a (Pharma), GMP rules, regulatory and legal requirements, and customer agreements. Enforce implementation of BG directives Q7a, ISO and GMP guidelines for the site. Coordinate the investigations of complaints, initiate corrective actions, and provide a customer oriented answer within the given time frames. Coordinate the quality change management on local level. For global changes cooperate with global Change Control Commission. Advise operational units in all types of quality questions. Manage quality issues between all involved players, such as product management, regulatory affairs, BG quality unit and customers. Perform and coordinate internal and external audits and inspections to satisfy customers and authorities and to support operational improvements to ensure high process and product capabilities. Thorough knowledge of the validation program, ensuring the validation program is kept up to date and properly documented. Keep the quality know how permanently up to date. Conceives, develops, plans and implements Quality Assurance processes, programs and strategies based on current regulatory, compendial, corporate quality systems and requirements and industry trends. Develops and monitors appropriate Key Performance Measures (KPM's) to insure consistent product quality and departmental performance. Manages technical/business projects. Examines Quality business activities for efficiency and effectiveness and implements changes. Helps to establish and achieve common goals for the Quality department. Plans and organizes workload and assigns priorities of the QA staff. Ensures necessary Quality training for lab and site employees. Demonstrates SHE leadership by setting standards and encouraging employees to act responsibly and safely. Ensures incidents are reported and investigated, and risks are assessed in a timely manner. Must be capable of working in an international multi-cultural network on a local, regional and global level. Responsible for the quality of multiple products with various specifications and uses on a global business. Maintaining a high standard quality system to meet customer and regulatory demands on a consistent basis. Interpreting and executing numerous product quality requirements for feed, food, GMP and API standards. Must possess a Bachelors degree in a relevant scientific discipline. Masters degree is preferred. Minimum 5 – 7 years experience in an appropriate scientific discipline and a minimum 5 years experience managing a Quality Assurance organization is preferred. Must have thorough knowledge of ICH Q7, CFR parts 100, 110, 111, Draft Dietary Supplement GMP's and ISO 9000 requirements. This position requires strong leadership skills, self-direction under minimal supervision and excellent verbal and written communication skills. Travel to other sites may be required.

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). Tracks and reports statistical information for all operations at site. Directly handles customer complaints regarding location operations ensuring satisfactory resolution for all parties. Manages large groups of people; interviews, hires, evaluates, 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. Works with 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. Acts as contact for railroad issues and incidents on the property. Meets with inspection companies regarding operational issues. 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. Ultimate authority for facility; escalates situations as necessary. Responsible for all regulatory compliance including USCG. Contact point for governmental agencies regarding incidents as required. 5+ years supervisory experience. 10+ years experience working in industrial setting; 5+ years experience dealing with customers; 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. Proven ability to generate excellent informational reports and presentations. Ability to multi-task. Experience implementing capital improvement projects; experience in project management preferred. Demonstrated understanding of environmental, DOT, USCG, safety, health and regulatory requirements. Customer service focus including the ability to speak diplomatically; problem solver. Bachelor's degree required; technical or business major preferred; Engineering Degree acceptable.

Production Manager *New! Kansas Location*

Oversees the safe and efficient operation of one or more production areas within a manufacturing facility. Plans, directs, and controls all aspects of the manufacturing process such as environmental compliance, production/processing, quality control and maintenance. Accountable for Well fields, Brine Treating, Pan house and Boiler room operation. Accountable for Mill, Loading, and Warehousing operations. Ensures Environmental, Health and Safety (EHS) performance and compliance. Accountable for the Wet End Operations (including Well fields, Pan House and Boiler room operation). Manages area budget/cost, volume and quality. Manages small project capital & expense budget. Accountable for the Dry End Operations (including the Mill, Loading and Warehousing operations), Site Maintenance and Reliability coordination and Production planning in accordance with demand. Manages small project capital & expense budget. Manages area budget/cost, volume and quality. Manages area and shift supervisors. Manages equipment and process reliability. Works with other departments to meet plant goals and commitments. Participates in Production and Maintenance coordination. Ensures that department is using standard business processes. Delivers on special project assignments. Participates in capital budget and portfolio management. Responsible for developing and managing the shift schedule for supervisors. Participates in succession planning activities. Facilitates interactions between organizations. Develops area manufacturing strategy and cascades the strategy to establish individual employee expectations. Completes compliance requirements, including compliance matrix, and other training for position, as required. Performs other related duties, as required. Bachelors Degree in Engineering or other related technical degree. Minimum of 10 years manufacturing experience, including a minimum of three (3) years Production/Technical/Maintenance management experience. Minimum five (5) years of management experience is preferred.

Transport and Logistics Coordinator *Houston, TX Location*

Execute project related transportation of industrial and construction equipment including marine and inland heavy haul shipping and rigging. Responsible for managing domestic/international freight costs as well as developing long-term logistics strategies and implementing these strategies. Coordinate route studies for shipments including developing and/or negotiating "high wide" corridors and heavy equipment transportation feasibility. Proactively oversee third party freight forwarders to ensure on time delivery of project equipment. Negotiating freight rates and maintaining delivery standards that focus on continuous improvement. Acting as the primary contact for regulatory matters relative to domestic and international transportation; thus knowledge of DOT/freight legalities/permitting is required. Maintain expertise in global marine liner service and ports of call. Working with customs brokers to ensure the lowest cost of all customs and freight services. Provide estimating input for expected freight movements during the proposal phase. Effective cost analysis of alternate shipping methods. Maintain best practices and lessons learned

for all aspects of logistics management. Coordinate and conduct audits to insure company policies, procedures and guidelines are followed. B.A. Degree in the field of Logistics/ Transportation or equivalent experience. Five years experience with carrier pricing, contract negotiations, routing, third party logistic companies and customs brokers. Demonstrated strategic experience related to the freight/ logistics industry involving all methods of transportation (domestic, import and export). High degree of service orientation to build strong and value adding relationships with field operations and engineering personnel. Exhibits effective negotiation, analytical and communication skills. Possesses the ability to prepare and evaluate bid packages. Strong interpersonal influence and impact skills. Demonstrates being a self-starter and displays the ability to handle multiple tasks and prioritize work. Shows eagerness to learn and grow in career. Sound economic thinking skills with the ability to make informed and logical decisions. Solid written and verbal communication skills. ***Value Added Information: No relocation paid for this position. MARINE transport, not train or truck logistics.***

Maintenance Manager Beaumont, TX Location

Manage and direct MRO Purchasing and Maintenance departments. Research, prioritize, and approve modifications and improvements to the facility. Responsible for generation, distribution and control of expensed budget for maintenance and repair, tools, supplies, forklifts, buildings, and railroad accounts. Directly supervises: Purchasing Coordinator, Maintenance Technicians, Tool Room Technicians and Electrical Technicians. Manage and direct Maintenance functions to improve and/or maintain facility readiness. Research and evaluate new technologies and practices to improve or maintain the facility. Prioritize modifications to existing equipment and installation of new equipment. Responsible for the generation, distribution and control of budget for Maintenance department accounts and plant accounts for maintenance and repair, tools, supplies, forklifts, buildings and railroad. Forecast and submit yearly budget for purchasing, Maintenance department accounts and plant accounts for maintenance and repair, tools, supplies, forklifts, buildings, and railroad. Manage and direct purchasing system to requisition and stock an inventory of equipment, tools, supplies, and machine spare parts to maintain plant operations. Review requirements of time, tolerances, materials of construction, suitability of substitutes, etc. Approve purchases for payment. Maintain CMMS package to coordinate Purchasing and Maintenance functions. Plan and schedule materials, contractors, and/or internal manpower to perform protracted or unique work assignments without impacting productivity. Determine special skills required for onsite contractors; contract and approve completed assignments. Coordinate internal manpower and/or contractors and materials to be onsite during a period that accommodates Production's schedule. Contract services to machinery or equipment required to be completed off-site, in coordination with Production's schedule. Work closely with Production, Process Engineering, QA Laboratory, and customers. Contribute technical support and direction to discount mechanical or electrical anomalies affecting productivity. Interface with Process Engineering, QA Laboratory, and customers to manage special equipment, technical, and/or rearrangement needs. Performs miscellaneous supervisory functions. Communicates and interprets company policies to purchasing and Maintenance department personnel. Responsible for generation and changes to operating procedures in purchasing and Maintenance department. Responsible for yearly review of all direct reports. Assists Purchasing Coordinator and Maintenance personnel in resolving complaints or work problems. Carries out disciplinary action relative to associate conduct. Enforces and follows safe work practices. Trains or directs training of purchasing and Maintenance personnel. Interviews prospective purchasing and Maintenance personnel. Maintain contact with area manufacturing facilities to coordinate reciprocal support for spare parts. Must recognize, retain and protect confidential information, specifically with customer information pertaining to formulations, business relationships and product characteristics, as well as proprietary technology. Possesses qualifications and abilities to train his/her subordinates relating to the duties documented in the subordinate's job description. Follow plant safety procedures. Attend plant safety meetings. Follow plant rules, policies and procedures. Meet requirements to achieve and maintain certifications and accreditations, as they pertain to job. Follow instructions of supervisor pertaining to job. Computer literate. General working knowledge in electrical, electronic, and mechanical trades. Creative problem solving. Organizational and prioritization skills. Proven time management and multi-task

capabilities. Must maintain appropriate composure when dealing with sensitive and/or confidential subjects. Supervisory and management skills, including: Motivational rapport. Fair evaluation of employees for annual review. Effective leadership. Making decisions for an entire department or workforce. Communication and listening skills for delivery of clear, concise instructions. Capability of setting priorities and making base level decisions without direct supervision. High School Diploma/equivalent or five years like industry experience. Minimum five to seven years supervisory experience. Five years in a directly related business. Three years plant experience. College experience or vocational training in related subject preferred. Internal QMS/ISO 9000/TS 16949 Auditor Training preferred. Requirements also include a strong electrical background, PLC troubleshooting capabilities, ability to train and hands-on mentality, willing to get dirty and work on the floor with the machines. ***Value Added Information: Market leader in specialty, high-value added compounding services and solutions in the thermoplastics industry compounding capacity in excess of half a billion pounds annually. Compounding capacity in excess of half a billion pounds annually. Pay range for this position is mid \$70K to mid \$80K.***

PSM Coordinator Beaumont, TX Location

Ensure facility compliance with OSHA Process Safety Management (PSM) and EPA Risk Management Plan (RMP) rules. Develop and implement tools and management systems necessary to fulfill the elements of PSM and RMP through coordination with all disciplines in the plant (Safety Champions, Reliability, Engineering, Emergency Response, etc). Ensure implementations of all required elements are well documented and auditable. Own and audit various existing programs such as Management of Change (MOC) program site wide. Lead site wide Process Hazard Analysis (PHA) and ensure documentation and follow up is completed. Perform incident investigations as needed. Participate in company cross-site process safety team charged with driving consistency in process risk management. Set and track goals and measures for PSM program improvement. Requirements: 5+ years experience in a PSM regulated facility. Knowledge of Process Hazard Analysis (PHA). Ability to communicate, lead and facilitate efforts related to PSM/RMP disciplines within the facility. Bachelor Degree. ***Value Added Information: Company is a leading producer of fuels, petrochemicals and other petroleum products. It has expanded its operations through capital projects and acquisitions worth more than \$3 billion since 2002. With more than 3700 employees, it strives to create value for customers and society.***

MECHANICAL ENGINEERING POSITIONS

Senior Maintenance Engineer New! Southwest-West Texas Area Location

Position reports to Sr. Manager, Maintenance. Conducts engineering assignments for the Maintenance Department, working independently and acting as resource and lead position for less experienced personnel. Defines Projects: Determines project objectives, selects technical strategies and provides technical assistance. Plans Projects: Writing specifications, developing schedules and budgets, and identifies and develops project scope of work. Implements Projects: Monitoring performance, taking corrective actions, providing feedback to project team such as generating, monitoring, and updating reports weekly/monthly, and negotiating for materials, supplies and services. Completes Projects: delivers output, wraps-up administrative details, evaluates the project in its entirety. Analyzes the economics of each project where appropriate; calculates ROI for proposed projects. Tracks performance measures and recommends parameters. Uses past knowledge and experience to ensure safe, environmentally secure, and efficient operations. Provides documentation as requested by management. Supports and optimizes refinery operations with troubleshooting skills. May be required to do some or all of the following: Conduct research to develop new and improved processes. Design, plan layout, and oversee personnel engaged in constructing, controlling, and improving equipment. Develop and implement methods and controls to meet quality standards in the most cost efficient manner. Investigate and resolve problems. Recommend and implement improvements and/or modification in equipment utilization, and related matters. Review proposals of outside vendors regarding the purchase of new or modernization of existing processing equipment. Special assignments or tasks assigned to the employee by their supervisor, as determined from time to time in their sole and complete discretion. A minimum of 8 years of progressive work experience in

Mechanical engineering discipline. A Certified Professional Engineer designation is also preferred. A minimum of a Bachelor's Degree in Mechanical Engineering is required. *Value Added Information: This is a rural southwestern location that is about three hours from really big metro city. Must be ok with this type of a location.*

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. No relocation provided.*

Fixed Reliability Engineer *New! 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 Engineer *Overseas Location*

10-15 years rotating equipment experience; Technical track. Reviews RE projects for proper design in compliance with company procedures. Development and implementation of standard repair procedures

and best practices like pumps, gear boxes, fans, and etc. Development and implementation of preventative maintenance procedures. Develop, manage and drive the 10 year plan. Support, advise and help execute rotating and centrifugal compressor major repairs. Experienced with Kobelco screw compressors, Elliott and Mitsubishi centrifugal compressors and Peter Brotherhood reciprocating compressor. Experienced with Turbodyne condensing steam turbines. Experienced with magnetic bearings. Understands, troubleshoots, and solves complex seal oil systems. Mining experience like augers, slurry pumps, and conveyers. Is culturally sensitive to Middle Eastern Customs. Manages self; is a team player. Excellent written and verbal communication; Manages information. Transfers knowledge both formally and by classroom to the majority of national RE engineers. Leads by example. Support, drive, and encourage the national rotating equipment engineers to world class performance. Proactive and takes initiative. ***Value Added Information: Overseas Pay; Housing will be covered. Prefer single status. Contract position.***

Refinery Senior Project Engineer New Orleans, LA Location

Responsible for cost effective engineering, design, scoping, planning, budgeting and execution of all projects up to \$5MM. Additionally will be accountable for providing technical assurance for project management function and activities; Reviews and approves cost estimates and work scopes and executes approved projects; Ensure projects are delivered on schedule and within budget and meet functional requirements; Promote the development and effectiveness of systems and processes for project management; Adhere to annual overhead budget and approved project AFEs; Provide leadership to Project Construction Coordinators; Assist in development, execution and supervision of refinery turnaround activities particularly as related to project implementation during turnarounds; Commitment to health, safety and protection of the environment; Manage the assembly of project-related information necessary for process safety management; Regularly report status of projects in progress; Demonstrate safe work practices; Reports to Engineering Manager. Minimum 10 years of industrial project management experience (using a gated project management process with at least 5 years of refinery specific project or maintenance experience. BS degree in Mechanical or Chemical Engineering. Demonstrated knowledge and competence of project management and execution; Demonstrated ability to manage competing priorities; Demonstrated ability in scoping and executing a variety of project types from conception to completion including writing project specifications, developing and managing schedules and budgets, contract preparation and negotiation and organization and assembly of project documentation; Detailed understanding of refinery processes and systems to be able to significantly contribute to development of projects; Ability to communicate effectively with senior management, external bodies and all level of employees within the organization; Ability to work through others to achieve results; Ability to exercise independent judgment and initiative within established guidelines; Ability to identify and implement effective courses of action to complete work and ensure achievement of departmental goals; Demonstrated strong HSE performance management; Ability to read and interpret plans, specifications and manuals; Manage projects and processes effectively; Able to work in typical refinery environment -ability to inspect work sites, climb ladders, work with computers, etc; Proven leadership ability. ***Value Added Information: PLEASE NOTE THIS IS NOT A PROJECT MANAGER; but a project engineer for capital projects up to \$5MM. Client desires someone from a refinery. Degree can be mechanical or chemical engineering and must be ok with New Orleans area.***

Rotating Equipment Engineer Midwestern US Location

Provide technical assistance to resolve equipment design, operation and maintenance problems. Evaluate, select and apply reliability practices to achieve best results. Utilize reliability tools such as failure calculations, failure evaluations, cost analysis and others to evaluate and prioritize action items. Assist Operations and Maintenance departments in developing procedures, training, etc. to ensure equipment is operated in a reliable fashion within design parameters. Provide budgeting recommendations based on written risk based economic justifications. Review planning, scheduling and effectiveness of predictive maintenance and preventative maintenance activities with craftsmen and equipment specialists. Specify new and replacement

equipment and components. Provide technical support for turnaround and shutdown activities. Perform reliability reviews on new projects. Recommend spares stocking levels for new equipment. Perform project management for small and medium sized reliability and rotating equipment projects. Bachelor's degree in Mechanical Engineering required. Proficiency in MS Office applications and engineering software required. Significant experience in a Sr. Rotating Equipment position including field experience in an oil refinery or gas plant; a minimum of 10 years of rotating equipment experience required. Good interpersonal, communication and IT skills to communicate well at levels including Management, Maintenance and Operations. Ability to establish and maintain positive business relationships with internal and external customers. Must have the ability to work in a team environment. In depth knowledge of rotor-dynamics and thermodynamic performance of compressors and other turbo-machinery. Must have the ability to interpret rotor analysis with and without stiffness and damping of bearings and seals as well as aero excitation; and to calculate compressor performance. Detailed knowledge and practical application experience of lubrication theory, bearing design and sealing technology; with the proven ability to select, monitor and trouble-shoot lubricants, bearings and seals. Must have ability to troubleshoot and adapt to resolve new problems. Develop and implement plans and scope for rotating equipment AFE projects. Develop annual and long term budgets, development plans and new projects. Provide inspections of Rotating Equipment during planned shutdowns. Scope new and replacement rotating equipment components for purchase. Direct the work of outside contractors on rotating equipment. Maximize production and improve availability, reliability and performance of rotating equipment. Improve knowledge base of refinery employees through formal and informal training relating to rotating equipment. Minimize outages. Manage AFE projects to cost, schedule and quality. ***Value Added Information: Newly approved position, addition to department. Location is small town about an hour from a couple of pretty good size metros.***

Maintenance Specialist Overseas Location

10-15 years of rotating equipment millwright or machinery shop inspection in chemical or refinery plants. Ensures quality repairs through inspection and follow up. Troubleshoots machinery issues and makes recommendations. Ensures machinery preventative maintenance. Follows up with operations and maintenance on day to day machinery issues and mitigation. Makes suggestions to improve machinery reliability and maintainability. Has SAP experience with maintenance and material modules. Monitors key indicators of machinery reliability and performance. Has good written and verbal communication skills; Excellent teamwork skills. Performs under pressure; requires little direction. Ability and willingness to teach the less experienced RE specialists. ***Value Added Information: Overseas pay; Housing will be covered. Prefer single status. Contract position.***

Maintenance/Project Engineer Midwestern US Location

Provide technical assistance to resolve equipment design, operation and maintenance problems. Facilitate reliability driven RCFAs and implement findings. Provide budgeting recommendations based on written risk based economic justifications. Review planning, scheduling and effectiveness of predictive maintenance and preventative maintenance activities with craftsmen and equipment specialists. Provide technical support for turnaround and shutdown activities. Provide temporary vacation relief for department supervisors. Perform reliability reviews on new projects. Recommend spares stocking levels for new equipment. Perform project management for small Capital projects. Bachelor's degree in Mechanical or Civil Engineering required. Proficiency in MS Office applications and engineering software required. Some experience in a Project or Maintenance Engineering position including field experience in an oil refinery or gas plant; a minimum of 5 years of engineering experience required. Some experience in project scoping, estimating and field executing. Good interpersonal, communication and IT skills to communicate well at levels including Management, Maintenance and Operations. Ability to establish and maintain positive business relationships with internal and external customers. Must have the ability to work in a team environment. Some knowledge of process plant equipment, construction practices, and process plant civil and mechanical design. Some knowledge of steel design, and erection and maintenance procedures. Some

knowledge of concrete design and placement practices. Follow procedures to monitor equipment availability and reliability. Develop scope and plans for Plant projects. Estimate costs and draft approval forms. Execute projects, order materials, direct contract crews and work with the Plant Maintenance Dept to install projects. Control, track and report project costs and schedules. Maximize productivity of contract construction forces. Bring plant projects in on time and on budget. Install projects that function from startup. ***Value Added Information: Newly approved position, addition to department. Location is small town about an hour from a couple of pretty good size metros.***

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! Houston, TX Location

There are two main requirements for this position: 1. Must have a 3.5 GPA or better; 2. Must have batch processing experience. If you possess these two requirements this client is looking for someone who has worked more on small projects (typical size for client is ~\$50k to 75k max); is a hands-on engineer - out in the plant, talking with operators, etc.; primarily a project engineer with good process skills; knows how to run the project - scoping it out, getting approval, bid process, managing the contractors doing the work, etc.; Years of experience is not a consideration - would look at someone from 2-3 years experience to someone who is looking to make their last move in their career. Engineers at the facility are fairly autonomous. Don't have to get approval for every little thing they do. Expectation is for the engineers to be proactive - looking for improvements then acting on them. Main emphasis will be on project conception, design and implementation effort. Other emphasis will be on heat and material balances, equipment sizing, relief valve calculations and raw material yield calculations. Daily activities will include troubleshooting, resolving process problems, and supporting process safety. Scope, size equipment, and administer improvement projects while adhering to all Process Safety requirements related to the manufacturing units. Verify heat and material balances for existing processes and review raw material yields. Identify multiple process improvements for quality, rate and yields. Conduct investigations, document, and resolve findings generated via incident reports or hazard analysis. Develop plant personnel with regards to any theory and techniques necessary to improve

operations. Implement and monitor processes for which responsible. Provide technical services and operating support during plant special need periods – such as a unit start up. BS or MS Chemical Engineering.

Process Specialist New! Tyler, TX Location

Provide Process Engineering assistance in support of Refinery goals/objectives. Position will include monitoring and troubleshooting the refining processes. Responsibilities will also include process design, project development, and economics and planning. Experience preferred in FCCU, Delayed Coking, CCR Platforming, High Severity Hydrotreating, and sulfur handling. Must be able to develop and/or maintain heat and material balances around process units and be experienced using Process Simulators and Distributed Control Systems. Operations or Supervisory experience is a plus. Other areas of interest include budgeting, LP development and operation, short/long term yield estimation, crude and product price forecasting, variable expense tracking, backcasting, and yield accounting support. Provide technical support to optimize daily unit operations. Champion optimization of variable operating costs in areas of yields, catalyst/chemicals, and energy. Process Design of small plant modifications. Provide technical assistance for Process Safety Management and Environmental Compliance. Support Refinery Capital Project development as required. B.S. Chemical or Mechanical Engineering degree required. Demonstrated ability to independently champion ideas with peers, hourly staff, and management. Excellent communication skills. Excellent trouble-shooting skills. Team player who is self-starter. Experience in Cost/Benefit Analysis preferred. Process and/or Production Engineering. Experience in Refinery or large Petrochemical operating environment preferred. Experience in Process Safety Management preferred. Willingness to work extended hours in support of Refinery turnarounds. Willingness to mentor engineering interns or junior level engineers. Experience with Computer software including Microsoft Office applications. Experience with Computer Modeling Software (i.e. Aspen, Hysis) is a plus.

Hydroprocessing & Reforming Complex Engineer New! New Orleans, LA Location

Position is the lead technical position in a refinery business team responsible for strategic improvement of operating units and providing technical expertise within their process areas. Provide technical and operational expertise within process areas. Identify long-term improvement opportunities, including process safety, margin improvement, reliability, and energy efficiency. Implement technologies and identify potential projects to improve unit/refinery profitability. High level monitoring and troubleshooting of operating units and unit interactions. Mentor engineers within the business team. Actively participate in network for process areas. Preferred candidates will have: Operations support or process engineering experience in: Hydrocracking, VGO Hydrotreating, Cat Naphtha Hydrotreating, and/or Diesel Hydrotreating, CCR or Semi-Regen Reforming, Fractionation modeling and tower internals design, Furnace monitoring. Strong ability to analyze operational data and recommend an appropriate course of action. Knowledge of process equipment function, design, and operation. Experience using process simulation software. Willingness to support turnarounds and startup operations. Knowledge of refinery economics. Familiarity with equipment lifecycle cost analysis, incident investigation, risk assessment, and HAZOP techniques. General awareness of environmental regulations. Understanding of materials selection and degradation mechanisms. Demonstrated initiative, teamwork, accuracy, effectiveness, and self-confidence. Interest in a technical career path. Interest in technical mentoring. B.S. or M.S. in Chemical Engineering. Process engineering with extensive experience in Hydroprocessing and Reforming operations.

Refinery Senior Project Engineer New Orleans, LA Location

Responsible for cost effective engineering, design, scoping, planning, budgeting and execution of all projects up to \$5MM. Additionally will be accountable for providing technical assurance for project management function and activities; Reviews and approves cost estimates and work scopes and executes approved projects; Ensure projects are delivered on schedule and within budget and meet functional requirements; Promote the development and effectiveness of systems and processes for project management; Adhere to annual overhead budget and approved project AFEs; Provide leadership to Project Construction

Coordinators; Assist in development, execution and supervision of refinery turnaround activities particularly as related to project implementation during turnarounds; Commitment to health, safety and protection of the environment; Manage the assembly of project-related information necessary for process safety management; Regularly report status of projects in progress; Demonstrate safe work practices; Reports to Engineering Manager. Minimum 10 years of industrial project management experience (using a gated project management process with at least 5 years of refinery specific project or maintenance experience. BS degree in Mechanical or Chemical Engineering. Demonstrated knowledge and competence of project management and execution; Demonstrated ability to manage competing priorities; Demonstrated ability in scoping and executing a variety of project types from conception to completion including writing project specifications, developing and managing schedules and budgets, contract preparation and negotiation and organization and assembly of project documentation; Detailed understanding of refinery processes and systems to be able to significantly contribute to development of projects; Ability to communicate effectively with senior management, external bodies and all level of employees within the organization; Ability to work through others to achieve results; Ability to exercise independent judgment and initiative within established guidelines; Ability to identify and implement effective courses of action to complete work and ensure achievement of departmental goals; Demonstrated strong HSE performance management; Ability to read and interpret plans, specifications and manuals; Manage projects and processes effectively; Able to work in typical refinery environment -ability to inspect work sites, climb ladders, work with computers, etc; Proven leadership ability. ***Value Added Information: PLEASE NOTE THIS IS NOT A PROJECT MANAGER; but a project engineer for capital projects up to \$5MM. Client desires someone from a refinery. Degree can be mechanical or chemical engineering and must be ok with New Orleans area.***

Process Engineer Beaumont, TX Location

Partakes in the scheduling of production runs. Completes the preparation of Production protocol, including designing compound process that produces customer products. Troubleshoots and optimizes compounding process aspects of products produced at the plant. Design process to manufacture customer products. Coordinates QC testing with Lab personnel. Based on information collected, set up the process related to each campaign, including equipment lists, operating parameters, and SPC/SQC design parameters. Take a lead role in troubleshooting by way of proper technical expertise and logical reasoning. Troubleshoot any problems that may occur and optimize each process. Prepare and review protocols and ensure accurate process conditions before delivering to Production. Conduct Operator training related to polymer processing. Occasionally training of Production associates on plastic processes or equipment. Relate laboratory test results with the processes. Interface with customer for changes necessary to achieve a quality product. Evaluate plastics equipment for facility purchases to optimize processes. Assist in the design and implementation of SPC/SQC programs relative to processes. Work to design and set up of various development or equipment projects with contractors. Accountable for customer based production process improvements. Responsible for the final quality product. Work with Process Development for corrective process for Production to scale up. Provide process development and customer support, with quality engineering. Run trials for attaining the desired quality and maintain a good rapport and communication with the customers. Document process development, trials, design changes, and other significant aspects for Plant's record for complete traceability. Take responsibility of the customer's product run(s). Communicate with the customer to acquire the information needed and set guidelines for the process and discuss clearly any unattainable properties. Must recognize, retain, and protect confidential information, specifically with customer information pertaining to formulations, business relationships, and product characteristics, as well as proprietary compounding technology. Possesses qualifications and abilities to others within the scope of his/her own job description. Follow plant safety procedures. Attend plant safety meetings. Follow plant rules, policies, and procedures. Meet requirements to achieve and maintain certifications and accreditations, as they pertain to job. Follow instructions of supervisor pertaining to job. B.S. in Chemical Engineering or related field; 3-5 years experience in polymers and polymer processing technology. ***Value Added Information: Market leader in specialty, high-value***

added compounding services and solutions in the thermoplastics industry compounding capacity in excess of half a billion pounds annually. Compounding capacity in excess of half a billion pounds annually.

Instrument Electrical Maintenance Engineer South Louisiana Location

Provides instrument and electrical engineering expertise in multiple chemical production units, leads and supervises the instrument technician team as assigned. Assures proper design, installation, preventive maintenance, and repair of instrument and electrical equipment. Assures efficient and effective utilization of maintenance manpower, tools, and equipment for day to day technical and maintenance support of the Chemical plant operations. Supplies technical expertise to operations, providing leadership to the I&E maintenance resources, administering the maintenance processes and budget, and assisting in or executing small projects. The employee will be part of the ongoing rotational on-call program in support of the operational units. Qualifications: BS degree in Chemical or Electrical Engineering with industrial experience regarding chemical plant I&E design, maintenance, operations, and troubleshooting preferred. Understand maintenance work processes practices such as MPI, RCFA, and TPM. General knowledge of instrumentation and controls systems repair, electrical systems repair, project execution, and construction and installation techniques. Must have general computer skills and user knowledge of maintenance management systems, preferably SAP. Must have experience with configuration and maintenance of distributed control systems, preferably Foxboro as well as SIS systems such as Triconex or HIMA. Professional engineer's license a plus. ***Value Added Information: This position is part of a job family with multiple levels. The successful candidate will be placed at a level commensurate with experience and skill level. Preferably looking for 10 to 15 yrs total experience, preferably most all in chemical manufacturing, with leadership experience. This position requires all candidates to either currently possess or obtain and maintain a TWIC (Transportation Worker Identification Credential) Card from the U. S. Department of Homeland Security.***

Process Engineer Los Angeles, CA Location

Combined process and field engineering for operating plant, plus new process development. Must have at least 3 years experience in operating chemical plant with direct production and responsibility and a BS ChemE from an accredited college. Essential Duties and Responsibilities include troubleshoot operating unit operations as well as design and/or specify equipment to meet all applicable environmental and safety regulations. Field engineering ability to set up sequence, sketches, and requirements for equipment installation, prepare start-up manual/check list and provide operator training. Select instrumentation; specify materials of construction and perform equilibrium calculations on existing processes for debottlenecking and evaluation studies. Evaluate/select contractor services; supervise same as well as prepare process flow sheet and P & I sketches. Must have the ability to perform vapor-liquid equilibrium calculations without software, ability to define, collect, and analyze operating data for troubleshooting/design, ability to specify mechanical design of new equipment, or modify existing equipment. Spreadsheet ability essential, and must be able to understand rotating, equilibrium, and reaction equipment, be a self-starter; assume responsibility of own work. Little contracting out or delegating to others. Fast track projects the norm; must meet deadlines. The work environment is such that the offices will be adjacent to operating chemical plant and hazardous/ toxic/flammable chemicals are present and manufactured on site. Travel to various plant sites on an as needed basis. Candidate must be capable of climbing ladders, confined space entry (e.g. internal vessel inspection, measurement, assessment, etc). ***Value Added Information: This is a specialty and agricultural products company whose products include insecticides, fungicides, soil fumigants and growth regulators.***

ELECTRICAL ENGINEERING POSITIONS

Project Electrical Engineer New Mexico Location

This position will report to the Sr. Manager, Engineering & Construction and will take a lead role in the Instrument/Electrical engineering team. In support of refinery project efforts, this position is to provide

project technical leadership relative to instrument and control system scope development, specification, engineering, project execution, and facility startup. Is directly accountable to ensure that Instrument and Control System scope development, engineering, and construction meet targeted criteria for the following in all project assignments: Safety Performance and consistency with existing standards and regulations, Environmental Compliance, Construction scope definition and execution, Comprehensive AFE Development, Accuracy and comprehensiveness of Instrument and Control Engineering Designs, Accuracy and comprehensiveness of system drawings for new and revamped units through As-Built revision, Complete scope development and Instrument and Control Engineering within target schedule, Provide project startup coverage, Meet all Process Safety Management (PSM) requirements of the As-Built project including but not limited to: Project Documentation, Instrument and Control Databook development, Updating of Equipment Files, Updating of Electronic Files, Issuance of relevant materials to other departments. In addition to Project Responsibilities, the Instrument and Control Engineer is required to provide Technical Service for refinery needs as they arise: Provide instrument and control technical support to Maintenance and Operations Departments. Maintain documentation of system hardware layout, instrument loops, and batch programming. Document and execute control system changes. Assist in troubleshooting of instrumentation and control systems. Provide Unit Startup assistance for existing as well as new facilities. Serve as technical subject matter expert on PHA's as required. Support all elements of PSM Compliance including RFC's, Operating and Maintenance Manuals, Procedures, and Guidelines, P&ID's, Instrument drawings, implementation of PHA recommendations, etc. Perform economic analysis and fill ROI reports for capital upgrades. Special assignments or tasks assigned to the employee by their supervisor, as determined from time to time in their sole and complete discretion. A minimum of 10 years of progressive work experience in a specific engineering discipline. Registration as a Professional Engineer is preferred. FCC, CCR, Alky, and Sulfur unit experience is preferred for I&C discipline. A minimum of a Bachelor's Degree in Engineering is required. Master's degree preferred. Automation experience (DEC, PLC, ESD, etc.), both hardware and software. Knowledge of applicable design standards such as API, FCI, IEC, ISA, ISO, NACE, NFPA, PIP, etc. Sound understanding of system control philosophies and control system architectures. High competency in instrument specification, selection, and requirements for installation. Advanced working knowledge of Honeywell TDC 3000. Advanced working knowledge of Honeywell Experion system. Ability to build and modify DCS schematics and configure points. Ability to build, modify, optimize, and troubleshoot basic regulatory PID controls. High competency in working components of instrument and control systems, field instruments, cable and conduit requirements, Fiber Optics, marshalling panels, FTA's, HPM's, etc. ***Value Added Information: Small Southwestern town that's very rural.***

Electrical Reliability Engineer *Midwestern US Location*

Directs and coordinates activities involved in fabrication, operation, application, installation, and repair of electrical or electromechanical products and systems. Bachelor's degree in Electrical Engineering or Electrical Engineering Technology is required. Prefer two years experience performing engineering related tasks in a refinery or petrochemical plant environment. Prefer substantial experience with Maximo, Excel and Autocad. Prefer substantial experience interpreting one line electrical drawings, P&IDs and control schematics. Prefer substantial experience with general electrical related calculations in regards to power and performance parameters of electrical equipment. Perform root cause failure analysis on problematic equipment. Develop solutions for leading failure causes. Implement solutions accordingly. Apply knowledge of engineering principles through activities including product research, design of installations, equipment evaluations, equipment selection, installation and maintenance of electrical equipment and related systems. Ensure that electrical equipment and installations meet refinery and industry standard specifications. Provide guidance for design engineers and construction contractors as necessary. Improved availability of electrical equipment through the proper use of maintenance activities and predictive maintenance technologies. Improved quality of electrical construction and maintenance activities by timely reviews and audits. Implementation or use of new technologies that will benefit the refinery. Reduced

maintenance costs of electrical equipment. **Value Added Information:** *Candidate can have a background in chemical or refining.*

Instrument Electrical Maintenance Engineer South Louisiana Location

Provides instrument and electrical engineering expertise in multiple chemical productions units, leads and supervises the instrument technician team as assigned. Assures proper design, installation, preventive maintenance, and repair of instrument and electrical equipment. Assures efficient and effective utilization of maintenance manpower, tools, and equipment for day to day technical and maintenance support of the Chemical plant operations. Supplies technical expertise to operations, providing leadership to the I&E maintenance resources, administering the maintenance processes and budget, and assisting in or executing small projects. The employee will be part of the ongoing rotational on-call program in support of the operational units. Qualifications: BS degree in Chemical or Electrical Engineering with industrial experience regarding chemical plant I&E design, maintenance, operations, and troubleshooting preferred. Understand maintenance work processes practices such as MPI, RCFA, and TPM. General knowledge of instrumentation and controls systems repair, electrical systems repair, project execution, and construction and installation techniques. Must have general computer skills and user knowledge of maintenance management systems, preferably SAP. Must have experience with configuration and maintenance of distributed control systems, preferably Foxboro as well as SIS systems such as Triconex or HIMA. Professional engineer's license a plus. **Value Added Information:** *This position is part of a job family with multiple levels. The successful candidate will be placed at a level commensurate with experience and skill level. Preferably looking for 10 to 15 yrs total experience, preferably most all in chemical manufacturing, with leadership experience. This position requires all candidates to either currently possess or obtain and maintain a TWIC (Transportation Worker Identification Credential) Card from the U. S. Department of Homeland Security.*

I&E Technical Service Engineer Beaumont, TX Location

Responsible for performing equipment design calculations and providing equipment specifications for the purchase of new equipment. Responsible for developing scope of work details for their discipline (Mechanical, Civil, I/E). Serves as a project team leader if required and is responsible for the project success (Cost, Timing and Quality). Responsible for Project Scorecard and project cost and status reports. Responsible for determining drafting resource requirements. Provides I/E and Civil/Structural expertise to the plant. Responsible for Specifications and Standards review and development. Responsible for developing spare parts list for new equipment. Responsible for conducting project meetings. Requirements: minimum 5 years plant instrumentation or electrical engineering. 10-15 years in plant instrumentation or electrical engineering. **Value Added Information:** *Company is a leading producer of fuels, petrochemicals and other petroleum products. It has expanded its operations through capital projects and acquisitions worth more than \$3 billion since 2002. With more than 3700 employees, it strives to create value for customers and society.*

ENVIRONMENTAL POSITIONS

Environmental Engineer New! Baton Rouge, LA Area Location

Develops and maintains systems to manage and monitor environmental compliance, prepares and submits federal, state and other applicable reports such as Title V compliance and deviation, SARA 313, Emission Inventories, NSPS, MACT, other regulatory/compliance reports, and effectively communicates regulatory and permit requirements to departments within the refinery. Ensures Spill/Upset/Emission Event/Reporting requirements are satisfied in accordance with all regulations. Acquires, records and retains records necessary to demonstrate compliance with assigned environmental regulations. Reports emission control equipment inspections and testing to all governing agencies, assists with regulatory permitting tasks, and generates all necessary reports to support and demonstrate compliance. Develops and provides environmental training to employees. Follows all safety rules and guidelines established by the Refinery and participates in safety meetings, safety programs, field safety audits, and VPP inspections. Bachelor of

Science in Engineering or related Science degree required. Minimum one year environmental engineering or related experience in a refinery or petrochemical operating environment required. A strong background in air emission compliance highly desirable. Must have the ability to work in a team environment, use a computer with extensive knowledge of Microsoft Office Suite, Water9, Tanks 4.09, ApenTech Process Explorer, LeakDAS and LabWorkBench. ***Value Added Information:** Person should ideally have 5 years or so of experience, but at least a year in an operating company (Required) (Refinery a plus but not required). Must have primary expertise and knowledge in air compliance with good all-around environmental knowledge. Full relocation offered.*

SAFETY POSITIONS

Safety Engineer (2 Openings-1 Junior and 1 Senior) New! Midwest US Location

Bachelor's Degree in a safety related discipline with a minimum of 5 years in an industrial setting. Experience in the refining, petrochemical, or chemical industry preferred. Highly effective communication and interpersonal skills are required. Direct the refinery contractor safety efforts. Provide support and consultation in the areas of: Construction safety, Plant safety, Behavioral safety, Industrial hygiene, Radiation safety, Training, Trend Analysis, Hazard Recognition and Mitigation, Procedural review and development, Engineering review, Auditing review, Workers Compensation. Fulfill requirements within emergency response organization, emergency response team, and department on-call list. ***Value Added Information:** This job description is the "Senior" job posting. Focus will be on filling the senior position first and then complementing the skills of the senior person with a more junior person later. One person left the department, the other more senior is set to retire in September, and so the need is urgent and quick! Both positions report to the Safety Manager. Desired skills would include experience with an OSHA VPP program. Refinery is looking to get more involvement in the VPP program, so someone who has had experience with it in the past would be most helpful. Additionally they want to put more emphasis on contractor safety so someone who has had this responsibility for this with an operating company would be a plus.*

Safety Engineer New! New Orleans, LA Location

Will be an individual contributor position that will require completing work assignments by leveraging resources throughout the plant. This individual should have experience in process safety and risk management in a petrochemical setting and have the ability to apply this experience to accomplish objectives. Teamwork and effective communications will be necessary for this position. Will be responsible helping the plant identify and manage risks associated with the environment and processes while complying with regulatory requirements and corporate standards. This advisor will also assist the plant in identification and management of process safety to ensure compliance with local and state regulations, Occupational Safety and Health Administration (OSHA) Process Safety Management (PSM), and Risk Management Plan (RMP) requirements. This individual will work directly with multiple divisions to develop compliance strategies and procedures, train appropriate personnel on those procedures, and monitor compliance. Reports to Site Safety Group Leader for guidance on priorities for managing day-to-day activities and work coordination. Responsible for facilitating risk management and assisting with process safety coordination efforts. The focus is to aid in the stewardship and improvement of the processes. Maintain a proactive and demonstrable personal safety performance that includes compliance with all safety, health, and environmental policies and procedures. Understand local, state, OSHA and Environmental Protection Agency (EPA) regulatory and corporate requirements for assigned compliance areas and stay up-to-date on changes (e.g. Risk Management Plan (RMP), Process Safety Management (PSM), and Risk Management. Monitor the plant's compliance with assigned compliance area requirements (e.g. Hazardous Operations {HAZOP} compliance) through development of stewardship processes. Coordinate the routine collection, analysis, and identification of issues and improvement opportunities. Establish processes to provide feedback on performance (e.g. lessons-learned). Provide the plant with advice and guidance regarding assigned compliance area requirements. Assist management to align resources for implementation and sustainment needs. Assist in identification, development, and implementation of training programs for

compliance with assigned requirements. Manage and submit timely and accurate regulatory and corporate reports as required. Work effectively with various departments to resolve compliance issues. Ensure effective processes are in place for documenting and sustaining compliance. Develops long term goals/strategy for compliance and conducts routine meetings to manage stewardship to defined goals. Review and develop compliance strategies as necessary. Ensure resource files are available for employee use; provide guidance as needed to facilitate employee knowledge and understanding. Coordinate risk management related to corporate risk management procedures and standards. Serve as the system Administrator for the Operations Integrity System and Risk Assessment and Management. Supplements the Safety Group Leader's role as safety compliance monitor. Participate in Safety Group and SHE Department meetings. B.S. degree in chemical or safety engineering. Demonstrated experience in applying petrochemical process safety, safety engineering, and safety compliance background with process/mechanical engineering. Regulatory compliance experience with federal and OSHA and PSM/RMP regulations. Demonstrated self-initiative, desire for learning, and effective team player. Demonstrated meeting management. Demonstrated attention to detail, completeness and meeting deadlines. Demonstrated use of sound business, technical/administrative and cost effective solutions and decision making. Demonstrated use of computer applications and safety, health, and environmental systems and databases. Advanced knowledge of process safety, operations, and facilities requirements in the petrochemical industry. Basic knowledge of facility regulations and required licenses with respect to safety, health and environment. Possess sufficient business knowledge to recommend sound business, technical/administrative and cost effective solutions. Advanced computing skills and ability to develop presentations, spreadsheets, databases, and word documents. Knowledge of continuous improvement and decision making tools. Ability to resolve conflicts and obtain consensus. Self-starter, desire for learning, team player. Effective communication skills and results orientated.

Safety Engineer *New! Houston, TX Location*

Maintain protection of the environment and the health and safety of our employees, customers, and the communities in which the plant operates and/or transport our products, as highest priority. Support and maintain overall safety and health programs while incorporating accountability and responsibility for safety and health performance into all levels of Houston Operations. Be visible in the plant and available to Houston Operations personnel to address safety and health issues on a daily basis. Ensure appropriate reporting and follow-up of elements to meet facility, corporate, federal and state requirements necessary for compliance, continuous improvement, and to minimize injury and illness to personnel, and damage to property and equipment. Support the development, implementation, and measuring of safety, industrial hygiene, fire protection, emergency response, procedures, practices, projects, and record keeping to comply with all applicable codes, standards, and accepted practices. Maintain regulatory compliance and continued quality in safety process systems. Audit areas of performance in safety, industrial hygiene, training, fire protection, emergency response, record keeping, procedures, inspections, safety meetings, incident reporting and investigation, etc. and determine program efficiency status. Work with plant leadership, personnel, and contract groups to correct and improve performance and practices as applicable. Support and facilitate employee involvement in the safety and health systems. Support leadership and personnel, respond and advise on safety and health related issues, define requirements, interpret regulations and procedures, and assist to define acceptable solutions. Coordinate special program efforts such as the OSHA Voluntary Protection Program (VPP) and other distinctive regulatory or company programs and processes. Ensure that department employees are focused on Process Safety and Risk Management objectives. Reinforce employee Chemical Commandment training and awareness on a routine basis. Incorporate Lessons Learned into toolbox topics. Lead the organization to zero injury and zero environmental impacts by example while displaying model personal, team, and job competencies with a positive results-oriented attitude. BS degree in Safety or Industrial Hygiene with 5-10 years of plant experience. Excellent written and verbal communication skills.

Senior Safety Engineer *Kansas Location*

Bachelor's Degree in a safety related discipline with a minimum of five years in an industrial setting. Experience in the refining, petrochemical, or chemical industry is preferred. Highly effective communication and interpersonal skill is required. Direct the Refinery contractor safety efforts. Provide support and expertise in the areas of: Construction safety, Plant safety, Behavioral safety, Industrial Hygiene, Radiation safety, Training, Trend analysis, Hazard recognition and mitigation, Procedural review and development, Engineering review, Auditing review and Workers Compensation. Fulfill requirements within Emergency Response Organization, Emergency Response Team, and department on-call list. ***Value Added Information: Location is only 30 miles from larger metro area. Fortune 500 Company; 130,000 BPD Refinery.***

Industrial Hygienist South Louisiana Location

Implementation, supervision and management of wide range of Industrial Hygiene projects and Industrial Hygiene programs. Chemical and physical agent exposure evaluations to include: Lead based paint surveys, asbestos surveys, benzene, ethylene oxide, noise. Conduct laboratory ventilations surveys and evaluate information and make recommendations for changes needed. Administer, supervise and evaluate HazCom and Hazwoper Programs. Participate as member of the facility Emergency Response team. Participate in various SHE training programs. BS IH or related field. 5+ years experience in petrochemical plant or oil refinery. Experience in petrochemical/refining industrial hygiene setting. Basic understanding of petrochemical plant safety activities. Thorough knowledge and proficient skills with Microsoft Office Software: Word, Excel, PowerPoint, Access. Certifications for lead-based paint and asbestos surveys desired. Incident investigation training using a recognized root cause investigation method a plus. Position reports to the safety manager on site. Candidate does not necessarily have to have a CIH, will look at CSP with IH exposure.

PSM Coordinator Beaumont, TX Location

Ensure facility compliance with OSHA Process Safety Management (PSM) and EPA Risk Management Plan (RMP) rules. Develop and implement tools and management systems necessary to fulfill the elements of PSM and RMP through coordination with all disciplines in the plant (Safety Champions, Reliability, Engineering, Emergency Response, etc). Ensure implementations of all required elements are well documented and auditable. Own and audit various existing programs such as Management of Change (MOC) program site wide. Lead site wide Process Hazard Analysis (PHA) and ensure documentation and follow up is completed. Perform incident investigations as needed. Participate in company cross-site process safety team charged with driving consistency in process risk management. Set and track goals and measures for PSM program improvement. Requirements: 5+ years experience in a PSM regulated facility. Knowledge of Process Hazard Analysis (PHA). Ability to communicate, lead and facilitate efforts related to PSM/RMP disciplines within the facility. Bachelor Degree. ***Value Added Information: Company is a leading producer of fuels, petrochemicals and other petroleum products. It has expanded its operations through capital projects and acquisitions worth more than \$3 billion since 2002. With more than 3700 employees, it strives to create value for customers and society.***

CHEMIST POSITIONS

Chemist New! New Mexico Location

Conducts routine chemistry/laboratory assignments for the Lab Department under limited supervision. May direct or lead the work of others from time-to-time. Samples raw materials, intermediates and finished products. Conducts standard tests on raw materials, intermediates and finished products. Ensures testing is carried out as per established methods/procedures. Ensures the quality of work through quality assurance testing and documentation. Records, reports and certifies results. Diagnoses laboratory equipment malfunctions. Solves problems and fixes laboratory equipment and machinery. Performs routine maintenance on laboratory equipment. Creates QA documents and protocols. May also perform other duties, including: Monitors the process control of plant streams, the purity of products and the composition of fuel gases, liquefied petroleum products, and various levels of Hydrogen; Supports other departments

with expertise in sampling and testing; Ships samples designated as hazardous; Maintains the lab supplies and equipment (orders supplies); Monitors drinking water streams for compliance; Operates Chromatographs; and Checks emissions compliance (state certified). Special assignments or tasks assigned to the employee by their manager, as determined from time to time in their sole and complete discretion. 3-5 years of job related experience is required. A minimum of a Bachelor's Degree in Chemistry is required. Working knowledge of laboratory testing and ability to apply this knowledge. Working knowledge of petroleum products and testing is desired. Job conditions may require light lifting, sitting and bending. Required to wear personal protective equipment (ppe). Ability to operate and drive all assigned company vehicles at company standard insurance rates is essential - inability to maintain standard insurance rates is grounds for dismissal.

MISCELLANEOUS POSITIONS

Inspector/Chief Inspector *New! Beaumont, TX Location*

Lead the Inspection Department to focus on plant safety, environmental and reliability excellence. Develop capability among inspection personnel through active coaching and mentoring. Manage the on-stream inspection programs for piping, vessels, exchangers, tanks, heater, and relief devices. Maintain relations with the Texas State Boiler Inspector and the site's owner-user Inspection Agency status. Lead implementation of Mechanical Integrity Program as related to Fixed Equipment Inspection. Develop repair scopes that increase equipment life cycle value and maintain integrity. Develop and review turnaround/shutdown work lists for fixed equipment. Manage the QA/QC activities on new construction and repair projects. Lead implementation and sustainability of the Risk Based Inspection Program. Support Root Cause Failure Analysis effort within Fixed Reliability to improve system reliability and prevent recurrence. Assist with training appropriate personnel on Mechanical Integrity and On-Stream Inspection Programs. Requirements: 5 years plant inspection experience, High School diploma or GED API510 Certification, API570 Certification, and/or API653 Certification. Associate Degree- any discipline. ***Value Added Information:*** ***This facility produces: produce cyclohexane, ethylene and propylene.***

Project Controller *New! Houston, TX Location*

Position reports to Divisional Controller over a Shipyards Division of North and South American Units. Organization of Staff on Shipyards/Projects. Project Authorization - review and approval of correct accounting codes. Shipyard Contract reviews. Preparation and set-up of Financials for Projects . Have a working understanding and administration of the Standardize the Project costing format - Project Execution and Control Plan (PECP) - for planning and reporting purposes. Cost reduction initiatives. Liaise closely with Division Controllers providing guidance, support, feedback and oversight on the project financials and monthly P&L review (including project accruals and open commitments). General support to other departments, for example: Procurement: Guidance on local contracts, application of Sales Tax and Withholding Tax rules, review on cycle Schedule E reconciliation etc. Operations: Project cost tracking, shipyard and other major maintenance projects costing etc. Implementation and maintenance of a strong internal control. Ensure that a system of internal controls exists and is implemented during the Shipyards/Projects to provide reasonable assurance that financial reporting on results is free from any material misstatements. Ensure compliance with statutory laws. Assist with any Internal Audit assignments related projects and ensure remediation of any deficiencies identified during the course of an internal audit. Ensure all third party vendor contractual commitments are approved in accordance with the current Authority Limits Matrix. Maintain a Checklist and Control File of the Key Controls for Sarbanes Oxley for submission to Division and/or Corporate, when requested. Compliance with Corporate accounting procedures and policies, including but not restricted to FCPA compliance. Financial Reporting and Management Accounting. Close involvement with financial reporting and financial management team of the Shipyard's. Liaise with Division Controller and Project Management team in preparation of timely and accurate Budgets. Liaise with Project Accountant and Project Manager to update quarterly forecasts. Month end review with Project Accountant including P&L cost lines. Ensure timely updates of the total cost is available Project Costing Module reporting or standard excel Cost Tracking Worksheet. Liaise with

the Project Accountant to ensure reconciliation is completed between the total estimated cost of all third party service labor and all related open Purchase Orders issued. Review project related freight and customs costs at month end and forecast to completion for the various shipyard projects. Review the deferral of project related costs and normal operating costs to ensure compliance. Assist Divisions on the preparation of the Balance sheet notes. Liaise with Division Controller to provide updates on the Quarterly "Significant Issues Memorandum".

Senior Project Manager-Architecture St. Louis, MO Location

Long-standing engineering company clients has asked our help in finding a Senior Project Manager for their Architecture group. The candidate must have 15+ years of experience in the architectural field with primary focus on the healthcare and higher education market sectors. Additionally they would really like to find a person with significant local knowledge (St. Louis area) to help grow the business in the geography. Someone from in or near the St. Louis area would be strongly preferred. Salary will definitely be industry competitive. Although they have a slight preference for someone from another EPC or A/E firm, they're open to other backgrounds.

Cost Estimator Northern California Location

This position will serve as the SME (Subject Matter Expert) and will provide project controls (schedule and cost), cost estimate validation and assurance, and cost forecasting for multiple capital projects ranging from \$500,000 to \$25 Million. The Cost Estimator will be responsible for all phases of the project from development to commissioning and startup. Provide overall project controls leadership for engineering and construction contractors, perform cost estimates for capital projects in conceptual/feasibility phases, and maintain a central Database and other tools for cost estimating. Develop and implement a cost estimating competency building plan, provide guidelines for project escalation and contingency and will be responsible for quality assurance/quality control on all refining estimates greater than \$5MM. Effectively coordinate and align with Project Resources on integrating best practices. Participate as a team member in conjunction with Project Resources on selected project estimate reviews greater than \$25 Million. Design and deliver needed cost estimating competencies to Global Manufacturing Engineers and Project Managers. Occasional business travel to domestic and international locations is possible. Bachelor's Degree in Mechanical, Civil, Chemical Engineering or Business Administration and a minimum of 8 years experience in capital project cost estimating within a Refinery or Petrochemical facility. Knowledge and experience working with large and simultaneous complex projects with facilities integration issues is beneficial. Candidate expected to show an understanding of indirect and conceptual estimating theories and techniques, should be skilled in the application of computer software (Excel, Word and basic schedule skills in Primavera, and/or Microsoft Project: SAP or JDE) as well as estimating software. Candidate should have experience using decision analysis and probability tools. Have demonstrated personal and leadership commitment to Safety, Reliability, and Incident and Injury Free Operations. Proven verbal and written communications skills to effectively facilitate and influence at a variety of levels across the organization. ***Value Added Information: One of the world's largest exploration and production firms. Relocation will be provided.***

SmartPlant Catalog Administrator Houston, TX Location

Responsible for the management and support of Master SmartPlant 3D Catalog and custom component development and administration. Candidate will be responsible for developing and maintaining a single master catalog for the global use of SmartPlant 3D design activities. Candidate will be required to provide full administrative catalog support both globally and locally while complying with World Wide and project specific standards and specifications. A solid working knowledge of 3D Catalogs and specifications is mandatory. A general understanding of design disciplines and Microsoft Office products is essential. Candidate must also have good communication skills, both written and oral and be able to interface with global SmartPlant Administration Deployment Team and design staff. The Ideal candidate will also be proficient in SmartPlant Materials (Marian). Coordinate and maintain the Master SmartPlant Catalog in a Global multi-discipline environment. Incorporate standard vendor data and productivity enhancements as

required by discipline and project. Deploy and support a stable integrated platform to meet project demands. Develop productivity aids, standard configurations and templates. Ensure project configurations meet required standards, both corporate and client. Implement and provide user support when needed. Troubleshoot and resolve software issues, upgrades and enhancements. Work with vendors and global administrators for resolution of software issues, bugs and training. Limited International travel may be required. Minimum of 2 years experience using and supporting 3D reference data and Catalog or equivalent. High School diploma (2 year Technical school diploma or better preferred). Understanding of 3D and design related specifications. Demonstrates a sound knowledge of engineering practices and familiarity with engineering and construction activities is preferable. ***Value Added Information: Position reports to Manager, Engineering IT.***

Transport and Logistics Coordinator Houston, TX Location

Execute project related transportation of industrial and construction equipment including marine and inland heavy haul shipping and rigging. Responsible for managing domestic/international freight costs as well as developing long-term logistics strategies and implementing these strategies. Coordinate route studies for shipments including developing and/or negotiating "high wide" corridors and heavy equipment transportation feasibility. Proactively oversee third party freight forwarders to ensure on time delivery of project equipment. Negotiating freight rates and maintaining delivery standards that focus on continuous improvement. Acting as the primary contact for regulatory matters relative to domestic and international transportation; thus knowledge of DOT/freight legalities/permitting is required. Maintain expertise in global marine liner service and ports of call. Working with customs brokers to ensure the lowest cost of all customs and freight services. Provide estimating input for expected freight movements during the proposal phase. Effective cost analysis of alternate shipping methods. Maintain best practices and lessons learned for all aspects of logistics management. Coordinate and conduct audits to insure company policies, procedures and guidelines are followed. B.A. Degree in the field of Logistics/ Transportation or equivalent experience. Five years experience with carrier pricing, contract negotiations, routing, third party logistic companies and customs brokers. Demonstrated strategic experience related to the freight/ logistics industry involving all methods of transportation (domestic, import and export). High degree of service orientation to build strong and value adding relationships with field operations and engineering personnel. Exhibits effective negotiation, analytical and communication skills. Possesses the ability to prepare and evaluate bid packages. Strong interpersonal influence and impact skills. Demonstrates being a self-starter and displays the ability to handle multiple tasks and prioritize work. Shows eagerness to learn and grow in career. Sound economic thinking skills with the ability to make informed and logical decisions. Solid written and verbal communication skills. ***Value Added Information: No relocation paid for this position. MARINE transport, not train or truck logistics.***

Sr. Construction Engineer South Louisiana Location

This position is responsible for representing the company on the construction of large projects throughout North America. As such, this person will provide front-end input to project managers to develop construction strategies and schedules, and also provides the interface between the project team and the construction contractors. Primary responsibilities include the management of the construction site with regard to safety, quality, schedule, cost, and compliance to specifications. Specific tasks include: Serve as the primary interface to the Construction contractor, project team, operations, and engineering groups; especially with regard to installation and execution activities and resolving field problems. Provide technical expertise and consultation (constructability) in the design, contract development/bidding, and construction phases of projects. Coordinate site visits, interpret bid specifications, and explain site specific security and safety regulations. Responsible for providing and maintaining a safe worksite. Has pro-active involvement with contractors to prevent accidents and injuries. Conducts incident investigations if necessary. Closely monitors contractors and provide guidance to ensure full understanding of the scope and minimize construction claims. In general, must be able to analyze and choose low cost alternatives in execution of the work. Continually inspects the construction work to assure that job schedules are maintained and that work

is being performed safely and per codes and design specifications. Must be constantly vigilant to ensure that quantity and quality of materials, equipment, and contract labor meet contract requirements. Documents field activities and produces necessary reports on a weekly and monthly basis. Coordinates duties of other construction engineers and/or contract inspectors. Supports Project Team in the review and authorization of field changes. Verifies and approves invoices to validate accurate with respect to work performance and/or equipment delivered, and recommends approval for payment. This position may require periodic temporary relocation across North America for project assignments. Qualifications: Technical knowledge obtained through earning a BS degree in engineering, or equivalent technical know-how gained through industry experience. Experience with petro-chemical plant construction techniques and demonstrated knowledge of various engineering design disciplines. Be familiar with quality control techniques and their application in the construction industry. General knowledge of project execution and ability to manage non-technical phases of construction (e.g., planning and scheduling, material receiving, progress tracking, etc.). Be able to understand and enforce contract documents. Act independently regarding most daily and weekly activities, and interacts with supervising manager usually on a consulting and reporting basis. Participation in professional organizations related to chemical plant construction is desirable. Knowledge of construction and general chemical plant safety requirements. Desired: Specific knowledge in construction of electrical and instrumentation systems, including installation and testing techniques and procedures. This position requires all candidates to either currently possess or obtain and maintain a TWIC (Transportation Worker Identification Credential) Card from the U. S. Department of Homeland Security. ***Value Added Information: The first project for this position will be located in South Louisiana. Each project is anywhere from 6-18 months long. The candidate must be able to temporarily relocate for each project. Living assistance is provided. Projects will range from \$100K to \$100M. They have some mid range \$25 M coming at Louisiana, but there are some new grass root plant projects on the approval boards for \$150M for first phase.***

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