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MID-SEPTEMBER 2009

Instrumentation Systems Reliability Engineer *New! Houston Location*

This position is responsible for improving instrumentation systems reliability through the development and implementation of a predictive and preventive systems maintenance process. Will execute analytical and troubleshooting skills to address instrumentation systems issues and conduct root cause analysis to improve system reliability. Provide technical reliability direction to key stakeholders, develop and deploy methodology to monitor and reduce system failures, serve as the subject matter expert for instrumentation standards and practices, consult in the development of projects for improvements and expansions and support equipment repairs as well as coordinate and document emergency shutdown systems testing, support the technical development of instrumentation Specialists and Technicians, develop job scopes for capital and maintenance instrumentation related engineering work to be executed and prepare project packages (print, loop sheet, specification sheets, operating instruction, schematic, wiring diagram revisions, spare parts needs, preventive maintenance requirements, etc) for instrumentation work to be executed. This position will specifically focus on field instrumentation and requires a knowledge and understanding of Reliability Centered Maintenance practices. The candidate must be familiar with, and have experience with, controls and instrumentation hardware and systems used in chemical industry applications such as control valves, flow elements, temperature and pressure related equipment, level monitoring equipment, analyzers, logic systems and process historians. Have a solid working knowledge of reliability tools and techniques, knowledge and understanding of instrumentation technologies as well as a good understanding of troubleshooting techniques, experience in World Class Maintenance (WCM) techniques and the ability to work in a diverse team environment with excellent interpersonal, communication and team-based management skills. Must also be able to facilitate and implement improvements with a disciplined approach to standards and procedures. Should have a common knowledge of Windows driven software; SAP knowledge is a plus but not required. A BS in Electronics Engineering Technology or a BS in Electrical Engineering with 5 years of related reliability focused experience in instrumentation hardware in a manufacturing setting. This position reports to the Reliability Supervisor.

Maintenance Reliability Engineer *New! Houston Location*

Reliability Engineers are expected to be knowledgeable and on the forefront of predictive and preventive maintenance technologies, execute excellent troubleshooting skills for mechanical equipment, consult in the development of projects for improvements and expansions and support equipment repairs. Will establish and drive reliability engineering principles and best work practices, establish equipment performance expectations and measuring overall equipment performance, direct and oversee major overhauls and repairs to

critical rotating equipment, troubleshoot equipment problems and conduct root cause failure analysis investigations on failed equipment, develop action plan to eliminate repeat failures, and implement corrective actions. Will work with production to identify key areas for reliability improvements, develop action plan, and work to implement action plan, provide technical support to all reliability specialist and mechanical technicians on mechanical repairs, troubleshooting problems, and equipment installation issues as well as provide technical support to the Engineering Department on the selection of mechanical equipment based on reliability improvements and industry best practices. Must possess knowledge and understanding of reliability centered maintenance practices, knowledge and understanding of sound engineering practices and principles, overhaul and repair practices on turbines, centrifugal compressors, reciprocating compressors, pumps (mag-drive, can, diaphragm, centrifugal, etc.), air compressors, governors, etc) and have knowledge of fixed assets (tanks, vessels, exchangers, piping, etc). Must have a demonstrated knowledge of design and operation of rotating equipment, ability to read and interpret pump curves, engineering drawing, blueprints and schematics, knowledge and understanding of predictive technologies, such as vibration, infrared thermography, and ultrasonics. Must be able to use logic and reasoning to identify alternative solutions, conclusions, and approaches to solving equipment problems, have the ability to listen and understand information and ideas and to express thought and ideas clearly and concisely through oral and written communication. Knowledge and use of SAP as an effective maintenance management tool for pulling equipment information and history, common knowledge of Windows driven programs (Microsoft Excel, Word, Power Point, SAP work order system). Wiebul Analysis, RCM, etc. recommended but not required. Must have a BS in Mechanical Engineering with a minimum of 5+ years experience in maintenance, at least 2-3 of those years implementing reliability centered maintenance principles as well as written and verbal communication and a disciplined approach to standards and procedures are required to facilitate and implement improvements. Customer focused to provide quality service and improve equipment and process reliability. This position reports to the Reliability Supervisor.

Site Maintenance Reliability Leader *New! Houston Location*

This position provides site-wide leadership and direction for the mechanical, I&E and related reliability functions; it reports directly to the Plant Manager and is functionally responsible for leading the core maintenance group that includes, a Maintenance and Reliability Team Leader, Maintenance Engineers, Shutdown Maintenance Coordinators and Planners, Maintenance Technicians and Specialists. Responsibilities include but are not limited to: Implement site processes to ensure that maintenance and project work across the site are conducted in a safe, responsible and environmentally sound manner in compliance with all regulatory requirements; implement long-term strategies to ensure efficient and cost effective execution of maintenance activities, maintenance standards, reliability, equipment integrity, preventive/predictive maintenance programs, and SAP management; and establish and implement effective techniques to monitor maintenance process systems to ensure high rate of effective run time and to define abnormal operating conditions. Will also establish and maintain process for continuous improvement and cost reduction in maintenance and project execution across the site, ensure that appropriate resources, necessary tools, and equipment are available for maintenance personnel to perform their functions and ensure that the maintenance process is implemented effectively across the site. Will establish sustainable evergreen processes for identifying maintenance related problem areas relating to

work flow to determine cause (procedures, systems, technical problems, personnel performance), define appropriate action communicate and implement recommended corrective actions, facilitate, influence, make decisions, coach, and provide leadership to all maintenance personnel to achieve desired performance, and ensure that long-term training needs are being addressed. Develop and implement site-wide maintenance processes to ensure that resources are leveraged across the site, provide overall direction and leadership for the Maintenance Leadership Team, develop annual budget, control costs, and provide cost analyses and projections, identify maintenance capital equipment needs, develop and implement a site-wide maintenance reliability strategy as well as develop and implement a maintenance turn-around strategy that optimizes the site's maintenance turnaround process. Must have a BS in Mechanical Engineering (or related science), with 10+ years of maintenance and reliability leadership experience. This candidate should be results oriented with good interpersonal, communication and team-based management skills and be able to work in a diverse team environment (interactions with technical staff, business team leaders, and contract personnel.)

Process Control Engineer-AN Department *New! Houston Location*

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

Process Safety Specialist *New! Houston Location*

This position is responsible for process safety efforts across the site. The Process Safety Specialist will interface with the appropriate ESH resources and manufacturing resources to resolve, implement or delegate process safety requirements and will be responsible for ensuring facility compliance with OSHA Process Safety Management (PSM) and EPA Risk Management Plan (RMP) rules. The Process Safety Specialist will be responsible for facilitating of Process Hazard Analysis and Layers of Protection Analysis studies, owning and auditing various existing process safety programs such as Management of Change (MOC) program site wide, driving process safety corrective actions to closure and setting

and tracking goals and measures for PSM program improvement. Will develop and implement the proper strategy (advocacy) effort to achieve desired results; coordinate process safety training at the site, perform site PSM self audits, interpret, communicate and facilitate timely and cost effective implementation of new process requirements at the site and assist with implementation of site safety and health programs. Chair site safety incident investigation teams, participate in process safety audits at other plants as well as participating on corporate-wide process safety networks to develop and update process safety related requirements and procedures. Candidate must possess a BS degree in engineering (chemical, mechanical or electrical engineering preferred), have a working knowledge of OSHA 1910.119 Process Safety Management (PSM) and EPA Risk Management Programs (RMP) regulations with at least 5 years experience working with OSHA PSM. Must have the ability to read and understand Process and Instrument Diagrams and have excellent written and oral communication skills, organizational and planning skills, facilitation skills, computer skills. Must have the ability to achieve results through others, be flexible, analytical and detailed oriented. It would be a plus to have facilitation of Process Hazard Analysis, facilitation of Layers of Protection Analysis studies, leadership of incident investigation teams, Process Hazard Recognition training and be able to perform calculations to validate the performance of Instrumented Protection Systems. This position will report to the EHS Site Lead.

Paints and Coatings Marketing Manager *New! Dallas, TX Location*

Leading the marketing efforts for Paints and Coatings Division/Organization and responsible for variable margin growth within the segment. Develop in-depth market assessment for segments and sub-segments including competitive overviews, SWOT analyses, trends, growth opportunities and business risks. Develop and implement innovative segment strategies and multi-generational application/product plans that drive differentiation, expand existing market/application opportunities and provide higher margin and profitable growth. Develop and implement marketing programs and providing appropriate sales tools to support business line segment growth objectives – being the voice of the organization to the Paints Market, defining and capitalizing on Organization's value proposition in segment and capturing the voice of the customer/market and effectively articulating and formulating actions and programs to capture value and increase profitable growth. Drive new product/new application and translation opportunities within segment and acting as the industry expert for Paints and Coatings. Successful candidate must provide leadership, be influential and possess Change Management Skills. Must also have excellent team development and teamwork skills and proven strategic development capabilities. 5+ years marketing plus experience with resins/paints and strong commercial skills; have demonstrated results and initiative, strong business acumen, negotiating, decision making and matrix management skills. Solid leadership and change management capabilities as well as demonstrated courage and risk taking behaviors. Provide leadership necessary to sustain commitment and motivation of individuals involved in projects to ensure completion and coach and mentors field personnel. Demonstrated ability to influence the organization in order to build cross functional support the Paints segment. Must have a technical degree and or background.

Safety Specialist *New! Houston, TX Location*

Responsible for maintenance of all processes outlined by the OSHA PSM and EPA RMP standards. Prepares and issues records and reports as required by State and/or Federal regulations. Conducts and coordinates safety training programs and emergency response training drills. Responsible for assisting site on maintaining Contractor safety performance. Consults with Design and Process engineering functions relative to new processes, changes, or additions to existing processes. Consults with Operations and Maintenance on operating and safety procedures. Maintains the site Industrial Hygiene program, with support from corporate hygienists. Coordinates plant security operations and requirements with contract security supervision. Provides guidance to the workforce on their commitment to the OSHA Voluntary Protection Program. Maintains and is responsible for the maintenance of all plant safety equipment such as PPE, fire suppression, respiratory, HAZMAT, rescue and special clothing, etc.; inspects and approves all safety equipment in new facilities. Periodically reviews and updates plant safety procedures and Emergency Action Plan(s). Coordinates plant security operations and requirements with contract security. Interacts and develops a relationship with the local emergency response community. Serves as defined as essential person during emergencies. Continuously improves safety conditions by investigating accidents, injuries, and hazards; builds rapport with and supports investigating and monitoring agencies; serving as technical expert on safety committees; and developing and recommending new safety and health policies. Prepares safety and hazard reports by collecting, analyzing, and summarizing data and trends; maintains Plant safety statistics and submits reports of performance as requested; prepares and issues reports as required by state and/or federal agency regulations. Determines safety status by conducting inspections. Maintains OSHA logs for site. Coordinates with medical and assists with injury/case management and return to work policies with Human Resources. Bachelor's degree in Safety Engineering, Industrial Hygiene or related field required. Minimum of 5 years in a petrochemical industry required. Strong Process Safety Management (PSM) and Behavior Based Safety experience required. Certified Safety Professional, (CSP) and experience in an OSHA VPP site is strongly preferred.

Rotating Equipment/Project Engineer New! Lake Charles Louisiana Location

Candidate must have the ability to work independently such that assignments can be completed with limited supervision. Will independently seek and implement opportunities to improve performance of operating units and/or projects. Solve complex operational problems and/or develop complex design solutions in the assigned areas. Evaluate options, and determine the appropriate course of action required to effectively solve a problem or develop a project. Develop project objectives and determine project requirements, know internal and external resources available and act to bring in the proper level, know and obtain appropriate level of management and support. Size of project investment assigned is up to \$15MM; sustain or improve profitability by \$50MM annually. Technical knowledge will occasionally extend across more than one business area, provide good technical direction to project teams and hourly personnel and also provide guidance on difficult technical or project coordination issues such as specification variances. Level of technical expertise will allow this candidate to interpret and critique principles and concepts such that their recommendations are accepted in the organization. Keep abreast with technical innovations through participation in professional organizations. Knowledgeable in company policies, processes, procedures and practices and knowledge of the project and/or variable cost budgets of the assigned areas. Must be able to lead interdisciplinary team by developing tasks, assignments, and responsibilities and oversee activities to meet objectives. Engineers at

the Principle Engineer level may work as individual contributors, or lead medium sized project teams. Freedom to act is high, supervision of activities is minimal and job assignments given to Principle Engineers generally describe only the desired end result. How to accomplish the result is largely up to the employee. Results are typically reviewed/critiqued after completion of pre-established milestones and expected results include multiple assignments with complex steps are progressed according to pre-established schedules; work demonstrates a high competency from the individual, both from a technical standpoint and a departmental coordination standpoint within the complex. Must possess a BS in engineering with 8+ years relevant experience, good interpersonal and teamwork skills as well as good written and verbal communication skills and must have an in-depth knowledge of pumps, turbines, compressors, seals and vibration.

QA/QC Manager *New! Rural Iowa Location*

Implement and manage plant QA/QC program based on the ethanol industry best practices. Monitor use and inventories of laboratory chemicals and supplies; initiate re-ordering when necessary. Maintain and calibrate laboratory equipment. Analyze data, prepare reports, and make recommendations for improving operation or solving process related problems. Sample at various points in the production process and conduct QA/QC tests as required. Supervise QA laboratory technicians to ensure they are adequately trained and equipped. Assist with the hiring of laboratory personnel. Maintain health, safety and environmental policies and procedures. Coordinate activities with the Operations Supervisor to ensure effective participation in the QA/QC procedures by the Process Operators. Coordinate with the Maintenance Supervisor to coordinate maintenance and repair work in the laboratory. Bachelor's degree (B.A. or B.S.) in a related scientific or technical field required. Ten years experience in a QA/QC laboratory required. Experience in a dry-mill ethanol plant preferred. Experience with implementing effective QA/QC programs required. In-depth knowledge mashing, fermentation and distillation as they relate to the ethanol production process preferred. Experience with environmental testing and reporting.

Environmental Consultant *New! Houston, TX Location – Local Candidates only!*

Seeking a senior-level manager with 10+ years experience to manage daily operations, both project and personnel, with an emphasis on personnel and operations. These projects may include air, water and waste assessment, evaluation, permitting, design and/or engineering services for a variety of sites/facilities and clients. A thorough understanding of the EPA and TCEQ regulatory programs is required. Work requires a broad technical knowledge as well as overall project and personnel management skills; including financial performance management, scheduling, budgeting, resource planning, project team management, and client relations. The ideal candidate will be a classic “seller-doer” with a demonstrated increase in responsibility for business development, project management, personnel management and profit and loss functions. The candidate must be aggressive and eager, capable of operating independently and as part of a team, responsible, dependable, forward-thinking and reliable. Compensation commensurate with experience and anticipated performance potential, bonus potential of 50% of base salary exists. Bachelor's Degree (Masters Degree preferred) in Engineering, Chemistry, Safety, Meteorology, Geology, Environmental Science or other related environmental fields. 10+ years experience in industry and/or consulting with exposure to multimedia environmental regulatory compliance; air quality, water, and waste management experience. Experience with Federal and State environmental regulations.

Excellent written/verbal communication as well as experience writing detailed technical reports and/or proposals. Understanding of environmental permit application requirements, and proven ability to establish strong relationships with regulatory authorities and clients. Adept at organizing and analyzing information with the ability to handle multiple assignments within strict deadlines. Available to travel as needed.