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September 2009 Newsletter

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MANAGEMENT POSITIONS

Area Manager-Maintenance *New! South Louisiana Location*

Develops, implements and administers policies related to complex maintenance and reliability. Plans and directs the following activities: Complex maintenance to include mechanical equipment. Communicates with subordinate managers, superintendents, supervisors and maintenance contractor representative for prioritizing significant maintenance activities and gives required direction and/or support. Reviews, as needed, the standard operation Procedures, Preventive/Predictive Maintenance Plans and the subsequent revisions, submitted by subordinate managers, superintendents, and supervisors. Monitors plant maintenance activities by reviewing Daily Operations Morning Reports and Daily Direct Report Contact with Maintenance Manager and/or Maintenance Superintendents, at each site. Reviews, as needed, SAP purchasing requisitions for spare parts, tools/materials for maintenance projects and services, office supplies and furniture/equipment, etc., originated from the Maintenance Department. Reviews quotations from vendor, if requested, by Vice President, Manufacturing. Reviews and directs actions to improve/reduce maintenance expense costs, weekly. Supervises preparation of yearly expense budget for Area Maintenance Department. Reviews and controls budget monthly. Discusses with subordinates, and Accounting Supervisor to locate any deviations and works out required actions. Supervises preparation of yearly capital budget, as needed, for Area Maintenance Department and submits to Vice President, Manufacturing. Reviews detail AFE's submitted by subordinates and forwards to Vice President, Manufacturing for approval. Monitors the implementation of Maintenance AFE projects after approval. Reviews, as needed, questionable payments to contractors, vendors, or warehousing, concerning freight charges or maintenance services. Attends plant Steering Committee Meetings, Staff Meetings and, and Central Safety Committee Meetings. Attends Weekly Maint. Review Meetings and chairs Quarterly Maintenance Strategic Review Meetings. Attends special project meetings assigned by Vice President, Manufacturing as required. Attends local Users' Council Meeting. Supports, by example, the maintenance's portion of the HS&E and Quality programs/systems. Proactively develops and reviews the organization for all complex Maintenance and interviews candidates to fill the proper position as situation arises. Reviews daily,

weekly, monthly, quarterly, and yearly Area Maintenance reports submitted by subordinate. Contacts, with Purchasing involvement, outside contractors/vendors seeking new materials, tools, equipment or techniques to improve the performance of area maintenance equipment. Coordinates, with training department, to plan programs for the technical/skills/human resource development of the employees of the Area Maintenance/Reliability Department. Develop and review goals/targets performance, quarterly, and provide an appraisal for each salaried of maintenance employee, yearly. Performs special projects, as assigned, by the Vice President, Manufacturing, to ensure cost effective complex maintenance services. Perform duties in a manner that protects personal safety as well as the safety of all personnel on site. Whenever appropriate, promptly report Safety, Health or Environmental incidents or issues to management so the situation can be corrected. Attend Monthly Safety Meetings to help prevent off site and job accidents. B.S. Degree in Engineering. Ten years experience in chemical or petrochemical plant equipment maintenance or maintenance management.

Department Manager-Structural Engineering *New! Midwest Location*

This location is a Branch office of an engineering consulting company based in the central Midwest. This position is responsible for the motivation, development and assignment of department employees to meet client project requirements. Responsibilities will include focusing on product quality issues, staff development and hands-on department supervision to meet project budgets and schedules. Must be a degreed, registered engineer with 20+ years of related multi-discipline experience in all aspects of the structural steel and foundation design for heavy industrial, refining, chemical and manufacturing facilities. Successful candidates will be quality driven, self-motivated leaders possessing excellent communication skills and a strong focus on employee development. 15 plus years structural experience; PE required (SE preferred). Structural experience, not civil engineering. Refinery experience-refinery project work. Previously managed a department.

Human Resources Manager *New! South Louisiana Location*

Directs site Human Resources, Public Affairs and Security activities in a cost effective and efficient manner. The emphasis of the department will be to attract, retain and develop qualified individuals to meet current operational requirements and to provide for future company growth. Provides administrative services to facilitate effective communication and environment for all employees. ESSENTIAL DUTIES AND RESPONSIBILITIES: Responsible for promoting positive employee relations at a multi-site non union complex ensuring consistent communication, leadership and direction of employees while supporting complex in meeting goals and objectives. Develop plans, programs and procedures to ensure the facilities union-free status is maintained. Direct the recruitment, interview and selection processes for qualified candidates for all vacant positions and to ensure a skilled employee workforce is available at all times. Assist in development and administration of corporate wide compensation and benefit plans to ensure industry competitiveness and promote high moral and productivity as well as attract and retain qualified individuals. Ensure facility compliance with all statutory/legislative Human Resources requirements and provide advice to site management regarding employee counseling, discipline, motivation, staffing, productivity, etc. Direct the activities and facilitate the training and development of the multiple-site Human Resources staff including HR Supervisors, HR Representatives, Community Affairs Representative and support staff. Facilitate clear lines of communication between employees and management by the use of in-house newsletters and publications, employee meetings, etc. Responsible for Company social activities, special meetings, dinners, etc. Responsible for multiple site security procedures and processes ensuring compliance with all applicable state and federal regulations as well as adequate security of the sites. Direct the communication and public relations functions with media, civic organizations, schools and all other outside agencies in conjunction with the Sr. Vice President-Administration. Assist development of Company Policies and Procedures that are understandable, relevant and which enhance efficiencies. Assist Senior Management with manpower projections and succession planning. Manage the Complex Drug & Alcohol programs to maintain compliance with D.O.T. guidelines. Perform duties in a manner that protects and promotes personal safety as well as the safety of all personnel on site. Whenever appropriate, promptly

report Safety, Health or Environmental incidents or issues to management so the situation can be corrected. Attend Monthly Safety Meetings to support the HSE function and activities. All other duties as assigned. **QUALIFICATIONS:** The position is one of direct contact with all site employees requiring excellent interpersonal communications skills. The incumbent must be able to interact with the site management and become a business partner who can provide insight into the impact that Human Resources has on the business. The successful individual will be able to provide strong leadership and determine HR issues that require attention as well as recommend/implement programs to positively impact those issues and the operations. **EDUCATION and/or EXPERIENCE:** Requires a minimum of B.S. degree in Human Resources Management, Industrial/Labor Relations, or a related field. Prefer a Masters Degree in similar. 12+ years progressive HR experience in all functional areas including Employee Relations, Recruiting & Staffing, Training and Development, Compensation and Benefit Administration, Public Relations, and Policy and Procedure Development preferably in a process related industry with a minimum of 8 years manufacturing site experience. Prefer chemical, petrochemical, or oil & gas industry experience. 5 years management experience preferably in a multi-site setting.

Senior Project Manager *New! Midwest Location*

This position functions as the primary client interface for engineering consulting company based at their Corporate HQ location in the Midwest. Responsibilities include P&L authority and total contract/design effort managing all proposals, contract schedules, budgets and technical performance on assigned projects. To qualify for this key leadership position, candidates will possess an appropriate bachelor's degree in engineering, a proven track record of project execution and a minimum of 15 years of multi-discipline design and related construction experience. BS required (most likely an ME) and PE license preferred. VERY strong preference for someone with EPC company experience either currently or in the recent past. MUST have managed MAJOR large capital projects in a chemical company environment.

Supervisor of Training and Development *New! East Texas Location*

Coordinates development, implementation and documentation of site wide safety training. Ensures that operations personnel roles and responsibilities are identified, training requirements are clearly defined and that appropriate training is conducted and documented to support Operations Area Consolidation Plans. Schedules Emergency Response drills, table top discussions and "what ifs" for the teams to develop a necessary balance of knowledge and skill. Ensures training and certification requirements are defined and met for all personnel assigned. Establish operational reliability competency requirements, training materials and development models for all mechanical and process personnel. This will include qualification and certification procedures. Ensures the shift teams have current and effective training, skills building and development programs, systems and tools available to effectively conduct refinery operations. Ensures that the Area Teams have clear guidelines for new hires, for training and development programs, procedures, systems and tools. This includes and significant emphasis on facilitation, interpersonal skills and teamwork. 10+ years of refinery experience; 5-10 years of operations or regulatory training experience in refinery environment. Excellent written and verbal communications skills. Commitment to training excellence. Self-starter, high energy; Demonstrated organization skills. Experience in Union environment preferred. Demonstrated teaching skills. ***Value Added Information: This position will pay up to \$85K and does include a yearly bonus and stock options. Relocation provided and refinery experience is mandatory.***

Area Manager *New! East Texas Location*

Responsible for the Operation of assigned Area of the refinery. Meeting the Operating plan for assigned area. Staffing level for assigned area. Regular communication with Operations and Refinery Manager. Manage chemical and catalyst inventories in assigned area. Optimization of Process Units. Along with the Shift Supervisor, directly supervises all operators assigned to the Process Area, including scheduling and performance reviews. Operator training and development. Commission and startup of new process units and revamps. Maintain current operating procedures for assigned area. Coordination of all process

modifications and major maintenance activities within the process area. Bachelor's degree in Chemical Engineering preferred. 2.5+ years of refinery experience. Will not entertain candidates without prior refining, no exceptions. Candidates also need to have cat cracking experience. Will oversee about 20 operators. Organized labor experience preferred. Exceptional communication and leadership skills. Computer and word processing. ***Value Added Information: A diversified energy business focused on petroleum refining, marketing and supply of refined products, and retail marketing of fuel and general merchandise. The refining segment operates a high conversion, independent refinery, with a design crude distillation capacity of 60,000 barrels.***

EHS Leader New! Houston, TX Location

Provide leadership and direction to the Safety, Health, Industrial Hygiene (IH), Medical, Environmental, Product/Process Safety, Fire Protection functions for the Plant and Technical Center. Ensure all federal and state requirements pertaining to Safety, Medical, Health, and Environmental are met and that the well-being of plant employees, third party site partners and the surrounding community remain the highest priority. Coordinate EHS related activities with all third party site partners including incident management and emergency response. Manage relationships as liaison with employee safety council, government agencies, area facility partnerships to ensure Corporate product stewardship goals are met. Advise leaders at the plant regarding Company and regulatory EHS requirements. Manage the various department budgets and capital projects with a focus on continuous cost reduction and maximizing resources between the three entities served. Develop highly capable personnel through mentoring, coaching, and leading the group in solving problems, achieving results in an environment of constant change and increasing expectations to continuously raise the EHS performance level. Drive implementation of recommendations and best practices. Leverage best practices from internal and external resources to continually improve EHS performance. Identify, develop and coordinate EHS site training needs. Required Knowledge/ Skills/ Abilities: Proven ability to lead change, Knowledge of government ESHA regulations and OSHA requirements, Proven ability to interpret and apply EPA and OSHA regulations, NFPA Codes and Standards, Knowledge of emergency response operations, Broad knowledge of Petrochemical industry, Knowledge and understanding of Operations procedures & practices, Experience with project planning, financial budgets and analysis, Demonstrated ability in motivating, influencing and developing people, Effective communication skills, Proven ability to improve safety performance among salaried and hourly workforce, Strong industry and functional network, Must be willing to serve on Emergency Response Team and Hurricane Ride Out Crews. Desirable Knowledge/Skills/Abilities: Knowledge of best practices in EHS Management, Experience in Process safety, Certified Safety Professional, Certified Industrial Hygiene, Knowledge of root cause analysis methodology, Knowledge of Texas environmental regulations. Required Experience: Minimum of four years experience in a lead/management position in a related area, such as EHS, operations or technical. BS in a technical discipline, such as Chemical Engineering, Mechanical Engineering, Safety or Environmental Management. Number of direct reports is 8 (all degreed, EHS professionals). ***Value Added Information: Position reports to site director. No relocation offered with this position. Local, Houston candidates only or someone that would have extremely minimum relocation expenses and would be willing to relocate themselves.***

Manager HS&E New! Nebraska Location

Responsible for managing all aspects of environmental, health and safety, and regulatory compliance. As a member of the Plant Leadership Team will be expected to participate in objective setting, plan development, and performance review of the plant. Ensure compliance with all applicable regulations and permits under OSHA (including PSM), EPA, DENR, TTB, FRA, and any other non-financial regulating body. Ensure all plant modifications receive appropriate permitting approval in timely manner to support construction schedule and all plant/system changes are managed through plant Management of Change (MOC) procedure. Provide training systems that promote ever increasing standards for safe work execution and plant improvement. Maintain positive, proactive relationships with all regulatory contacts. Bachelor's degree in Engineering, Safety or Environmental Sciences required. Ten years experience in operating industrial

facility subject to OSHA 1910 and applicable EPA regulations or comparable experience required. Experience with state pollution control standards. *Value Added Information: Relocation will be offered: A flat \$30K (less taxes). Very profitable, stable and well-known organization. This position will require someone to relocate on a permanent/full time basis to Nebraska. 2 direct reports. Bio-fuels industry.*

Air Compliance Manager *New! Colorado Location*

This position is for a terminal facility. Management of 2 direct reports. Must be degreed, but open to type of 4 year degree. Relocation provided. Title V facility and roughly 25% of the job will be actual management of people; the other 75% will be hands on compliance work for the terminal.

HSE Manager *New! Oklahoma Location*

The candidate selected for this position will be responsible for leading HS&E activities at the Oklahoma manufacturing plant. The candidate will manage the environmental and safety programs of the Plant. This position has direct supervisory / development responsibility for the HS&E Team. This position will be part of the leadership team. Plans and manages environmental and/or safety programs. Supervises and coordinates the work of HSE Specialists to ensure compliance with government laws and regulations and company policies. Analyzes and interprets scientific and technical journals, financial reports and regulatory documents. Analyzes and interprets HSE periodicals, professional journals, technical procedures and government regulations. Makes budgetary recommendations in order to comply with government mandated HSE regulations. Develops procedures based on regulatory and/or client requirements. Effectively presents information and responds to questions or concerns from employees, managers, clients, regulatory agencies and the general public. Manages the manufacturing / production function and coordinates activities between engineering and manufacturing management, finance/accounting, and plant maintenance. Oversees the design, selection, installation and optimization and maintenance of manufacturing process equipment, controls, and systems. Will be responsible for developing controls, process and procedures based on regulatory and/or client requirements. Effectively presents information and responds to questions or concerns from employees, managers, clients and other agencies. Handles special projects as assigned. Bachelor's Degree in HS&E or equivalent. 7 + years working experience in manufacturing environmental with 2 + years management experience preferred. Must be an excellent communicator who is capable of building and developing a strong team. Capable of working and interacting at all levels within the organization. *Value Added Information: Position available due to retirement. Relocation assistance is provided. 2 direct reports. More experience on the environmental side is a plus.*

Assistant Maintenance Manager *Northeastern US Location*

A challenging developmental position for a high energy, ambitious individual who seeks managerial experience within refinery maintenance and wishes to continue career advancement to 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: 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 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. Conceive, 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 program in a chemical processing environment.

Production Manager *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.

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 Project Manager *New! Midwest Location*

This position functions as the primary client interface for engineering consulting company based at their Corporate HQ location in the Midwest. Responsibilities include P&L authority and total contract/design effort managing all proposals, contract schedules, budgets and technical performance on assigned projects. To qualify for this key leadership position, candidates will possess an appropriate bachelor's degree in engineering, a proven track record of project execution and a minimum of 15 years of multi-discipline design and related construction experience. BS required (most likely an ME) and PE license preferred.

VERY strong preference for someone with EPC company experience either currently or in the recent past. MUST have managed MAJOR large capital projects in a chemical company environment.

Senior Maintenance Engineer 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 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 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.*

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 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! Baton Rouge, LA Location*

Strongly seeking a degreed Chemical Engineer that has operating unit experience and not design/project engineer experience. Looking for a self motivated engineer, willing to work hard, willing to learn the plant, with problem solving abilities and with enough dedication to make a difference. Some chlorine experience would be ideal. PSM and PHS experience is a plus. Working knowledge of regulatory issues including environmental compliance and PSM/RMP compliance or similar experience indicating ability to interpret and implement environmental regulations. Good written and verbal communication skills, good documentation skills, ability to work under deadline pressure, good organizational skills. Ability to work with other engineers, supervisors, technicians and other employees, often under difficult conditions. Establishes project timelines; monitors and reports progress against established schedule milestones. Participates as directed by management in plant quality system(s) and environmental management systems. Communicates with other engineers in all aspects of improvements, trouble shooting, maintenance, and other projects. Recommends plant process modifications. Reviews and approves operating procedures. Implements process improvement ideas to assure compliance with plant/department key goals and objectives. Assists in preparing shutdown plans. Provides engineering guidance and support to production team. Provides engineering calculations and equipment design recommendations. Assures that all designs and equipment meet applicable engineering codes and standards and follow good engineering practice. Maintains and updates engineering drawings and documents for plant use and to meet regulatory requirements. Coordinates project implementation with other departments and other engineers. Implements process improvement ideas to assure compliance with plant/department key goals and objectives. Coordinates and assures compliance with facility environmental regulatory requirements, including PSM and RMP. Other manufacturing, quality and compliance duties as directed by management.

Process Engineer 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 East Texas 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 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.

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; 5-7 years minimum experience in polymers and polymer processing technology. Six Sigma Certified. ***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 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.***

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

Senior Instrument Engineer New! South Louisiana Location

Provide engineering support to production, maintenance, project and technical departments to ensure improvements in electrical system reliability and to resolve repetitive electrical-related problems. Recommend and specify instrumentation for various process measurement applications. Provide technical support to Maintenance, Operations and Environmental groups on instrumentation issues. Develop job scopes and drawing packages for small instrumentation/electrical projects. Provide support to Project Group on specification of instrumentation for capital projects. Review project design packages for proper design regarding reliability, application and maintenance requirements. Maintain instrumentation database, which includes tag, manufacturer, model, calibration and calibration history information. Ensure proper documentation on all instrumentation/electrical equipment including equipment files, drawings, specifications, calibration sheets, manuals, etc. Maintain technical expertise and keep abreast of instrumentation technology/design changes as they apply to potential plant equipment/production improvements. Work to improve reliability of process gas chromatograph and mass spectrometry analyzers. Provide technical support for analyzer additions and upgrades. Provide technical support for electrical issues on systems operating at 480V and below. Includes motor control, lighting, relay logic control systems, power supply to equipment, etc. Work to improve reliability of process control valves. Develop plans for

monitoring performance and addressing problem areas. Assist Maintenance in development of repair/upgrade scopes for major turnarounds. Perform duties in a manner that protects personal safety as well as the safety of all personnel on site. Whenever appropriate, promptly report Safety, Health or Environmental incidents or issues to management so the situation can be corrected. Attend Monthly Safety Meetings to help prevent off site and job accidents. B.S. Degree in Engineering or related discipline or equivalent progressive engineering experience. Five years experience in a refinery, chemical or petrochemical plant performing engineering design responsibilities.

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! South Texas Location

Environmental engineer dealing with solid and hazardous waste compliance program. Must be able to provide oversight and general assistance to operations personnel as an Environmental Advisor. Environmental Advisors interact with plant personnel in order to ensure that operation and maintenance activities are conducted in accordance with all regulatory and/or plant environmental requirements. Must be able to manage record keeping and reporting requirements for regulatory focus area(s) to ensure compliance with mandated deadlines. Will be able to work on process improvements in existing focus area management systems. Will be required to function as Level 1 On-call for environmental incidents with responsibility for accurate and timely agency reporting. Work Experience & Skills Required: Minimum 5 years experience in environmental compliance with emphasis on RCRA compliance. Must have past working experience and clear understanding of Texas solid and hazardous regulations. Must have good written and verbal communication skills. Must be detailed oriented and self motivated. Must be able to multi-task many projects concurrently and work with aggressive regulatory deadlines. Must have good interpersonal skills in dealing with internal and external customers. Good Humility, Accountability and Collaborative skills are critical to the success of the candidate, as this job requires working in a team oriented atmosphere. Must be willing to learn new responsibilities with minimal oversight. Must have good working knowledge of Excel spreadsheets and Access databases. 4 Year College degree in Engineering, Environmental Science, or other technical discipline. Good working knowledge of petroleum or petrochemical facility. Prior experience with environmental regulations and compliance programs within the State of Texas. Strong math background needed for calculations. Previous supervisory experience a plus. Previous experience in Asbestos and CFC programs.

Air Compliance Manager *New! Colorado Location*

This position is for a terminal facility. Management of 2 direct reports. Must be degreed, but open to type of 4 year degree. Relocation provided. Title V facility and roughly 25% of the job will be actual management of people; the other 75% will be hands on compliance work for the terminal.

SAFETY POSITIONS

Safety Engineer (2 Openings-1 Junior and 1 Senior) *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 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.

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 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.

MISCELLANOUS POSITIONS

Human Resources Manager *New! South Louisiana Location*

Directs site Human Resources, Public Affairs and Security activities in a cost effective and efficient manner. The emphasis of the department will be to attract, retain and develop qualified individuals to meet current operational requirements and to provide for future company growth. Provides administrative services to facilitate effective communication and environment for all employees. ESSENTIAL DUTIES AND RESPONSIBILITIES: Responsible for promoting positive employee relations at a multi-site non union complex ensuring consistent communication, leadership and direction of employees while supporting

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

Department Manager-Structural Engineering *New! Midwest Location*

This location is a Branch office of an engineering consulting company based in the central Midwest. This position is responsible for the motivation, development and assignment of department employees to meet client project requirements. Responsibilities will include focusing on product quality issues, staff development and hands-on department supervision to meet project budgets and schedules. Must be a degreed, registered engineer with 20+ years of related multi-discipline experience in all aspects of the structural steel and foundation design for heavy industrial, refining, chemical and manufacturing facilities. Successful candidates will be quality driven, self-motivated leaders possessing excellent communication skills and a strong focus on employee development. 15 plus years structural experience; PE required (SE preferred). Structural experience, not civil engineering. Refinery experience-refinery project work. Previously managed a department.

Division Manager-Operations *New! Georgia and Tennessee Locations*

This position will be responsible for overall management of all store, food service, car wash and other related profit expense centers. The Division Manager implements operations and marketing plan for all current and future programs for up to 80+/- convenience store outlets, with and without gasoline. Also responsible for leading a team to accomplish set budgetary goals in sales, margin, expenses and overall

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

Inspector/Chief Inspector 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.***

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.***

Lauren Lewis, CPC

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