

Austin Group Resources

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JULY 2009 NEWSLETTER

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MANAGEMENT POSITIONS

Power and Recovery Manager *New! Atlanta, GA Location*

Evaluate current energy usage at plants to understand demand. Conduct energy diagnostic seeking opportunities understanding associated costs and benefits. Identify energy leader at each manufacturing site (for energy ownership and accountability). Develop meaningful energy metrics for trends. Develop accurate energy balance – maintain. Develop divisional POV (point of view) for Process Control Points. Understand waste streams and provide alternatives. Develop Good Manufacturing Practices for Energy and share across division. Develop professional training for energy usage and optimization procedures. Lead charge for inspection and maintenance programs for energy systems and equipment. Involved with upset energy conditions and understanding root causes with mitigation techniques. This position requires a Bachelor's degree, preferably in chemical engineering, mechanical engineering, or electrical engineering. This position requires 5 years of proven experience in power and energy. Requires at least 5 years of experience in natural gas and combustion. 50% - 75% travel is required. Ability to work on various types of initiatives concurrently. Solid computer skills (PowerPoint, Word, Excel). Willingness to learn new software packages. Presentation skills to present to various employees throughout organization. Energy is one of the three highest costs components in the manufacture of products. With changing environmental and economic climate, this critical position will evaluate the current technologies and develop a logical process for improvement. This person must be able to effectively work with others in reducing the carbon footprint. Vision is for energy consumption to be optimized for maximize value creation for the Division. ***Value Added Information: Relocation offered through company. Corporate, regional position based out of Atlanta. Reports to the director of process engineering technology.***

Production Manager *New! Beaumont, TX Location*

Position reports to the Site Manager. Production Manager is accountable for daily plant production operations performance in safety, quality, cost, volume, and environmental control. Principal Responsibilities: Responsible for

the safety, reliability, quality of the production in the MPP and Pilot Plant unit. Lead the Daily Operations Team in plant operations and areas of technology, maintenance, quality, costs, safety and ecology. Lead the Daily Support Team in support of the Daily Operations Team's strategic objective. Ensures that training is conducted for all process and/or equipment changes for operators and supervisors as well as Operator Refresher Training on the entire unit once every three years. Monitors and/or conducts shift leader and/or operator training as required, to promote safe and environmentally responsible conditions, actions, and processes. Directs unit safety programs and supports/implements site safety programs. Participates in environmental and safety audits and follows-up to implement all action steps required. Participate in setting of plant goals, budgets and objectives and monitor performance to assure continuous improvement. Daily monitoring of plant operation data to assure quality and low cost product. Monitor/Control variable and fixed cost spending budget and capital spending. Knowledge and Experience: BS degree or advanced degree in Chemical Engineering/Chemistry (or equivalent). Minimum of ten (10) years experience in the production/manufacturing environment, multiple chemical plant start-ups, and some process/project engineering experience. In-depth knowledge of chemical processes and manufacturing technology and methods especially in batch operations. Must have a working knowledge of maintenance and quality control issues. General knowledge of equipment repairs, instrumentation operation, and the functions of related support and service departments. ***Value Added Information: This is for new unit under construction - MPP (Multi Purpose Plant), so expectation is to make, and change frequently, to different products, mostly herbicides and pesticides. Best backgrounds for this position are: Ag chemicals, specialty chemicals and/or pharmaceuticals.***

Maintenance and Reliability Manager *New! New Orleans, LA Location*

This position is responsible for all maintenance activities and the plant's equipment reliability team, handling asset inspections and other equipment reliability processes, and manages a team of 110 employees and contractors. This position is responsible for managing the Maintenance, Inspection, and Equipment Reliability teams, in all aspects, leading the repair, maintenance, installation, inspection, and preventive maintenance programs. Responsible for safe maintenance operations, ensuring 110 employees and contractors go home safely every day. Responsible for departmental manpower and the plant maintenance spend, totaling \$25 MM, consistent with safe operations, quality processes and good operating practices. Leads organization through major plant-wide maintenance turnarounds. Leads decisions on operating and capital projects. Works closely with operations and engineering to improve plant reliability. One of five plant senior executives. Actively leads and participates in formulation of plant strategies across all areas. Leader of global Maintenance Managers Team, encompassing manufacturing sites in Singapore, Brazil, and France. Team leads formulation and execution of global policies and standardization initiatives related to maintenance and reliability. Actively participates in union bargaining strategy. Supervises implementation of union articles of agreement. Counsels supervisors on union contract administration; reviews grievances. Ensures maintenance team's knowledge of and compliance with all applicable company and regulatory agency policies. Bachelor's degree in an engineering or technical discipline, 10+ years supervisory experience within the maintenance function, Demonstrated ability to lead organizational change. Strong people development and performance management skills, Delivering results by meeting established metrics and through cost control. Strong knowledge of chemical manufacturing processes and operational excellence, Experience supervising a represented workforce. ***Value Added Information: This is one of the world's leading energy companies, salary is dependent upon education, GPA, experience and ability to interview. Company will relocate. Must be a green card holder or a US Citizen.***

EHS Manager *New! Houston, TX Location*

This is a half a billion dollar E&P Company. The Location is Downtown Houston. No relocation assistance allowed. Must be local, Houston candidate. Must have E&P experience. Job is more safety oriented, than environmental; very little health. No recordables, domestic drilling only that includes California, Colorado, Arkansas and Texas. 180 employees. Would like around 10 to 15 years of experience. No one with solely refining or chemicals background will be considered.

Procurement Manager-Refining *New! Ohio Location*

Position reports to the Manager, Operations Procurement, Engineering & Procurement Management. Position will represent company's Operations Procurement organization at the Refinery. Will manage personnel and

functions of procurement and materials management for the Refinery which includes ten staff (procurement and warehouse). The current spend is between \$150-200MM annually, depending on capital projects and turnaround spend. This excludes any expansion monies for potential future projects. The facility includes a warehouse that carries about \$17MM in inventory with 17,000+ number of line items. Will also be responsible for supporting, through internal processes and systems, the utilization of the company Procurement System as well as procurement policy and procedures, consistent with overall company Procurement practices. Exceptional opportunity to build upon experience and expertise while working with a dynamic and dedicated team. Specific responsibilities will include: Providing direction, guidance and coaching to the procurement group supporting the Refinery; Providing commercial expertise combined with excellent communication and organizational skills for procurement, inventory, warehouse and systems activities related to the Refinery; Guiding the progress of the procurement strategy process and contract formulation ensuring implementation and administration is being tracked and updated regularly. This includes forming contract documents in accordance with Corporate standards, the objective being to adhere to all terms and conditions while acting as the commercial liaison with Legal, Risk Management, Health & Safety, Engineering, and Operations personnel, and specific Business Unit representatives as well as counterparts in company's procurement organization; Managing and leading the procurement organization by supporting the business unit in the development of requests for information, proposals and quotations depending on approved purchasing strategy (RFI, RFP, RFQ) in accordance with Corporate standards, the objective being to adhere to all terms and conditions; Managing the materials management function to ensure effective utilization of working capital and efficiencies within the warehouse management activities; Negotiating major commercial supplier contracts, clarifying scope of work and legal terms, processing claims and mediating contract disputes, as required; Periodically reviewing supplier performance (quality of service, quality of personnel, etc.); developing metrics to monitor goals, such as cost reduction, timely delivery, improved supplier performance; Participating in client Operations and/or management meetings to ensure the needs of the business unit are being met; Leveraging existing contracts, systems and processes for standard application; Developing a strategic sourcing process for all major spend categories while working in concert with procurement counterparts throughout company; Liaison with other procurement organizations within Petro Chemical companies/industry in the US Midwest to discuss processes, approaches, and potential market intelligence (i.e. understanding what the market is doing is paramount for this position to gain company leverage); Participating in complex plant expansion and project scenarios, as various options are reviewed (eg. 'Crude re-positioning Project' tabled in the past); depending on approach to project execution and procurement/contract strategy will require focus and liaison; Representing company with industry groups and regulators; and staying attuned to industry requirements and policy directions to effectively anticipate issues and facilitate resolutions. Undergraduate degree in Business or Commerce. Current professional designation as a Certified Professional in Supply Management (C.P.S.M.), Certified Purchasing Manager (C.P.M.), Accredited Purchasing Practitioner (A.P.P.) or similar related accreditation is an asset. At least 10 years' purchasing, supply chain management experience with demonstrated expertise in all aspects of contracting including supplier selection, bid evaluation, negotiation, and approving awards for a variety of materials and services. Strong industry/product knowledge in a production/operations environment and awareness of industry trends; Petro Chemical, Upgrading and/or Refining industry experience is required. Materials Management at the plant/field level experience would be an asset. Strong knowledge of SAP Materials Management (MM) Supply Chain Management (SCM). Demonstrated knowledge of Contract Negotiation and Formation details. Superior ability to work effectively in cross-functional teams along with proven management skills to lead people to achieve set objectives and deliverables coupled with strategic thinking and a strong track record for implementing processes and procedures. Effective communication (verbal/written) with all levels from executive management to front line employees at field sites, interpersonal, and leadership skills to promote the requirements of an operations area. Excellent planner (project planning by commodity) and organizer (ability to be proactive rather than reactive) - develop roadmap and performance measures for key spend opportunities. Ability to build relationships not only vertically within a Business Unit but also horizontally to cover all of company - leverage expertise for all of company, interact with all areas... Western Canada, Upgrading and Refining, Oil Sands, Heavy Oil, East Coast Canada. Strong problem-solving orientation to identify key issues and recommend appropriate solutions in a proactive manner. Some business travel (approximately 5%) will be required.

Transport and Logistics Coordinator *New! Houston, TX Location*

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

Maintenance Manager *Beaumont, TX Location*

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

characteristics, as well as proprietary technology. Possesses qualifications and abilities to train his/her subordinates relating to the duties documented in the subordinate's job description. Follow plant safety procedures. Attend plant safety meetings. Follow plant rules, policies and procedures. Meet requirements to achieve and maintain certifications and accreditations, as they pertain to job. Follow instructions of supervisor pertaining to job. Computer literate. General working knowledge in electrical, electronic, and mechanical trades. Creative problem solving. Organizational and prioritization skills. Proven time management and multi-task capabilities. Must maintain appropriate composure when dealing with sensitive and/or confidential subjects. Supervisory and management skills, including: Motivational rapport. Fair evaluation of employees for annual review. Effective leadership. Making decisions for an entire department or workforce. Communication and listening skills for delivery of clear, concise instructions. Capability of setting priorities and making base level decisions without direct supervision. High School Diploma/equivalent or five years like industry experience. Minimum five to seven years supervisory experience. Five years in a directly related business. Three years plant experience. College experience or vocational training in related subject preferred. Internal QMS/ISO 9000/TS 16949 Auditor Training preferred. Requirements also include a strong electrical background, PLC troubleshooting capabilities, ability to train and hands-on mentality, willing to get dirty and work on the floor with the machines. ***Value Added Information: Market leader in specialty, high-value added compounding services and solutions in the thermoplastics industry compounding capacity in excess of half a billion pounds annually. Compounding capacity in excess of half a billion pounds annually. Pay range for this position is mid \$70K to mid \$80K.***

Safety Manager Texas Panhandle Location

Accountable for effectively directing the Health and Safety programs and also readiness of the Fire Protection and Emergency Response System (personnel and equipment) for the site in compliance with all Federal, State and Local safety regulations. Provides occupational safety and health expertise to insure OSHA and other regulatory compliance and company safety and health guidelines. Manages work related injuries through direct involvement with staff and professional medical personnel. Develops and maintains working relationships with corporate HS&E and Risk Management, Leadership Team, first line supervision and field personnel, Human Resources, Accounting, and contractor management and work force personnel. Assures compliance with appropriate governmental and industrial safety standards. Manages departmental operating budget and exercises appropriate controls. Maintains and analyzes incident statistics to determine where prevention efforts need to be directed, then prescribes changes in existing systems to meet the needs identified. Reviews engineering design drawings for safety provisions and assesses the adequacy of those provisions, making changes as necessary to satisfy Federal, State, and Local safety and health regulations. Bachelor of Science degree in Safety or related degree required. A minimum of ten years refinery safety experience required. Five years industrial fire protection experience required. Five years management/supervisory experience required. Experience and understanding required of refinery operations, processes, and the interaction of units and the application of Federal and State regulations pertinent to each. Excellent interpersonal skills required. Excellent oral and written communications skills required. Must be able to effectively interact and maintain working relationships with internal and external contacts at all levels of the organization. Excellent analytical, quantitative, organization and multi tasking skills required. Must be able to work under pressure in meeting critical and time sensitive deadlines. Specialized/technical courses such as Certification as a Safety Professional, Industrial Fire Instructor Certification, First Aid and Cardiopulmonary Resuscitation preferred. ***Value Added Information: Long standing client, position reports to HSE Manager. Refinery, safety experience is desired.***

U.S. Indirect Tax Manager Houston, TX Location

US Trading book comprising: On the oil side: Crude, Naphtha, LPG, Fuel Oil, Gasoline, Middle distillates and Biodiesel; On the Non Ferrous side: Copper, Zinc, Lead concentrates and refined metals. Trading activities in 30+ states. Main purpose of Job: Managing entire US Indirect tax position. Responsible to ensure all risks associated with U.S. State and Federal Petroleum Taxes including sales & use and excise tax exposure are fully in compliance and mitigated. Key areas of responsibility include: Responsible to prepare and file all Federal, State and Local tax returns on monthly, quarterly and annual basis as required (50+ returns). Provide tax research and advice on an ongoing basis to trading/operations as questions arise, document and process all requirements. Work with in-house IT development team to develop required tax reports directly from the trade systems. Troubleshoot all tax inquiries as they arise from States, Counterparties and Traders. Maintaining tax accounts and

cross allocations to trading books. Execute and maintain counterparty tax records as required for audit. Review all transactions for tax compliance. Develop reports to monitor all tax exposure including ensuring all line item taxes are properly captured on product invoices to/from all counterparts. Maintain all State, Federal and Local licenses as enquired for all areas of the petroleum and businesses. Include maintenance of any required bonds. All Tax audit preparation and representation as required. Provide local (and Group) management with monthly report of all tax activity and issues/resolution. Trouble shoot tax administrative issues as they arise. Document issue and solution for future reference (as well as for process development). Ensure all U.S. based traders, operators, contract administrators and Finance are properly trained in relevant areas of tax compliance. Coordinate all license bond requirements, state tax payments are in place and/or made as required. Liaise with Group Tax, finance and operations managers to assist with coordination U.S. state franchise, federal Income and local, state property tax requirements. Specific work experience and knowledge in tax return preparation and reporting on individual U.S. State petroleum sales & use and excise tax rules, preferably gained in a similar energy trading environment. Rendering advice on above mentioned advice in a fast moving trading environment. Solid (tax) accounting background. Knowledge and expertise in the Renewable energy industry, more in particular Biodiesel is a nice to have. Get value for money from indirect tax counsel and service providers. Reporting structure: US Operations manager locally; and directionally to global indirect tax manager in Switzerland. Key relationships: US Trading & Operations teams, Global Contract Admin, Internal Finance teams, IRS and State Tax Authorities and Tax Advisers and agencies. Relocation is available for qualified individual.

Director of Operations Support and Process Engineering *Texas Hill Country Location*

Leads effort to maintain and improve operations in all the company's plants by directing corporate employees responsible for operations benchmarking, process engineering services, QA/QC and laboratory services. Serves as an individual contributor to the process engineering services area in support of all operating plants. Responsible for supporting all ethanol plants in the areas of operational efficiencies, process improvement evaluation and bottleneck assessments with a focus on items associated with yield, energy and chemical efficiencies. Responsible for implementation of best practices across all plants for process engineering areas. Provides process analysis in support of safety and environmental performance. Specifically provides assistance in evaluations related to process hazards analysis and Process Safety Management. Bachelor's degree in Engineering required, chemical or biochemical discipline preferred. Minimum of fifteen years experience with process engineering in ethanol, chemical, refining, or similar manufacturing plants. Plant operations management experience preferred. ***Value Added Information: Client requires individual to have some exposure to ethanol production and "dry milling" equipment or any experience that relates to this type of equipment.***

Director Maintenance Services *Texas Hill Country Location*

Provides direct support for significant maintenance issues in any of the plant locations. Coordinates best maintenance practices across all plants to increase the overall fleet performance. Ensures that all plant equipment throughout the system is being maintained according to company standards and that reliability is improving. Supports safety and environmental efforts by helping to resolve significant reliability and equipment maintenance issues throughout the fleet. Ensures that revised maintenance practices are safe. Bachelor's degree (B.S.) in Engineering required, Civil or Mechanical discipline is preferred. Minimum of fifteen years experience with management of engineering, procurement, and maintenance of industrial, energy, or manufacturing plants. Beneficial maintenance experience includes work with both direct-hire and subcontracted engineering and craft labor forces. ***Value Added Information: Client prefers individual to have some exposure to ethanol production and "dry milling" equipment or any experience that relates to this type of equipment.***

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

Maintenance Engineer *New! Overseas Location*

10-15 years rotating equipment experience; Technical track. Reviews RE projects for proper design in compliance with company procedures. Development and implementation of standard repair procedures and best practices like pumps, gear boxes, fans, and etc. Development and implementation of preventative maintenance procedures. Develop, manage and drive the 10 year plan. Support, advise and help execute rotating and centrifugal compressor major repairs. Experienced with Kobelco screw compressors, Elliott and Mitsubishi centrifugal compressors and Peter Brotherhood reciprocating compressor. Experienced with Turbodyne condensing steam turbines. Experienced with magnetic bearings. Understands, troubleshoots, and solves complex seal oil systems. Mining experience like augers, slurry pumps, and conveyers. Is culturally sensitive to Middle Eastern Customs. Manages self; is a team player. Excellent written and verbal communication; Manages information. Transfers knowledge both formally and by classroom to the majority of national RE engineers. Leads by example. Support, drive, and encourage the national rotating equipment engineers to world class performance. Proactive and takes initiative. ***Value Added Information: Overseas Pay; Housing will be covered. Prefer single status. Contract position.***

Refinery Senior Project Engineer *New! New Orleans, LA Location*

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

Rotating Equipment Engineer *New! 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 troubleshoot lubricants, bearings and seals. Must have ability to troubleshoot and adapt to resolve new problems. Develop and implement plans and scope for rotating equipment AFE projects. Develop annual and long term budgets, development plans and new projects. Provide inspections of Rotating Equipment during planned shutdowns. Scope new and replacement rotating equipment components for purchase. Direct the work of outside contractors on rotating equipment. Maximize production and improve availability, reliability and performance of rotating equipment. Improve knowledge base of refinery employees through formal and informal training relating to rotating equipment. Minimize outages. Manage AFE projects to cost, schedule and quality. ***Value Added Information: Newly approved position, addition to department. Location is small town about an hour from a couple of pretty good size metros.***

Maintenance Specialist *New! Overseas Location*

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

Maintenance/Project Engineer *New! Midwestern US Location*

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

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

Sr. Rotating Equipment Engineer Delaware Location

Promotes Environmental, Health & Safety (EH&S) goals of the Company. Supports Maintenance Department Annual Goals. Provides support to Operations on Rotating Equipment issues. Provides direction to Maintenance as required. Performs Root Cause Failure Analysis on Rotating Equipment. Serves on teams requiring Rotating Equipment Engineering Input. Establishes and updates spare parts requests/stocking levels for Rotating Equipment. Develops & Implements Refinery Wide Preventive Maintenance (PM) Program. Develops & Implements Refinery Wide Predictive Maintenance (PdM) Program. Bachelor's degree in Mechanical Engineering required. Minimum 5 years of rotating equipment experience required. Experience in root cause failure analysis, vibration analysis and leading RCFA teams. Proficiency in MS Office applications and engineering software required. Good communications skills required. Ability to establish and maintain positive business relationships with internal and external customers. Must have the ability to work in a team environment. ***Value Added Information: There is no relocation associated with this job. Candidate must be a local candidate or be willing to relocate themselves for this position.***

Mechanical Engineer Arkansas Location

Project value can range from 2 up to 10 million dollars. The main responsibility is the management of projects. This includes budgeting, managing contractors, interfacing with plant departments, and performing basic and detail mechanical engineering for the implementation of both small and large projects. Project Management Skills: He/She may need to coordinate with others so that deadlines are met, needs to organize work using the PM System, manage and schedule others work and motivate them. Drive for Results: He/She has to be self motivated and a self starter. Has to be able to foresee any problem in the processes and the equipment. Needs to show creativeness in this sense. Analytical Skills: He/She may need to go to the root of problems and understand how threading, testing and hydro testing machines work, and suggest improvements (e.g.: buy or upgrade machines and equipment). Needs to know how to calculate forces and resistance, create drawings or be able to explain with details how they want the drawings to be done (ability to communicate this to a drafter). Needs to be detailed-oriented, but may need to see the big picture too. Technical Skills: He/She will need to write processes and equipment specifications (for e.g. when buying new equipment), or write about material specification which is going to be loaded in that equipment. Ability to understand and foresee requirement needs and suggest improvements: Will receive the input from Quality and Operations departments. Needs to know what needs to be done so that quality is improved as well as the manufacturing processes. Basically, they will give information on the process and he/she may need to suggest the changes to be made. (buy new machines, upgrade the old ones, repair broken equipment). ***Value Added Information: Company makes oil field equipment. This is a steel plant that makes some of their equipment.***

Lead Mechanical Engineer Colorado Location

This position is for one of our rapidly expanding engineering company clients. Position will be based at their office in the Denver, Colorado area. Will manage a team of engineering and design personnel supporting the Energy arena. The person will lead a group that will serve renewable energy technology development, environmentally driven refinery modifications, and power generation projects. They will be responsible for the design and specification of industrial process equipment and associated installation details as well as career development for direct reports. This is a dynamic multi-disciplined environment engineering state-of-the-art process systems. The individual will direct teams of mechanical engineers and serve as the primary interface with clients, project management, procurement professionals, and other engineering disciplines. **Minimum of 15 years experience from the refining, gas processing, power generation, or related industries.** Expertise

should include areas such as pressure vessels, piping systems, heat exchangers, rotating equipment, solids material handling, and pollution control. Knowledge of consensus standards including ASME, API, and ANSI is required. Strong leadership skills and excellent communication skills are necessary to grow the mechanical engineering discipline. BSME a must and Professional Engineer certification is required. ***Value Added Information: Major money coming in from government projects and push for alternative fuels. This company has a long track record of doing nuclear projects for the government.***

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

Refinery Senior Project Engineer *New! New Orleans, LA Location*

Responsible for cost effective engineering, design, scoping, planning, budgeting and execution of all projects up to \$5MM. Additionally will be accountable for providing technical assurance for project management function and activities; Reviews and approves cost estimates and work scopes and executes approved projects; Ensure projects are delivered on schedule and within budget and meet functional requirements; Promote the development and effectiveness of systems and processes for project management; Adhere to annual overhead budget and approved project AFEs; Provide leadership to Project Construction Coordinators; Assist in development, execution and supervision of refinery turnaround activities particularly as related to project implementation during turnarounds; Commitment to health, safety and protection of the environment; Manage the assembly of project-related information necessary for process safety management; Regularly report status of projects in progress; Demonstrate safe work practices; Reports to Engineering Manager. Minimum 10 years of industrial project management experience (using a gated project management process with at least 5 years of refinery specific project or maintenance experience. BS degree in Mechanical or Chemical Engineering. Demonstrated knowledge and competence of project management and execution; Demonstrated ability to manage competing priorities; Demonstrated ability in scoping and executing a variety of project types from conception to completion including writing project specifications, developing and managing schedules and budgets, contract preparation and negotiation and organization and assembly of project documentation; Detailed understanding of refinery processes and systems to be able to significantly contribute to development of projects; Ability to communicate effectively with senior management, external bodies and all level of employees within the organization; Ability to work through others to achieve results; Ability to exercise independent judgment and initiative within established guidelines; Ability to identify and implement effective courses of action to complete work and ensure achievement

of departmental goals; Demonstrated strong HSE performance management; Ability to read and interpret plans, specifications and manuals; Manage projects and processes effectively; Able to work in typical refinery environment -ability to inspect work sites, climb ladders, work with computers, etc; Proven leadership ability.

Value Added Information: PLEASE NOTE THIS IS NOT A PROJECT MANAGER; but a project engineer for capital projects up to \$5MM. Client desires someone from a refinery. Degree can be mechanical or chemical engineering and must be ok with New Orleans area.

Process Engineer Beaumont, TX Location

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

Instrument Electrical Maintenance Engineer South Louisiana Location

Provides instrument and electrical engineering expertise in multiple chemical 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.***

Senior Process Engineer New Orleans, LA Location

Strengthening the process engineering/production support function is a primary objective of the facility. Monitoring of unit performance and unit health to ensure reliability, equipment availability and efficient utilization of assets represents the primary function of the process engineering role at the facility. Additionally development of process design packages for minor capital and minor maintenance projects are required. Turnaround support to ensure all equipment meets the engineering standards required to properly execute the business activity. Monitor critical equipment performance and health, Monitor catalyst performance and life expectancy; Monitor unit performance, energy utilization, fractionation efficiency, etc; Provide daily performance monitoring/troubleshooting support for operating entity; Support periodic turnaround planning development and execution; Develop engineering packages for small area projects. Capable of communication with a broad range of individuals and their varying needs; Must work well in a team driven environment; Able to handle deadlines and multiple activities daily; Frequent mid-stream adjustment of strategy to accommodate refinery performance; Ensure proper performance measures and guidelines established; Able to differentiate between high and low priority issues and work those having greatest return on time spent; Resolve issues and informs supervisor later, Focus on improvement via change; 24/7 availability/accessibility required to focus on internal problem resolution. Degree in Chemical Engineering; 10+ years refinery/engineering experience; Strong knowledge of overall refinery processes; Extensive experience, 5-10 years, in “specific” process unit knowledge; Strong knowledge of unit performance monitoring techniques, equipment health, catalyst life/performance, energy utilization; fractionation efficiency, corrosion, etc; Basic knowledge of process simulation; Basic knowledge of process design; Excellent communication skills. ***Value Added Information: Long-standing client. Would like to find someone that has ties to Louisiana or a reason to want to be in South Louisiana. Candidate should have some refining, somewhere in their background and also working for a direct operating company (having only E&C experience will not work) in order to be considered. Will pay relocation and competitive salary.***

ELECTRICAL ENGINEERING POSITIONS

Project Electrical Engineer New! 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 *New! 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.***

Automation Engineer *New! Arkansas Location*

Investigates, assesses and applies new technologies to assist on basic engineering and automation project execution, ensuring compliance with company's policies and standards. Participates in the analysis of basic

engineering required to develop new installations or modify existing ones. Collaborates in the execution of automation projects assigned to the department. Ensures adherence to SOX regulations in areas under his/her responsibilities. Ability to manage multiple projects as well as dealing with outside contractors. Must have the ability to instruct/assist maintenance personnel in troubleshooting plant equipment. BS degree; 3-5 years of experience. Specific knowledge of automation engineering, PLC programming, industrial networks and understanding of pneumatics, hydraulics and mechanics, PID Calibration, AutoCad experience. ***Value Added Information: Company makes oil field equipment. This is a steel plant that makes some of the equipment***

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.***

Sr. Instrument Engineer Southern California Location

Provides total planning and execution of petroleum refinery instrumentation projects. Provides instrument support to multi-disciplined projects and provides technical assistance to maintenance and operations in efforts to improve I/E system reliability. Serves as project manager for assigned instrument/controls projects by assuming responsibility for the execution of the overall effort. Develops project budget, prepares detailed engineering documents, procures equipment and materials, coordinates construction contracting, provides technical support to construction and startup personnel, develops cost control and tracking, develops project schedule, cost controls and project reporting. Provides instrument/controls support to refinery projects. Prepares the instrument equipment design specifications, develops instrument equipment procurement packages, and provides construction/startup technical support. Provides technical assistance to the refinery on routine instrumentation issues. Provides technical field services; troubleshoots, makes recommendations for repairs in the field, provides general consulting on instrument/controls issues, participates in Root Cause Failure Analyses, and mentors personnel working in the I&E shop. Provides orifice calculations/specifications, valve sizing/specifications, and miscellaneous instrument specifications for Operations, Maintenance, and Engineering. Proposes amendments to instrumentation/controls specifications as necessary to address latest codes and technology. BS in Electrical Engineering required. Minimum five years of directly related instrument/controls engineering experience required. Licensed Professional Engineer (Electrical) preferred. Experience in engineering and project management and exposure in a refinery/petrochemical-operating environment required. Good communication skills required to effectively convey instrumentation/controls issues to refinery personnel in layman terms. Supervisory skills with the ability to communicate and interact with other disciplines required. Proficient project coordination and management skills required. Applicants with greater experience may be considered for higher level position. ***Value Added Information: There is no relocation associated with this job. Candidate must be a local candidate or be willing to relocate themselves for this position.***

Electrical Engineer Arkansas Location

Position has been created to fulfill the development of projects in the electrical area. Main accountabilities: Electrical developments that carry out operation, quality, and safety improvements to company's production lines, electrical engineering design, specifications and review. Main decisions to take: The main decisions to take are the application of electrical engineering principles to production problems and requirements presented. These decisions can involve working with other technical specialists; such as automation, electrical engineering, process engineering, etc., to solve the complete requirement. Future development (position may lead into): This position may lead to larger more challenging engineering projects and later to a leadership position with other technical personnel working on similar engineering projects at this or other locations. The position requires a BSc or MSc in Electrical Engineering and a previous experience of 7-10 years in Engineering Companies (i.e Fluor, Bechtel, Technip, Parsons, Intel, etc) or in similar industries, manufacturing facilities. Project Management Skills: May need to coordinate with others so that deadlines are met, needs to organize work using the PMSystem, manage and schedule others work and motivate them. Drive for Results: Has to be self motivated and a self starter. Has to be able to foresee any problem in the processes and the equipment. Needs to show proactiveness in this sense. Analytical Skills: May need to go to the root of problems and understand how threading, testing and hydrotesting machines work, and suggest improvements (e.g.: buy or upgrade machines and equipment). Needs to know how to calculate forces and resistance, create drawings or be able to explain with details how he/she wants the drawing to be done (ability to communicate this to a drafter). Although he/she needs to detailed-oriented, may need to see the big picture too. Technical Skills: Will need to write processes and equipment specifications (for e.g. when buying new equipment), or write about material specification which is going to be loaded in that equipment. Ability to understand and foresee requirement needs and suggest improvements: Will receive the input from Quality and Operations departments. Needs to know what needs to be done so that quality is improved as well as the manufacturing processes. Basically, they will give information on the process and he may need to suggest the changes to be made. (buy new machines, upgrade the old ones, repair broken equipment). **Value Added Information:** *Company makes oil field equipment. This is a steel plant that makes some of their equipment.*

Instrument & Electrical Reliability Engineer Houston, TX Location

Will provide I/E Reliability support to the Site operating facilities to ensure equipment integrity is preserved. This role contributes to achieving and maintaining 1st quartile performance in asset utilization (uptime & quality) and maintenance costs. Minimum of Electrical Engineering degree with 5 years reliability/engineering experience in a chemical/petrochemical plant. A strong demonstrated competence in Electrical Equipment (i.e. high voltage systems, power distribution, motors, UPS systems). Demonstrated knowledge of Control System Equipment (i.e. control valves, transmitters, computer based & electronic instrumentation, PLC/DCS (Allen Bradley & Honeywell system knowledge a plus), Ladder Logic, Triconex systems, analyzers). Knowledge of refrigeration systems a plus. Demonstrated performance in the area of leadership and facilitation within a technical/manufacturing environment. Advanced trouble shooting ability to determine root cause. Thorough understanding & ability to effectively apply reliability processes. Effective verbal and written communication skills. Good ability to teach/share information. Strong organizational skills (ability to multi-task & prioritize effectively). Demonstrated ability to effectively deliver results in a team environment. General knowledge of and exposure to SAP. Cooperative manner, capable of effective interfacing at all levels within and outside the organization. Strong and demonstrated ability to learn. Will provide leadership to improve equipment reliability and reduce vulnerabilities. Follow-up (direct technical support or lead focus teams) on equipment failures, determine root causes and identify actions to prevent reoccurrence. Apply proactive reliability processes (i.e. criticality ranking, bad actor focus, root cause failure analysis, reliability centered maintenance) to ensure long term reliability. Benchmark internally and externally to identify and share best practices. Work within SAP and develop work plans within. Be the focal point for plant I/E electronic documents and drawings. Troubleshoot, along with I/E techs, operations staff, daily instrument and electrical problems via the process. Initiate and implement I/E MOCs. Define appropriate condition monitoring of operating equipment and audit performance. Optimize equipment spare parts and predictive/preventative maintenance practices to ensure required reliability at lower cost. Ensure reliability/maintenance issues are considered and addressed on new equipment installations. Perform an ongoing reliability assessment of site assets fully utilizing reliability metrics to prioritize and focus efforts. Considerations in the

assessment include the impact of equipment reliability on overtime, emergency work, maintenance resource utilization, maintenance cost and lost production. Highlight and correct maintenance and operational practices that negatively impact reliability. Provide technical assistance for critical work in progress and for scope development of planned packages for regular and shutdown maintenance and plant projects. Develop maintenance job procedures as required and ensure a consistent review process is maintained. Work environment: interacts with the maintenance superintendent to manage the prioritization, scheduling, and execution of plant maintenance, reliability and optimization projects. Business environment: Knowledge of engineering contracting and project execution is essential. Strong knowledge of instrument and electrical standards and practices is key to interaction with vendors, contractors, managers and hourly personnel. A background in the petrochemical industry with a focus on styrene is beneficial. Internal and external relationships: continually interacts with the project engineering group to coordinate details of project execution and coordinates with and supervises various contractor and maintenance groups to ensure timely and cost effective project completion. The employee is involved daily with unit maintenance, particularly the electrical and analyzer departments to assist in troubleshooting and development of procedures and practices. The employee interacts with operations and process engineering groups to plan, prioritize, and execute projects. ***Value Added Information: This is a one person department with some hourly assists. We know the plant manager very well. Joint venture, but a viable organization.***

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.***

SAFETY POSITIONS

Senior Safety Engineer *New! Kansas Location*

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

Industrial Hygienist *New! 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.

Safety Manager Texas Panhandle Location

Accountable for effectively directing the Health and Safety programs and also readiness of the Fire Protection and Emergency Response System (personnel and equipment) for the site in compliance with all Federal, State and Local safety regulations. Provides occupational safety and health expertise to insure OSHA and other regulatory compliance and company safety and health guidelines. Manages work related injuries through direct involvement with staff and professional medical personnel. Develops and maintains working relationships with corporate HS&E and Risk Management, Leadership Team, first line supervision and field personnel, Human Resources, Accounting, and contractor management and work force personnel. Assures compliance with appropriate governmental and industrial safety standards. Manages departmental operating budget and exercises appropriate controls. Maintains and analyzes incident statistics to determine where prevention efforts need to be directed, then prescribes changes in existing systems to meet the needs identified. Reviews engineering design drawings for safety provisions and assesses the adequacy of those provisions, making changes as necessary to satisfy Federal, State, and Local safety and health regulations. Bachelor of Science degree in Safety or related degree required. A minimum of ten years refinery safety experience required. Five years industrial fire protection experience required. Five years management/supervisory experience required. Experience and understanding required of refinery operations, processes, and the interaction of units and the application of Federal and State regulations pertinent to each. Excellent interpersonal skills required. Excellent oral and written communications skills required. Must be able to effectively interact and maintain working relationships with internal and external contacts at all levels of the organization. Excellent analytical, quantitative, organization and multi tasking skills required. Must be able to work under pressure in meeting critical and time sensitive deadlines. Specialized/technical courses such as Certification as a Safety Professional, Industrial Fire Instructor Certification, First Aid and Cardiopulmonary Resuscitation preferred. ***Value Added Information: Long standing client, position reports to HSE Manager. Refinery, safety experience is desired.***

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.***

BUSINESS DEVELOPMENT/SALES POSITIONS

Senior Development Representative New! Ohio Location

Will act as a company secondee working closely with the outside operator's production planning team, the operator's Toledo and Chicago engineering and refining technology groups, Integrated Supply and Trading, and various organizations to ensure the efficient implementation of the refinery reconfiguration development intentions. Position reports to the General Manager, Refined Products and New Ventures (US). Excellent opportunity to build upon experience and expertise while you undertake the following responsibilities: Develop and implement long cycle capital projects as a member partners team; Review and provide input/feedback on project schedules and cost estimates as well as Tender Requests for procurement of equipment and services; Ensure work is carried out in accordance with contract requirements and all related contract deficiencies are resolved; Develop mid to long range plans and establish strategies that maximize profitability using technical

expertise; identify and report upon profitability enhancement opportunities; Generate related facility Authorization for Expenditures (AFE's) and manage budgets in collaboration with outside teams; Utilize project management tools and field standards, and support process enhancements; Report on activities and forecasts; Perform front end design activities; Act as the technical resource to the operations group for the preparation of operating procedures for assigned projects; Coordinate problem resolution by prioritizing, investigating and finding a final resolution; Contribute to the identification and implementation of associated computer-automated process systems; and contribute to a collaborative and disciplined environment within the confines of the existing operating group and consulting engineering groups. Bachelor's degree in Commerce, Economics, Engineering or equivalent is required. Masters Engineering/Mathematics/Business Administration would be an asset. Professional Engineer/Chartered Financial Analyst designation would be an asset. Eight years in a related position is required. Operations research and linear processing modeling experience is necessary. Broad knowledge of refinery operations, pipeline system operations, commodity logistics and inventory management expertise is necessary. Process Engineering Design is an asset. Construction Estimation is an asset. Extensive knowledge of refinery and unit operations; and refinery utilities and offsites is required. HAZOP is required. Project Information Management System (PIMS) skills are required. Proficiency in Microsoft Office Suite (Excel, Word, PowerPoint) and SAP is required. Microsoft Access skills would be an asset. Superior mathematical competency is mandatory. Demonstrated ability to evaluate and apply new technologies is essential. Exceptional planning, organizing and negotiating skills. Proven skills in effectively managing multiple tasks, often under pressure and within extreme time constraints are necessary. Exceptional business writing and oral communication skills are required. Detail oriented, ensures that information is correctly processed and that work complies with relevant internal/external rules, procedures and regulatory requirements. This position requires business travel is required approximately 10% of the time. ***Value Added Information: Very high profile position and will interact directly with a group in Calgary. Position is one of a four person team that will be there to protect interest and assets in a JV operation. Next 3 to 4 years will be spent optimizing and planning and upgrading the refinery until they start drilling. "Small competitive environment"; Strong confident, but very diplomatic personalities are a must.***

MISCELLANOUS POSITIONS

Senior Plant Accountant *New! South Alabama Location*

Provide financial leadership and support to all levels of plant and corporate management by providing timely and accurate reporting and analysis for actual results, budget and forecast needs concerning plant financial data. Provide trend, key data, statistical or other ad-hoc analyses as requested. Update plant and corporate management regularly to ensure that any significant financial issues or areas for concern are raised and addressed timely. Control all plant financial functions pertaining to inventory and the production operation in order to accurately state the plants financial position. Provide support and guidance to the plant staff to ensure that the "true" cost to manufacture products is captured; Bills of Materials regularly reviewed and maintained, absorption rates and methodologies verified, costing updated as needed. Ensure the timeliness and accuracy of the monthly close including an understanding of all plant variances, impacts of inventory counts on results and cost center charges. Provide support to production in the analysis of these variances and in the development of product costs. Involved actively in plant operations to observe and communicate meaningful financial impact of plant activities along with results; provide recommendations to improve performance and enhance strategic decisions. Advise and provide guidance to plant staff on the management of plant spending. Safeguard the plant assets by maintaining accurate plant balance sheets and reconciling timely. This includes physical observation of inventory and fixed assets, as required by company policy. Organize, develop and manage plant's annual budget activities (variable and fixed costs), to include total cost to manufacture. Validate appropriateness of allocation of costs to produced products. Provide training and support for staff accountant. Ensure compliance with sales/use tax and property tax activities. Develop and implement systems to ensure prompt and accurate audit completion. Support plant safety goals and objectives. Assist in internal and external audits. B.S. in Accounting or Finance. MBA/CPA a strong plus; 5+ years of Accounting/Finance experience in a manufacturing background, preferably in the Chemical Industry. Plant accounting experience preferred. Demonstrated senior level accounting ability and leadership qualities. Strong interaction with accounting systems and the ability to learn system processes, preferably SAP experience. Strong communication skills (written and verbal). Ability to interact with and advise senior level business management. Good knowledge of Microsoft Excel and other PC applications. ***Value***

Added Information: This position does not allow a relocation package. Candidate must be local to Southern Alabama or be in a position to relocate themselves.

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

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

Cost Estimator *New! 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.***

Procurement Manager-Refining *New! Ohio Location*

Position reports to the Manager, Operations Procurement, Engineering & Procurement Management, the Procurement Manager will represent company's Operations Procurement organization at the Refinery. Will manage personnel and functions of procurement and materials management for the Refinery which includes ten staff (procurement and warehouse). The current spend is between \$150-200MM annually, depending on capital projects and turnaround spend. This excludes any expansion monies for potential future projects. The facility includes a warehouse that carries about \$17MM in inventory with 17,000+ number of line items. Will also be responsible for supporting, through internal processes and systems, the utilization of the company Procurement System as well as procurement policy and procedures, consistent with overall company Procurement practices. Exceptional opportunity to build upon experience and expertise while working with a dynamic and dedicated team. Specific responsibilities will include: Providing direction, guidance and coaching to the procurement group supporting the Refinery; Providing commercial expertise combined with excellent communication and organizational skills for procurement, inventory, warehouse and systems activities related to the Refinery; Guiding the progress of the procurement strategy process and contract formulation ensuring implementation and administration is being tracked and updated regularly. This includes forming contract documents in accordance with Corporate standards, the objective being to adhere to all terms and conditions while acting as the commercial liaison with Legal, Risk Management, Health & Safety, Engineering, and Operations personnel, and specific Business Unit representatives as well as counterparts in company's procurement organization; Managing and leading the procurement organization by supporting the business unit in the development of requests for

information, proposals and quotations depending on approved purchasing strategy (RFI, RFP, RFQ) in accordance with Corporate standards, the objective being to adhere to all terms and conditions; Managing the materials management function to ensure effective utilization of working capital and efficiencies within the warehouse management activities; Negotiating major commercial supplier contracts, clarifying scope of work and legal terms, processing claims and mediating contract disputes, as required; Periodically reviewing supplier performance (quality of service, quality of personnel, etc.); developing metrics to monitor goals, such as cost reduction, timely delivery, improved supplier performance; Participating in client Operations and/or management meetings to ensure the needs of the business unit are being met; Leveraging existing contracts, systems and processes for standard application; Developing a strategic sourcing process for all major spend categories while working in concert with procurement counterparts throughout company; Liaison with other procurement organizations within Petro Chemical companies/industry in the US Midwest to discuss processes, approaches, and potential market intelligence (i.e. understanding what the market is doing is paramount for this position to gain company leverage); Participating in complex plant expansion and project scenarios, as various options are reviewed (eg. 'Crude re-positioning Project' tabled in the past); depending on approach to project execution and procurement/contract strategy will require focus and liaison; Representing company with industry groups and regulators; and staying attuned to industry requirements and policy directions to effectively anticipate issues and facilitate resolutions. Undergraduate degree in Business or Commerce. Current professional designation as a Certified Professional in Supply Management (C.P.S.M.), Certified Purchasing Manager (C.P.M.), Accredited Purchasing Practitioner (A.P.P.) or similar related accreditation is an asset. At least 10 years' purchasing, supply chain management experience with demonstrated expertise in all aspects of contracting including supplier selection, bid evaluation, negotiation, and approving awards for a variety of materials and services. Strong industry/product knowledge in a production/operations environment and awareness of industry trends; Petro Chemical, Upgrading and/or Refining industry experience is required. Materials Management at the plant/field level experience would be an asset. Strong knowledge of SAP Materials Management (MM) Supply Chain Management (SCM). Demonstrated knowledge of Contract Negotiation and Formation details. Superior ability to work effectively in cross-functional teams along with proven management skills to lead people to achieve set objectives and deliverables coupled with strategic thinking and a strong track record for implementing processes and procedures. Effective communication (verbal/written) with all levels from executive management to front line employees at field sites, interpersonal, and leadership skills to promote the requirements of an operations area. Excellent planner (project planning by commodity) and organizer (ability to be proactive rather than reactive) - develop roadmap and performance measures for key spend opportunities. Ability to build relationships not only vertically within a Business Unit but also horizontally to cover all of company - leverage expertise for all of company, interact with all areas... Western Canada, Upgrading and Refining, Oil Sands, Heavy Oil, East Coast Canada. Strong problem-solving orientation to identify key issues and recommend appropriate solutions in a proactive manner. Some business travel (approximately 5%) will be required.

SmartPlant Catalog Administrator *New! Houston, TX Location*

Responsible for the management and support of Master SmartPlant 3D Catalog and custom component development and administration. Candidate will be responsible for developing and maintaining a single master catalog for the global use of SmartPlant 3D design activities. Candidate will be required to provide full administrative catalog support both globally and locally while complying with World Wide and project specific standards and specifications. A solid working knowledge of 3D Catalogs and specifications is mandatory. A general understanding of design disciplines and Microsoft Office products is essential. Candidate must also have good communication skills, both written and oral and be able to interface with global SmartPlant Administration Deployment Team and design staff. The Ideal candidate will also be proficient in SmartPlant Materials (Marian). Coordinate and maintain the Master SmartPlant Catalog in a Global multi-discipline environment. Incorporate standard vendor data and productivity enhancements as required by discipline and project. Deploy and support a stable integrated platform to meet project demands. Develop productivity aids, standard configurations and templates. Ensure project configurations meet required standards, both corporate and client. Implement and provide user support when needed. Troubleshoot and resolve software issues, upgrades and enhancements. Work with vendors and global administrators for resolution of software issues, bugs and training. Limited International travel may be required. Minimum of 2 years experience using and supporting 3D reference data and Catalog or equivalent. High School diploma (2 year Technical school diploma or better preferred). Understanding

of 3D and design related specifications. Demonstrates a sound knowledge of engineering practices and familiarity with engineering and construction activities is preferable. ***Value Added Information: Position reports to Manager, Engineering IT.***

Transport and Logistics Coordinator *New! Houston, TX Location*

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

Senior Development Representative *New! Ohio Location*

Will act as a company secondee working closely with the outside operator's production planning team, the operator's Toledo and Chicago engineering and refining technology groups, Integrated Supply and Trading, and various organizations to ensure the efficient implementation of the refinery reconfiguration development intentions. Position reports to the General Manager, Refined Products and New Ventures (US). Excellent opportunity to build upon experience and expertise while you undertake the following responsibilities: Develop and implement long cycle capital projects as a member partners team; Review and provide input/feedback on project schedules and cost estimates as well as Tender Requests for procurement of equipment and services; Ensure work is carried out in accordance with contract requirements and all related contract deficiencies are resolved; Develop mid to long range plans and establish strategies that maximize profitability using technical expertise; identify and report upon profitability enhancement opportunities; Generate related facility Authorization for Expenditures (AFE's) and manage budgets in collaboration with outside teams; Utilize project management tools and field standards, and support process enhancements; Report on activities and forecasts; Perform front end design activities; Act as the technical resource to the operations group for the preparation of operating procedures for assigned projects; Coordinate problem resolution by prioritizing, investigating and finding a final resolution; Contribute to the identification and implementation of associated computer-automated process systems; and contribute to a collaborative and disciplined environment within the confines of the existing operating group and consulting engineering groups. Bachelor's degree in Commerce, Economics, Engineering or equivalent is required. Masters Engineering/Mathematics/Business Administration would be an asset. Professional Engineer/Chartered Financial Analyst designation would be an asset. Eight years in a related position is required. Operations research and linear processing modeling experience is necessary. Broad knowledge of refinery operations, pipeline system operations, commodity logistics and inventory management expertise is necessary. Process Engineering Design is an asset. Construction Estimation is an asset. Extensive knowledge of refinery and unit operations; and refinery utilities and offsites is required. HAZOP is required. Project Information Management System (PIMS) skills are required. Proficiency in Microsoft Office Suite (Excel, Word, PowerPoint)

and SAP is required. Microsoft Access skills would be an asset. Superior mathematical competency is mandatory. Demonstrated ability to evaluate and apply new technologies is essential. Exceptional planning, organizing and negotiating skills. Proven skills in effectively managing multiple tasks, often under pressure and within extreme time constraints are necessary. Exceptional business writing and oral communication skills are required. Detail oriented, ensures that information is correctly processed and that work complies with relevant internal/external rules, procedures and regulatory requirements. This position requires business travel is required approximately 10% of the time. ***Value Added Information: Very high profile position and will interact directly with a group in Calgary. Position is one of a four person team that will be there to protect interest and assets in a JV operation. Next 3 to 4 years will be spent optimizing and planning and upgrading the refinery until they start drilling. "Small competitive environment"; Strong confident, but very diplomatic personalities are a must.***

U.S. Indirect Tax Manager Houston, TX Location

US Trading book comprising: On the oil side: Crude, Naphtha, LPG, Fuel Oil, Gasoline, Middle distillates and Biodiesel; On the Non Ferrous side: Copper, Zinc, Lead concentrates and refined metals. Trading activities in 30+ states. Main purpose of Job: Managing entire US Indirect tax position. Responsible to ensure all risks associated with U.S. State and Federal Petroleum Taxes including sales & use and excise tax exposure are fully in compliance and mitigated. Key areas of responsibility include: Responsible to prepare and file all Federal, State and Local tax returns on monthly, quarterly and annual basis as required (50+ returns). Provide tax research and advice on an ongoing basis to trading/operations as questions arise, document and process all requirements. Work with in-house IT development team to develop required tax reports directly from the trade systems. Troubleshoot all tax inquiries as they arise from States, Counterparties and Traders. Maintaining tax accounts and cross allocations to trading books. Execute and maintain counterparty tax records as required for audit. Review all transactions for tax compliance. Develop reports to monitor all tax exposure including ensuring all line item taxes are properly captured on product invoices to/from all counterparts. Maintain all State, Federal and Local licenses as enquired for all areas of the petroleum and businesses. Include maintenance of any required bonds. All Tax audit preparation and representation as required. Provide local (and Group) management with monthly report of all tax activity and issues/resolution. Trouble shoot tax administrative issues as they arise. Document issue and solution for future reference (as well as for process development). Ensure all U.S. based traders, operators, contract administrators and Finance are properly trained in relevant areas of tax compliance. Coordinate all license bond requirements, state tax payments are in place and/or made as required. Liaise with Group Tax, finance and operations managers to assist with coordination U.S. state franchise, federal Income and local, state property tax requirements. Specific work experience and knowledge in tax return preparation and reporting on individual U.S. State petroleum sales & use and excise tax rules, preferably gained in a similar energy trading environment. Rendering advice on above mentioned advice in a fast moving trading environment. Solid (tax) accounting background. Knowledge and expertise in the Renewable energy industry, more in particular Biodiesel is a nice to have. Get value for money from indirect tax counsel and service providers. Reporting structure: US Operations manager locally; and directionally to global indirect tax manager in Switzerland. Key relationships: US Trading & Operations teams, Global Contract Admin, Internal Finance teams, IRS and State Tax Authorities and Tax Advisers and agencies. Relocation is available for qualified individual.

Sr. Construction Engineer South Louisiana Location

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

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

**Becky Daniel
President/Managing Partner
Austin Group Resources
281-497-8595**

**20 years in Engineering placement, with EHS niche in Chemicals and Refining Industries
"Top 25" recruiter in state of Texas, Texas Association of Personnel Services, 2008
We were proudly ranked Fourth Largest in the Houston area
by the Houston Business Journal in number of permanent placements.**