

## Areas of Opportunity

May 23, 2017

### Maintenance & Engineering Manager

Responsibilities include:

- Management of capital projects including design, vendor selection, purchasing, installation, contract labor management and project cost control.
- Monitor and insure compliance with applicable laws and regulations.
- Management of maintenance, electrical and instrumentation departments, including quality and safety training, department expense budgeting, and professional development.
- Identify, track and report department performance and efficiency.
- Investigate quality incidents, accidents and spills and initiate corrective actions.

Qualifying candidates must have:

- BS Degree in Chemical Engineering, Electrical Engineering or related field
- 5 - 10 years related experience and training
- Knowledgeable in leadership and managerial principles

### Chemical Operator II

Responsibilities include:

- Following written formulation instructions for batch manufacturing of finished products, including accurately adding and recording the required material amounts.
- Coordinating staging of raw materials and use of logistics support.
- Insuring product meets quality criteria, including specified appearance.
- Gathering and recording operating information and data.
- Mentoring and training Chemical Operators in batch production and safety areas.
- Actively involved in problem resolution as it relates to quality issues with batches.
- Coordinating needed schedule changes during off hours.
- Maintaining accurate computer inventory systems data.
- Developing organizational improvement methods including cost reductions and productivity improvements.
- Insuring equipment is maintained to high standards.
- Knowledgeable in handling chemical spills and actively participates in clean up.
- Practicing good safety and housekeeping standards at all times.
- Backup assistance to area supervisor.
- Performs other duties as assigned.

Qualifying candidates must have:

- High school diploma or general education degree (GED)
- 3+ years of related experience and/or training
- Forklift experience
- Leadership experience and/or training



## R&D Chemist

Responsibilities include:

- Testing products to confirm performance meets specifications; documentation as required.
- Supporting company's interaction with customers as product requirements are determined.
- Creating reports for internal and external customers.
- Attending customer evaluations in a supporting role for the team.
- Testing and evaluating customer products.
- Monitoring and approving new production batches under supervision.
- Performing other duties as assigned.

Qualifying candidates must have:

- Bachelor of Science Degree in Chemistry, Chemical Engineering or Textile Chemistry (Masters Degree Preferred)
- No experience required

## Health, Safety & Environmental Coordinator

Responsibilities include:

- Helps to develop, implement, monitor, and manage safety and environmental programs, policies, and procedures.
- Conducts safety meetings, inspections and training programs.
- Participates in new product and process reviews.
- Understands federal and state regulations and monitors regulatory changes as they occur.
- Reviews incident trends and suggests corrective actions.
- Coordinates hazardous waste disposal activities.
- Assist in environmental permit compliance activities (NPDES permits).
- Coordinates workers' compensation claim procedures, investigations and processing.
- Support the Human Resources Department by performing a variety of administrative and coordination activities.
- Assist in site wide environmental compliance and record keeping activities.
- Serve as a member of Safety Committee and Emergency Response Teams.
- Performs other duties as assigned.

Qualifying candidates must have:

- Associates degree in related field is required, BS preferred
- 2-5 years of related experience and training

