

	JOB DESCRIPTION	CORPORATE	CFF 150.03.42A
		REFERENCE	9/21/09
		DRAFT	PAGE 1 of 2

PLANT PROCESS ENGINEER

Reports to: TBD	Location: Plant
FLSA Status: Exempt	Date: September, 2009

POSITION PURPOSE:

Continuously improve all manufacturing processes, products and plant efficiencies at the plant. Support plant process improvement projects. Develop and maintain PM software.

DIMENSIONS: (\$ responsibilities and numerical values are estimates, based on historic results.)

- Lead plant process improvements utilizing continuous improvement tools and techniques.
- Devise and conduct plant trials to establish areas for improvement.
- Monitor, evaluate and optimize existing equipment and processes using good engineering design principles.
- Responsible for implementation of EAM, PM software..
- Evaluate plant work practices and recommend changes in equipment and procedures.
- Develop process flow diagrams, specifications, and design or rating of equipment applicable to all plant processes.
- Maintain and update process control systems.
- Provide plant feedback and review of corporate capital projects during conceptualization phase.
- Under general supervision, independently evaluates, selects, and applies standard engineering techniques, procedures, and criteria.

REPORTING RELATIONSHIPS:

The person in this position reports to TBD (Corporate Process Engineering Manager???)

KEY COMPETENCIES:

REQUIRED:

- Degree in Chemical Engineering, B.S. minimum.
- Minimum 10 years experience in process or plant engineering, preferably in a specialty chemical manufacturing facility.
- Ability to apply analytical and problem solving skills to achieve process improvements.
- Demonstrated field experience in troubleshooting process operations.
- Proven verbal and written communication skills.
- Ability to manage projects to completion on time and within budget.
- Experience in process control, SPC, and instrumentation.
- Physical ability to reach all work areas in the plant (i.e. climb ladders, negotiate catwalks, handle heights to 50 feet, etc.), to lift twist and turn up to 50 lb. (i.e. open and close large valves, inspect equipment, don emergency equipment, etc.) and to expeditiously lead plant emergencies.

PLANT PROCESS ENGINEER	CFF 150.03.42A	PAGE 1 of 3
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- Due to safety sensitive nature of job, must pass regular & routine chemical dependency testing.

- Legal authorization to work in the US on a full-time basis.

RECOMMENDED:

- Advanced course work in engineering, management, or chemistry.
- At least 5 years in a TQM or similar Quality System environment.
- At least 5 years in ISO 9001 environment.
- Experience with process simulation software, such as HYSYS, PRO II, or Aspen.
- Experience with AutoCad.
- Experience with Microsoft Project or equivalent project scheduling software.

PHYSICAL REQUIREMENTS:

Activity	1	2	3	Activity	1	2	3
Walking				Climbing (ladders, catwalks) – 10 feet			
Sitting				Climbing (ladders, catwalks) – 50 feet			
Pushing				Donning emergency equipment			
Pulling				Talking			
Stooping				Hearing			
Kneeling				Vision			
Standing				Driving			
Reaching				Air travel			
Use of Hands							
Confined space entry							
Lifting – over 50 pounds							
Lifting – under 50 pounds							

1 = Consistently

2 = Occasionally

3 = Rarely

PRINCIPLE ACCOUNTABILITIES AND MEASURES

Success at Pilot is measured by the degree of continuous improvement an employee can demonstrate through agreed upon measurements:

1. Asset Management/Productivity - measured by reduction in operating costs per pound of product through process improvement and reduction in process downtime.
2. Project Management/Technical competency - measured by timeliness, technical competence, and cost control of capital projects, and development of process improvement projects that result in substantial cost savings.
3. Safety - measured as lost work days, OSHA recordable accidents, and safety citations in department and contributions to improve plant systems. Also measured by PSM committee participation and performance.
4. Quality - measured as maintenance of Quality System areas of responsibility, minimizing non-conformances.
5. Employee Relations - measured by informal employee surveys and internal and external audits.
6. Continuous Improvement - measured by successful use of proper techniques in accomplishing all other objectives with emphasis on elimination of waste.

NOTE: Pilot job descriptions are not intended to be restrictive, all inclusive or complete detailed descriptions. Management reserves the right to change any job, without warning, subject only to legal and contractual restrictions.