OVERVIEW
The Process Safety Leader will have expertise in doing PHAs of existing processes and new processes (projects), developing and implementing PSM programs, leading investigations and root cause analyses, assessing PSM and reliability systems, writing operating and maintenance procedures, and assessing equipment reliability systems (mechanical integrity systems) and include site personnel and collaborate in all aspects of such an effort while abiding by the mission, objectives, and policies of the Company.

ESSENTIAL FUNCTIONS
1. Upholds safety, health, environmental procedures, communicates directly and supports the EHS department to ensure OSHA and EPA compliance at all times.
2. Personally provide leadership, counsel and technical assistance to the operations managers, technical advisors, maintenance manager, safety supervisor, plant engineering, and hourly plant personnel in the field of process safety management to attain production, quality, cost, safety and environmental goals.
3. Lead and document the PHA/hazard evaluations of each phase of a large project (such as a new process).
4. Lead and document the PHA/hazard evaluations of existing (older) process.
5. Lead incident investigations or root cause analyses.
6. Demonstrate how to prepare for PHA meetings, how to effectively lead the hazard review meetings, and how to document the results in a useable PHA report.
7. Perform Layer of Protection Analysis (LOPA) for determining if the risk of an accident scenario is low enough.
8. Be an expert at determining the necessary risk mitigation for an accident scenario during PHAs/HAZOPs, or as a stand-alone task.
9. Ability to write effective procedures and supplement plant personnel in actually writing operating and maintenance procedures.
10. Assist in developing inspection, test, and preventive maintenance plans and equipment reliability programs.
11. Develop and implement key performance indicators (most importantly, leading indicators) to track the progress of PSM on a week-by-week and month-by-month basis.
12. Obtain the most out of implementing PSM to help ensure maximum compliance.
13. Manage, coordinate and implement all fourteen(14) elements of the OSHA Process Safety Management standard and the additional requirements of EPA risk management plan rule.
14. Evaluate new processes and modify existing processes and facilities to meet new requirements.
15. Work in tandem with the maintenance staff to develop, coordinate and evaluate maintenance programs for highly technical equipment.
16. Provide oversight and conduct audits for site management of change (MOC) and pre-start up safety review process (PSSR).
17. Participate on teams responsible for implementing new products and processes.

REQUIREMENTS
1. BS degree in chemical or mechanical engineering preferred but not required with 7-10 years’ experience in a similar role.
2. Formal training in Root Cause Analysis preferred.
3. Formal training on How to Conduct Audits preferred.
4. Knowledge of regulatory requirements, procedures and legislative process.
5. Excellent communication skills, personal rapport and motivation are required to effectively coach internal staff and work with outside groups and agencies engaged in process safety
6. Knowledge of State/Federal EPA and OSHA compliance requirements.
7. Experience working in a union environment preferred; but not required.
8. Proficient in Microsoft applications, including MS Word, MS Excel, MS Outlook, and MS PowerPoint.
9. Excellent communication skills and experience applying technology through teamwork.
10. Ability to work in a diverse team environment including interactions with technical staff, administrative staff, business team leaders, and contract personnel.
11. Ability to challenge the organization in a manner that maintains trust and respect.
12. Ability to effectively communicate both orally and in writing to present complex topics in a concise manner.
13. Ability to build business partnerships across and between functional groups and lead a project or technical team.
14. Ability to accept and respond to changes and challenges in a positive manner.
15. Demonstrated capability to analyze problems and provide accurate solutions.
16. Demonstrated skills in time management and managing multiple priorities.
17. Critical thinking skills and ability to constructively resolve conflicts.
18. High energy and passion for excellence, bias for action, adaptability, and resilience.
20. Strong interpersonal skills, essential in dealing with people at all levels and in a variety of functions including technical staff, business team leaders, union personnel and be able to influence and motivate others to quickly achieve results.
21. Must have generic competencies of analytical thinking, communication and interpersonal understanding, initiative, team work and team leadership, and quality orientation/attention to detail.
22. Must be able to work extended hours, weekends as needed, especially when problems occur or when deadlines must be met.
23. Six Sigma training a plus.
24. Some travel will be required that includes travel to our Hammond, IN facility.

WORKING ENVIRONMENT
While generally working out of an office, in order to perform the essential job functions of this position, the incumbent must have mobility to move around the factory/equipment, wear proper PPE, and can potentially be exposed to hazardous chemicals, wet or humid conditions, outdoor weather, noisy and dusty environment.

PHYSICAL REQUIREMENTS
Requires the ability to climb stairs, lift or move up to 10 pounds routinely and and/or move up to 50 pounds occasionally. May need to perform physical activities that require moving your whole body with considerable use of arms and legs, such as reaching, bending, twisting, standing, climbing, lifting, balancing, walking, and stooping. Also may be required to climb ladders and examine work that may be conducted in high, precarious elevations.

COMPETITIVE BENEFITS INCLUDING:
Medical, prescription, dental, bonus potential, matching 401 (k), vacation, paid holidays. Salary will be commensurate with education, training, and background experience.

Resumes with work histories must include salary requirements. Resumes without this information will not be considered. Enter in subject line Process Safety Manager and email to resumes@doverchem.com. Please visit our website at www.doverchem.com for more information about the company. No phone calls please. Principals only; no recruiter calls.