

POSITION SUMMARY: Responsible for planning and coordinating all plant activities to ensure high performance, maximum productivity, and product quality in a safe and efficient manner. Must be able to constantly maintain maximum productivity, and create a safe and positive working environment for all employees. Act as a team leader and ensure the continuous improvement of Pilot Plant team and processes. Maintain cooperative interaction with all employee's, customers, and suppliers. Responsible for the oversight of ISO-9001, Process Safety Management, Safety and High Performance Work Team initiatives. This position must also work closely with R&D, Marketing and Production groups to ensure appropriate scale-up of new products and support of process improvement projects.

KEY RESPONSIBILITIES: Manage total Pilot Plant site to deliver key objectives in safety, environmental, production, quality, customer satisfaction and budget development & control in order to achieve operational excellence. Develop strong working relationships with all cross functional departments and plants to ensure support of critical business strategies and goals. Foster a high performance work place environment that is capable to moving quickly responding to changing environments and driving continuous improvement. Develop short term annual operating and long term strategic plans for the site. Support employee relations, training and development to ensure a positive work environment for all employees. Ensure compliance with all safety and environmental regulations and support a behavioral based safety culture. Initiate and support continuous improvement projects that provide cost reduction, quality improvements, productivity gains and greater customer satisfaction. Provide leadership to community relations programs including Responsible Care initiatives. Manage the plant's expense and capital budgets. Team with other manufacturing sites to drive best practice sharing. Lead Division's technical initiatives as needed

MINIMUM QUALIFICATIONS: Bachelor's Degree in Chemical Engineering; Advanced Chemical Engineering degree desirable A minimum of 8 years experience in a Chemical plant Demonstrated excellent leadership, coaching and mentoring skills Strong mechanical skills and equipment experience Advanced problem solving and facilitation skills Emulsion polymerization experience Experience with automated process control Ability to function effectively in a team environment and work independently as well Ability to prioritize and balance short and long term needs Flexible; adapts well to change and can multi-task efficiently Strong work ethic and willingness to support 'off-shifts' on an as needed basis

DESIRABLE QUALIFICATIONS: Knowledge of ISO 9000 systems Lean Six Sigma Greenbelt Previous maintenance and project management experience