

HSSE Manager

Fayetteville, AR

Purpose of the job:

This role supports the Fayetteville Site in achieving its overall Health, Safety, Security and Environmental (HSSE) objectives by developing, delivering and managing effective HSSE systems, training, communications and coaching. The HSSE Manager leads, advises regarding and champions the HSSE needs of the site and assures compliance with Local, State and Federal Workplace Safety, Security and Environmental Laws. This position works closely with the Fayetteville Technology, Operations and Laboratory teams, Naperville HSSE team, Vero Beach HSSE Manager, members of INEOS Bio Projects and Licensing Delivery teams, other INEOS sites, contractors and suppliers to provide safe and operable technical center facilities and to deliver HSSE expectations. This incumbent will review, augment, coordinate and direct all HSSE activities at the site including HSSE interfaces with governmental authorities.

Accountabilities of the job:

- Develop, implement and manage comprehensive HSSE systems and management process including operational audits, corrective action tracking, Management of Change (MoC), training and incident investigation
- Lead the preparation of HSSE procedures, provide or arrange HSSE training for Fayetteville plant personnel and provide ongoing HSSE and PSM support for the site
- Train plant personnel to identify risk and develop and implement control methodology. Provides review of all operations, maintenance and laboratory Standard Operating Procedures (SOPs) from the perspective of HSSE compliance and best practices
- Perform or direct audits / inspections / environmental surveillance and use findings to target coaching, communications and training to achieve consistent application, performance improvements, and regulatory compliance
- Audit and monitor permits including excavation, hot work, confined space entry and lockout / tagout (LOTO) activity; lead site in permit compliance continuous improvement.
- Meet site and business HSSE objectives and comply with all relevant laws and policies
- Evaluate current and proposed codes, standards, regulations, and guidelines to determine the impact on current and future programs and activities
- Ensure that required certifications, permit applications and modifications as well as all environmental reporting are completed in a timely manner
- Inspect and monitor all safety and environmental equipment
- Maintain and manage all regulatory documentation for the Fayetteville Site
- Project: Specific Activities:
 - Participate in cross-functional teams to optimize plant designs for HSSE and PSM considerations
 - Provide Safety engineering input to HAZOP and SIL analyses and ensure all actions are included in the plant design.
 - Support the commissioning activities

- Develop, implement, manage and support Emergency Response Plan and Crisis Management Team
- Develop, implement and manage a comprehensive Contractor management process including audits and annual re-qualifications
- Manage Site data base including near misses, action items and audits.
- Develop, implement, manage and coordinate a comprehensive Process Safety Management-based (PSM) process including PSM audits, Process Safety Information, HAZOPS, Management of Change, Process Hazard Analysis, Pre-Startup Safety Reviews, Training and Mechanical Integrity
- Develop, implement and manage a comprehensive security management process including procedures, audits, access control, bomb threats, and theft or fraud reporting.
- Develop, implement and manage a comprehensive training system including development of training topics and materials, maintaining accurate training database, refresher training, contractor and new employee training and assurance that employee training is current including operating procedures, ergonomics and HSSE requirements.
- Monitor and provide input on the effectiveness of training resources and materials

Specific differentiating criteria

This role reports to the Site Director and is part of the Leadership Team for the Fayetteville Site. The site includes offices, laboratories, a pilot plant and auxiliary facilities and is the center for Research & Development for INEOS Bio. The INEOS Bio process encompasses feedstock handling, gasification, fermentation, product recovery and energy integration; activities at the site include the design and implementation of experimental protocols at lab and pilot plant scale that necessarily introduce change and risk. The HSSE Manager is accountable for the development and effective implementation and execution of HSSE processes technology development at a R&D center.

The role will interface with a number of internal groups: Site operations and maintenance, laboratory and technical teams, HSSE team members within INEOS Technologies (based in Naperville, Illinois) and INEOS Bio (based in Vero Beach, Florida), projects and licensing teams, other INEOS sites. as well as external entities: regulatory agencies (Arkansas Department of Environmental Quality, Alcohol and Tobacco Tax and Trade Bureau, OSHA, DOE), local and county emergency response, contractors and suppliers.

Required profile:

Level of education & Experience in general

- The successful candidate should have a minimum of a B.S. degree
- Professional Safety and/or Environmental Certification
- 5-10 years of related industrial experience in HSSE compliance or equivalent combination of education and experience
- Experience in Petrochemical manufacturing or biofuels in technology, production, or HSSE/PSM roles with an understanding of issues related to specific types of equipment, unit operations and maintenance is preferred

Technical skills

- Previous HSSE experience in petrochemicals, refining or biofuels.
- An ability to manage work priorities to deliver real performance improvements in a busy and demanding work environment.
- Strong knowledge of safety and environmental systems and the pro-active application of new techniques to improve HSSE performance.
- Experience interfacing with governmental authorities (OSHA, ADEQ, etc)
- Detailed knowledge of design Codes and industry standards as applied to petrochemical facilities, Process Safety Management (PSM), Management of Change process, and Environmental regulations.

Behavioral skills

- Proven safety and environmental performance and Strong safety and environmental ethic
- Proven ability to work with/lead others with strong inter-personal, influencing and leadership skills as well as strong written, verbal, and communications skills
- Ability to work effectively with Regulatory Agencies
- An ability to manage work priorities to deliver real performance improvements in a busy and demanding work environment.
- Strong bias for action to identify potential problems and co-ordinate their resolution before they become an issue. Continual enthusiasm and a desire to assist the team to improve performance.