



FMC GREEN RIVER – HUMAN RESOURCES DEPARTMENT

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	<ul style="list-style-type: none"> <li>?? Mentor new chemists and process engineers</li> <li>?? Assist plant area with development of new engineers</li> <li>?? Teach technical and process related classes</li> <li>?? Document tests, recommendations, etc...</li> <li>?? Perform technical and economic evaluations of alternative processes, additives, etc</li> <li>?? Identify and develop process control mechanisms</li> <li>?? Develop solutions to process problems</li> <li>?? Assist plant areas in development of short and long term technical plans</li> <li>?? Lead site ISO 9000 certification efforts</li> <li>?? Implement Master Process system</li> <li>?? Lead process engineering teams consisting of technology group and plant process engineers</li> </ul>
<p><b>Skill, Capability and Educational Requirement</b></p>	<ul style="list-style-type: none"> <li>?? B.S. in Engineering, Chemistry or other physical sciences degree</li> </ul>
<p><b>Required Competencies</b></p>	<ul style="list-style-type: none"> <li>?? <b>Creativity:</b> Comes up with a lot of new and unique ideas; easily makes connections among previously unrelated notions; tends to be seen as original and value-added in brainstorming settings.</li> <li>?? <b>Ethics And Values:</b> Adheres to an appropriate (for the setting) and effective set of core values and beliefs during both good and bad times; acts in line with those values; rewards the right values and disapproves of others; practices what he/she preaches.</li> <li>?? <b>Functional/Technical Skills:</b> Has the functional and technical knowledge and skills to do the job at a high level of accomplishment.</li> <li>?? <b>Learning On The Fly:</b> Learns quickly when facing new problems; a relentless and versatile learner; open to change; analyzes both successes and failures for clues to improvement; experiments and will try anything to find solutions; enjoys the challenge of unfamiliar tasks; quickly grasps the essence and the underlying structure of anything.</li> <li>?? <b>Listening:</b> Practices attentive and active listening; has the patience to hear people out; can accurately restate the opinions of others even when he/she disagrees</li> <li>?? <b>Organizing:</b> Can marshal resources (people, funding, material, support) to get things done; can orchestrate multiple activities at once to accomplish a goal; uses resources effectively and efficiently; arranges information and files in a useful manner.</li> </ul>

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	<p>?? <b>Planning:</b> Accurately scopes out length and difficulty of tasks and projects; sets objectives and goals; breaks down work into the process steps; develops schedules and task/people assignments; anticipates and adjusts for problems and roadblocks; measures performance against goals; evaluates results.</p> <p>?? <b>Priority Setting:</b> Spends his/her time and the time of others on what's important; quickly zeros in on the critical few and puts the trivial many aside; can quickly sense what will help or hinder accomplishing a goal; eliminates roadblocks; creates focus.</p> <p>?? <b>Problem Solving:</b> Uses rigorous logic and methods to solve difficult problems with effective solutions; probes all fruitful sources for answers; can see hidden problems; is excellent at honest analysis; looks beyond the obvious and doesn't stop at the first answers.</p> <p>?? <b>Process Management:</b> Good at figuring out the processes necessary to get things done; knows how to organize people and activities; understands how to separate and combine tasks into efficient work flow; knows what to measure and how to measure it; can see opportunities for synergy and integration where others can't; can simplify complex processes; gets more out of fewer resources.</p> <p>?? <b>Drive For Results:</b> Can be counted on to exceed goals successfully; is constantly and consistently one of the top performers; very bottom-line oriented; steadfastly pushes self and others for results.</p>
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