



POLICY & PROCEDURE

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## PLANT OPERATION SPECIALIST

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Cooper Natural Resources is seeking Plant Operating Specialist's to perform a variety of work in plant operations. The incumbent will monitor equipment, make adjustments to process controls, take routine readings, perform preventive and minor maintenance, trouble-shoot operational problems, and complete paperwork associated with regulatory permitting in order to improve plant system operation/up-time and reduce operating cost. This position is located in Loop, Texas (Gaines County) and reports to the Production and Plant Manager.

### Required Qualifications

- At least High School grad or G.E.D.
- 3+years preferred with a responsible attitude for personal safety and the safety of co-workers, contractors &the public.
- Ability to work 12 hour, rotating shifts.
- Basic knowledge of plant processes.
- Basic knowledge of OSHA 1910.119.
- Knowledge of technical math skills.
- Capable of performing preventive maintenance and minor repairs on all required plant equipment.
- Ability to efficiently and effectively monitor plant equipment and make adjustments to processes and controls.
- Ability to troubleshoot operational problems.
- Ability to handle upsets, startups, and shutdowns to plant systems and processes
- Knowledge of DCS systems (Delta V).
- Ability to perform lab tests such as cooling tower and R/O unit water tests and SRU chemical tests.
- Ability to work effectively in a team environment.
- Ability to manage multiple responsibilities/priorities simultaneously.
- Must meet established CNR's goals and work standards.
- Good computer skills, along with ability to input data into excel format.
- Good communication and excellent interpersonal skills.

### Physical Demands:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Ability to perform heavy manual labor, frequently lifting up to 75 pounds and occasionally up to 100 pounds with the assistance of applicable equipment or other employees. Ability to meet color and peripheral vision requirements. Must be able to work from heights with the assistance of proper safety equipment. Ability to work in all outdoor weather conditions.

Cooper Natural Resources provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, gender, sexual orientation,

gender identity or expression, national origin, age, disability, genetic information, marital status, amnesty, or status as a covered veteran in accordance with applicable federal, state and local laws. Cooper Natural Resources complies with applicable state and local laws governing non-discrimination in employment in every location in which the company has facilities. This policy applies to all terms and conditions of employment, including, but not limited to, hiring, placement, promotion, termination, layoff, recall, transfers, leaves of absence, compensation, and training.

Cooper Natural Resources expressly prohibits any form of unlawful employee harassment based on race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, genetic information, disability, or veteran status. Improper interference with the ability of Cooper Natural Resources employees to perform their expected job duties is absolutely not tolerated.