



Environmental Manager

JOB SUMMARY:

The **Environmental Manager** provides leadership to plant management and hourly employees regarding regulatory compliance with all environmental media, including air, water, solid waste and remediation. Schedules and oversees external environmental audits of the plant and provides direction and assistance to maintenance and operating departments. Has significant influence on regulatory compliance, environmental policy and internal management standards for environmental programs for both the Dover, OH and the Hammond, IN facilities. Assesses the impact of regulatory changes that impact operations to ensure compliance. Required to keep abreast of new environmental regulatory requirements.

JOB REQUIREMENTS:

- 4 year degree in Environmental, Engineering or Sciences
- At least 10 years' experience in environmental work
- At least 5 years' experience in a chemical plant or petroleum refinery
- Experience in air emission reporting, TRI, waste regulations and NPDES compliance
- Must be able to communicate effectively to all levels of the organization.
- Must be detail oriented and have strong writing and organizational skills.
- Proficient in use of Microsoft
- Effective in leading change across functional boundaries
- Prior supervisory experience is preferred
- Experience dealing directly with regulators is a plus.
- Experience in remediation work is preferred.
- Past experience dealing with multiple facilities located in separate states would also be desired.
- Experience in ISO14001 and ESG Reporting is a plus.

NATURE & SCOPE:

▪ Oversee environmental programs, plans and procedures for compliance with federal and state regulatory and permit requirements ▪ Prepare and ensure timely submission of environmental reports to government agencies ▪ Provide direct supervision for the Environmental Coordinator in performance of duties ▪ Ensure inspection, monitoring, measurement, analytical testing, and recordkeeping requirements for environmental permits including air, storm water, process wastewater, remediation and hazardous waste are completed as required ▪ Interface with governmental regulatory agencies for environmental compliance and enforcement inspections ▪ Participate in internal EHS compliance audits and inspections for environmental permits ▪ Analyze environmental performance metrics, prepare reports, and make recommendations to senior leadership ▪ Oversee remediation efforts for the site ▪ Manage and support the implementation of environmental training in the plant ▪ Ensure incident investigations involving releases are completed and aid in development of an action plan to prevent reoccurrence.

Individual core attributes associated with the successful performance of the Environmental manager position include, but not limited to:

- Good judgement and decision making ability
- Good spoken and written communication skills
- Confident and assertive manner
- High degree of accuracy and attention to detail
- Good organizational and prioritization skills
- Ability to work under pressure and to deadlines
- Good business sense and awareness

COMPETENCIES: (List the competencies associated with successful performance of the job)

Thinking Competencies:

1. **Strategic Thinking** – Taking the longer term into consideration and developing broad scale objectives.
2. **Analytical Thinking** – The nature of addressable problems and the difficulty in identifying solutions that add value

Self-Managing Competencies:

1. **Adaptability** – Maintaining effectiveness in different situations, environments and cultures.
2. **Flexibility** – Ability to alter behavior and opinions in the light of new information or changing situations.
3. **Self-Control** – Continuing to perform effectively in stressful and difficult circumstances.
4. **Thoroughness** – Seeking completeness and accuracy.

Influencing Competencies:

1. **Rational Persuasion** – Building persuasive arguments based on logic, data, and the objective merits of the situation.
2. **Strategic Influencing** – Being aware of different forms and sources of influencing in choosing between different influencing strategies.

Achieving Competencies:

1. **Critical Information Seeking** – Gathering critical information from key sources to assist problem solving.
2. **Results Orientation** – Focusing attention on key objectives; wanting effective outcomes.
3. **Concerns for Standards** – Pursuing excellence in line with the organization's norms and values

COMPETITIVE BENEFITS INCLUDING:

Medical, prescription, dental, bonus potential, matching 401 (k), vacation, 11 paid holidays, company paid life insurance. Salary will be commensurate with education, training, and background experience.

Please email resumes to resumes@doverchem.com with **Environmental Manager** in the subject line.
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