



Join our dynamic team!

Job Title:	Lead Process Engineer	Location:	Mountain Pass, CA
Regular/Temporary:	Regular	Full/Part Time:	Full-Time
Exempt/Non Exempt:	Exempt	Shift:	Day Shift

POSITION OVERVIEW:

The Lead Process Engineer to guide a young group of Process Engineers. In this position you will supervise and mentor 6-7 process engineers and oversee their performance. This is a working technical supervision position. You will also have the opportunity to troubleshoot, design processes, manage projects and implement new technology.

KEY RESPONSIBILITIES (essential position functions):

Employee direction and development

- Direct priorities of process engineers, follow up and ensure objectives are being met
- Conduct bi-annual performance reviews
- Conduct any discipline as necessary
- Train and mentor process engineers on their responsibilities
- Act as focal point for process engineering group to interface with other departments and personnel
- Ongoing Process Improvement efforts
- Identifies and scopes out large capital project needs
- Participate on large capital project teams
- Identify and lead small capital projects
- Identification of production issues and bottlenecks
- Work with purchasing, vendors, maintenance, contractors, operators, and other team members to complete project

POSITION REQUIREMENTS:

- 10+ yrs experience as a process engineer in a chemical, mining, petroleum or heavy industrial setting
- B.S. in Chemical Engineering
- Examples of increasing responsibility and leadership or direction of teams or other engineers
- Experience managing other salaried professionals
- Experience with the following unit ops is preferred (reactors, filters, pumps, DCS/PLC control systems, wet scrubbers, kilns, dryers, etc.)
- Solvent Extraction, Chlor-Alkali or Co-Gen power plant experience is a plus
- Experience leading small to medium size capital projects (\$200k to \$2MM)
- Experience in process improvements from concept (identification, scoping, design, procurement) to installation
- Experience leading a cross departmental team
- Knowledge of how to create, read and modify PFD's and P&ID's

- Ability to identify and solve problems and convince others (management down to operators) that your solution is the right one
- Use of statistical process control to monitor key process variables
- Good written and verbal skills
- Computer skills should include Microsoft Office, statistical software is a plus, AutoCAD is a plus

WORKING CONDITIONS:

- Our facility is at an elevation of 4700 feet
- Employees are subject to extreme weather conditions
 - Freezing winter weather
 - Extreme desert summer heat
- Work is in a mine or manufacturing plant setting, which may include exposure to moving mechanical parts, toxic chemicals, risk of electrical shock, explosives, fumes or airborne particles.
- Occasionally may be required to lift moderately heavy objects (up to 30 pounds) during the course of the workday.

**-To apply for this position, please forward your resume to hr@molycorp.com
ALL RESUMES MUST SPECIFY FOR WHICH POSITION(S) YOU WISH TO BE CONSIDERED
ALSO, PLEASE PLACE THE JOB TITLE IN THE SUBJECT LINE OF YOUR EMAIL-**

Benefits:

Medical

Dental

Vision

Life Insurance

Flexible Spending Accounts (Health & Dependent Care)

401(k) with an outstanding Company match provision

Long Term Disability

Employee Assistance Program

Educational Reimbursement

Paid Time Off (vacation, sick, holidays)

Performance based annual bonus program

Bonus

EEO/AA