



Shift Supervisor – Chemical Operations

Location: Tuscaloosa, AL

Reports to: Director of Site Operations

Shift: Rotational Shifts – EXEMPT

Job Summary:

The Shift Supervisor – Chemical Operations is responsible for overseeing plant operations during assigned shifts, ensuring safety, quality, and efficiency in chemical manufacturing processes. This role involves supervising operators, troubleshooting equipment, monitoring production parameters, and enforcing regulatory compliance.

Key Responsibilities:

Operations Management:

- Oversee and coordinate daily chemical production activities to meet production targets.
- Monitor process parameters and adjust operations to maintain efficiency and quality.
- Ensure adherence to standard operating procedures (SOPs) and work instructions.
- Conduct routine inspections of equipment and processes to identify and resolve issues.

Safety & Compliance:

- Enforce workplace safety procedures in accordance with OSHA, EPA, and other regulatory standards.
- Conduct safety briefings and ensure proper use of personal protective equipment (PPE).
- Investigate and report safety incidents, near misses, and deviations from protocols.
- Maintain compliance with environmental and hazardous material handling regulations.
- Accountable for ensuring compliance with plant policies and procedures in accordance with ISO standards.

Team Leadership & Supervision:

- Supervise and mentor production operators, ensuring proper training and skill development.
- Assign tasks, monitor performance, and provide feedback to team members.
- Foster a culture of teamwork, accountability, and continuous improvement.
- Participate in hiring process and leading personnel.

Quality Control & Process Improvement:

- Collaborate with Quality Assurance (QA) teams to ensure product specifications are met.
- Identify process inefficiencies and suggest improvements to enhance productivity.
- Implement Lean Manufacturing and Six Sigma principles where applicable.

Reporting & Documentation:

- Maintain accurate production logs, shift reports, and downtime records.
- Report operational data to management and suggest corrective actions as needed.
- Assist in root cause analysis for process deviations and implement corrective actions.
- Provide resources for incident investigation and procedure review/revision process.



Qualifications & Skills:

Education & Experience:

- Required: High school diploma or equivalent; technical certification in chemical operations preferred.
- Preferred: Bachelor's degree in Chemical Engineering, Industrial Engineering, or related field.
- 5+ years of experience in chemical manufacturing.
- Minimum 2 years in a supervisory role over the last 5 years.

Technical & Soft Skills:

- Strong knowledge of chemical plant operations, safety protocols, and regulatory compliance.
- Experience in operating Distributed Control Systems (DCS) and process automation tools.
- Leadership and team management skills with the ability to train and motivate staff.
- Strong problem-solving and decision-making abilities under pressure.
- Excellent communication and reporting skills.

Work Environment & Physical Requirements:

- Work in a chemical plant environment with exposure to hazardous materials and high temperatures.
- Ability to wear PPE, including respirators, gloves, and protective suits.
- Ability to stand, walk, and operate machinery for extended periods.

Must be authorized to work for an employer in the USA without current or future restrictions.

To apply, send cover letter and resume to: careers@gaylordchem.com

Gaylord Chemical is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, religion, color, national origin, sex, sexual orientation, gender identity, age, pregnancy, genetic conditions, status as a protected veteran, or status as a qualified individual with a disability.