



Technical Training Supervisor – Chemical Operations

Location: Tuscaloosa, AL

Reports to: Director of Site Operations

Shift: Can Vary (Base: M-F 8 Hours) – EXEMPT

Job Summary:

The Training Supervisor – Chemical Operations is responsible for developing, implementing, and overseeing training programs for employees working in chemical manufacturing and processing. This role ensures that all personnel are adequately trained in safety protocols, standard operating procedures (SOPs), regulatory compliance, and equipment operation. The Training Supervisor collaborates with operations, safety, and HR teams to ensure a highly skilled and compliant workforce.

Key Responsibilities:

Training Program Development & Implementation:

- Design, develop, and implement technical training programs specific to chemical manufacturing processes.
- Conduct training on SOPs, process control, material handling and emergency response.
- Develop and maintain training materials.

Employee Training & Certification:

- Lead onboarding and orientation programs for new hires in chemical operations.
- Provide hands-on training for operating chemical processing equipment and safety systems.
- Conducts regular on the job training in the control room
- Assess employee competencies and administer refresher training when necessary.
- Performs skill assessment and provides re-training.
- Coordinate certification programs for operators, ensuring regulatory and company standards are met.
- Champions annual re-certification for each job-role

Safety & Compliance Training:

- Conduct regular safety training.
- Ensure employees understand and comply with safety data sheets (SDS) and personal protective equipment (PPE) requirements.
- Work with the Environmental, Health & Safety (EHS) to ensure compliance with workplace safety regulations.
- Investigate training-related safety incidents and implement corrective actions.

Performance Monitoring & Evaluation:

- Assess the effectiveness of training programs through testing, observation, and employee feedback.
- Maintain detailed training records and ensure compliance with regulatory documentation requirements.
- Identify gaps in workforce knowledge and develop targeted improvement programs.
- Conducts and documents performance assessments.



- Recommends disciplinary actions based on performance assessment outcome and repeat underperformance on the job.

Team Management & Collaboration:

- Supervise and mentor training facilitators and technical trainers.
- Collaborate with plant supervisors and managers to align training with production goals.

Qualifications & Skills:

Education & Experience:

Required:

- High school diploma or equivalent; technical certification in chemical operations preferred.
- 10+ years of experience in chemical manufacturing operations.
- Proven track record in training excellence and employee continuing education.

Preferred:

- Bachelor's degree in Chemical Engineering, Industrial Engineering, Occupational Safety or related field.
- Experience as a Training Supervisor, Lead Operator, or Process Trainer in a chemical plant.

Technical Knowledge & Skills:

- Strong knowledge of chemical plant operations, safety protocols, and regulatory compliance.
- Understanding of Distributed Control Systems (DCS) and process automation tools.
- Experience conducting control room training and real-time operations coaching.

Leadership & Soft Skills:

- Ability to mentor and develop employees.
- Strong verbal and written communication skills for training materials and presentations.
- Demonstrated collaboration with plant supervisors, engineers, leadership, HR, and EH&S to ensure training aligns with business goals.
- Demonstrated ability to communicate across all levels of the organization.
- Ability to identify skill gaps and develop target training solutions.

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.