

Title	Location	Salary	Job Description
Operations/Plant Manager	Dalhart, TX Area	\$80K-\$100K + Bonus	<p><b>Position Summary:</b>  Responsible for the management of all aspects of the company's materials operation. Lead and manage all safety efforts at the plant as well as site planning, pit development, quality control and maintenance function. Ensure compliance with company mandated safety and environmental policies, programs and guidelines as well as regulatory compliance.  Lead/supervise/manage the employees and provide strong leadership, training, team building. Manage all mine planning, operational, financial, safety, environmental, personnel, and community relations duties at the mine in accordance with company programs, policies, and guidelines as well as government agencies including MSHA and the EPA.</p> <p><b>Requirements:</b>  A related Bachelor of Science Degree or equivalent experience is preferred. Three to five years of plant management experience, preferably in the mining industry managing in a non-union environment.  Working knowledge and understanding of MSHA regulations and possess a strong personal commitment to safety.  Solid understanding of operation and maintenance of aggregate and sand processing equipment.  Excellent verbal, written and interpersonal communication skills and capable of developing and maintaining good relationships with company and regulatory agency personnel.  Strong leadership skills; possess the ability to lead, manage and motivate; have a proven track record for creating employee ownership of safety, production and quality.  Excellent time management skills; ability to prioritize and manage multiple tasks; strong planning skills.  Should be computer literate.  Ability to work extended hours, weekend and nights, where necessary.</p> <p>A full comprehensive health/welfare benefits package is included.</p>

Plant Manager (1)	Midland/Odessa, TX. Area.	\$100K-\$175K +Bonus 20%	<p><b>Position Summary:</b> Responsible for the management of all aspects of a 2.4 million TPY sand operation. Lead and manage all safety efforts at the plant as well as site planning, pit development, quality control and maintenance function. Supervise a workforce of approximately 100 employees. Ensure compliance with company mandated safety and environmental policies, programs and guidelines as well as regulatory compliance. Lead management team and group of employees and provide strong leadership, training, team building and supervision. Manage all mine planning, operational, financial, safety, environmental, personnel, and community relations duties at the mine in accordance with company programs, policies, and guidelines as well as government agencies including MSHA and the EPA.</p> <p><b>Requirements</b> Bachelor of Science Degree in Engineering (preferably Mining or Civil) or equivalent experience Minimum of five years of plant management experience, preferably in the mining industry managing in a non-union environment Experience with Statistical Process Control is a plus Working knowledge and understanding of MSHA regulations and possess a strong personal commitment to safety Solid understanding of operation and maintenance of aggregate and sand processing equipment Excellent verbal, written and interpersonal communication skills and capable of developing and maintaining good relationships with company and regulatory agency personnel Strong leadership skills; possess the ability to lead, manage and motivate; have a proven track record for creating employee ownership of safety, production and quality Excellent time management skills; ability to prioritize and manage multiple tasks; strong planning skills A full array of comprehensive benefits is offered including relocation.</p>
Operations Manager	Monahans, TX.	\$100K-\$130K + Bonus -20%	Coordinates milling production and maintenance priorities. Assists to enhance the existing Total Safety Culture Program and Environmental guidelines to

			<p>ensure employee safety and health. Assists with management of the departmental budget and controlling costs. Monitors plant performance, identifies/troubleshoots deficiencies or failures and makes recommendations for improvement. Supervise and direct the hourly work force in their daily activities. Coordinate Operations with the Maintenance Department on all equipment including manpower, supplies, and scheduling to ensure low operating cost and downtime. Communicate closely with the Quarry Mining Department to ensure cost effective operation of processes. Maintain records to ensure effective scheduling of operations. Assist in purchasing and inventory of reagents and supplies and identification of problem areas. Assist in accurate preparation of budgets and forecasting resulting in proper cost control and business planning. Maintain a competent and effective supervisory and hourly force through effective personnel management and labor relations techniques. Promote better performance of subordinates through ongoing training and communication of ideas, techniques and policies. Ensure that all operational work practices comply with company, State and Federal Safety Standards and Environmental Standards. Interact with workforce and Human Resources, Safety Department, Purchasing, Accounting, etc., to ensure compliance with established company policies. Interact with Engineering Department and Mine Operations to ensure tailings impoundment availability and integrity are maintained. The job requires training or instruction in the area of Environmental Awareness. This job training or instruction in the area of Safety &amp; Health Awareness including completion of the appropriate MSHA training.</p> <p>BS Degree in Metallurgy/Mineral Processing preferred. 5-10 years (minimum) of prior supervisory experience in union environment preferred. 5-10 years (minimum) of prior sand operations experience preferred.</p> <p>A full array of comprehensive benefits is offered, including relocation.</p>
Mine Engineer	Odessa, TX Area	\$75K-\$115K + bonus	<p>Develop engineering projects utilizing new technology to constantly upgrade and improve safety efficiencies, cost controls and protection of the environment. Promote and initiate positive employee relations designed to facilitate teamwork and job satisfaction through participation. Participate with</p>

			<p>operating and maintenance departments in problems solving efforts. Assist operating and maintenance departments in the implementation of new technology. May be assigned to Long Range Planning, Short Range Planning, Surveying, or Technical Support. Help with MSHA interactions. Project work including project development, budgeting, engineering, purchasing, construction, cost control, quality controls and implementation.</p> <p>B.S. degree in Mining Engineering or related is required. Excellent analytical, management, organization, communication and problem-solving skills. Must demonstrate the ability to meet deadlines, work with minimum supervision, and have a working knowledge of AutoCAD and Microsoft Office programs.</p> <p>A full array of comprehensive benefits is offered, including relocation.</p>
Production Supervisor and/or Foreman	Odessa, TX Area	<p>Supervisor - \$90K-\$120K</p> <p>Foreman - \$50K-\$85K</p> <p>Bonus available</p>	<p>Supervises and coordinates the activities of workers engaged in the production of various frac sand products by wet or dry finishing processes. Reviews laboratory test results to resolve problems affecting grade and purity of products. Trains workers in the operation of the plant equipment. Works as a team with maintenance/quality/safety personnel to insure the proper work environment and culture. Demonstrates a strong ability to train, lead, coach, and mentor employees.</p> <p>Experience in mineral processing, maintenance, computer, communication and people skills are required. An engineering degree or related is preferred. Bilingual in Spanish and experience in a MSHA work site is a plus. The exact position (Supervisor or Foreman) ultimately offered will depend on experience (1+ years for the Foreman and 3+ years for the supervisor) and their education.</p> <p>A full array of comprehensive benefits including relocation is offered.</p>