

Role	Education Level Required/Field of Study	Experience Necessary	Tasks Performed
Operations Manager	Engineering degree or equivalent experience/ Mechanical engineering; Chemical engineering, Electrical engineering; Environmental Engineering; Process Engineering	Minimum 8 to 10 years of broad knowledge of power plant equipment and systems, with technical and/or management experience in a power generation facility. Specific expertise in waste and/or resource recovery material handling preferable but not mandatory. ASME / Pressure Vessel Operator certification preferable but not mandatory.	Directly responsible for the personnel and activities of the plant operations departments, and is cooperatively accountable with other management personnel for maintaining continued operation of the facility in compliance with established safety regulations and procedures, federal and state environmental regulations, production schedules, output requirements and contractual obligations.
Maintenance Manager	Prefer Engineering degree, or equivalent experience/ Mechanical engineering; Chemical engineering, Electrical engineering; Environmental Engineering; Process Engineering	Minimum 8 to 10 years of experience in the operation and maintenance of power plant equipment and systems. Specific expertise in resource recovery material handling and waste processing is preferred.	Directly responsible for the personnel and activities of the plant maintenance department, and is cooperatively accountable with other management personnel for maintaining continued operation of the facility in compliance with established safety regulations and procedures, production schedules, output requirements and contractual obligations.
Shift Supervisor	Minimum high school education or equivalent. Advanced education, either in progress or completed, in technical field desirable (Mechanical engineering, chemical engineering, electrical engineering, environmental engineering). Must be ASME/pressure vessel operation certified.	Minimum 5 to 10 years cumulatively in power generation, with minimum 2 to 5 years as a Control Room Operator (CRO), preferably in plants utilizing waste as fuel, mass burn, or fossil fuel technology, with proven knowledge of power plant equipment and systems. Supervisory experience preferred.	Directly responsible for the personnel and activities of the assigned operating shift in maintaining continued operation of the power generation facility in compliance with established safety regulations and procedures, federal and state environmental regulations, production schedules, output requirements and contractual obligations, and is responsible for all operation and maintenance activities as the senior management representative when senior management is not on site.

Senior Mechanic	Must have completed training and obtain forklift operator certification. Must possess a High School diploma or GED (General Educational Development) as an alternative. Must be knowledgeable in using a CMMS (Computerized Maintenance Management System) and other related software. Ability to read, write and verbally communicate in English.	Must have at least 5 years experience as a Maintenance Mechanic, with substantial experience in one or more of the following specialties: welder, machinist, pipe/pump/valve technician, or millwright	Under general maintenance supervision, the Senior Maintenance Mechanic directs other maintenance personnel in performing skilled mechanical work in support of the overall plant operation and in maintaining operation of the plant in compliance with established production schedules and plant output requirements
Senior E&I Technician	Must have completed training and obtain forklift operator certification. Must possess a High School diploma or GED (General Educational Development) as an alternative, and an apprenticeship or electronic technical school diploma. Must be knowledgeable in using a CMMS (Computerized Maintenance Management System) and Windows XP related software.	Must have at least 2 years as a Senior E&I Technician.	Under general supervision, the Senior E&I Technician directs other E&I maintenance personnel in performing skilled instrumentation and electrical work in support of the overall plant operation and in maintaining operation of the plant in compliance with established production schedules and plant output requirements
Mechanic	Ability to read, write and verbally communicate in English. Please see attached Qualification List.	Has a minimum of five years industrial mechanical experience.	Under general maintenance supervision, the Maintenance Mechanic performs skilled mechanical work in support of the overall facility operation and in maintaining operation of the facility in compliance with established production schedules and plant output requirements.
E&I Technician	High school education or equivalent. Ability to read, write and verbally communicate in English. Also please see attached Qualification List.	Minimum four years as an industrial electrician, at least two of which includes experience in instrumentation or with adequate training certificates or a two-year technical degree in instrumentation and two years' experience in the power generation field.	Under general maintenance supervision, the E&I Technician, performs basic electrical and electronic work in the maintenance of motors, control centers, and electrical fixtures in support of the entire facility operation, maintaining operation of the entire plant in compliance with established production schedules and plant requirements, in conjunction with National and Local Electrical Codes.

<p>Control Room Operator</p>	<p>Must have a high school education or equivalent and must have completed an operator training program requirements for the position, or must have had equivalent power plant work-related experience. Must have successfully completed both an oral and written review to ensure that he or she is qualified to accept and assume the responsibilities of the position</p>	<p>Must have a thorough knowledge of the principles of operation, function and construction of steam boilers, theory and chemistry of combustion, boiler water quality control, turbine-generators, continuous emissions monitoring equipment, and auxiliary equipment and systems. Must have a clear understanding of equipment interlocks, alarms and trips and must understand how the various plant control loops respond and the speed at which they respond in both normal and abnormal operating conditions. Must have the ability to react quickly and with good judgment during emergencies. Must be an effective communicator, commanding respect and full cooperation of other operators.</p>	<p>Responsible for the safe, environmentally sound and efficient daily operation of the centrally controlled boiler-turbine-generator system with its associated auxiliaries and functions.</p>
<p>Water Treatment Specialist</p>	<p>Must be able to read, write and communicate in English. Must undergo a training course for the routine maintenance of the water treatment system.</p>	<p>Must have general knowledge of the facility. Must be able to plan and direct the work of others. Must be physically able to perform manual labor.</p>	<p>Under general supervision, the Skilled Worker/Water Treatment Specialist plans and directs the work of the Unskilled Workers in support of the overall facility operation and in maintaining operation of the process plant and power generation plant in compliance with established production schedules and plant output requirements. The Water Treatment Specialist will also conduct the daily, routine maintenance of the water treatment system and will monitor its proper functioning.</p>

<p>Plant Operator</p>	<p>New hires with previous experience in the operation and maintenance of overhead cranes will be allowed a one-month period for completion of the job demonstration manual. Ability to read, write and verbally communicate in English.</p>	<p>Must have successfully completed all demonstrations in the current Crane Operator's Job Skill Demonstration Manual, and have passed an oral and written examination.</p>	<p>Under the direct supervision of the Shift Supervisor and general supervision of the plant Operations Manager, the Plant Operator (Crane Operator) is responsible for specific activities in the safe and environmentally sound operation of overhead cranes on the tipping floor/pit to lift, move, mix municipal solid waste (MSW) and construction and demolition waste, using hoisting attachments such as a grapple or auxiliary hoist mechanism such as hook or sling; with the intent of feeding fuel, MSW, to one of four boilers, mixing the fuel in the refuse pit to achieve a more homogeneous fuel for boiler operations, and moving various loads to and from the charging deck. This Specialist will also be responsible for removing bulky items from the bottom ashes.</p>
<p>Weighbridge Attendant/Security Guard</p>	<p>Must be able to read, write and communicate in English. Ability to read, write and verbally communicate in English.</p>	<p>Must be physically able to perform manual labor. A security guard training must be completed during the first 100 days on the job.</p>	<p>Under general supervision, the Security Guard/Weighbridge Attendant (Unskilled Laborer) performs a variety of basic tasks in support of the overall facility operation and in maintaining operation of the process plant and power generation plant in compliance with established production schedules and plant output requirements. The tasks also include visitor reception, security and waste truck receiving.</p>

<p>Tipping Floor Attendant/IBA Loading Operator</p>	<p>Must be able to read, write and communicate in English. Must have completed training and obtain front-loader and forklift operator certification.</p>	<p>Must be physically able to perform manual labor.</p>	<p>Under general supervision, the Tipping Floor Attendant/IBA Loading Operator (Unskilled Laborer) performs a variety of basic tasks in support of the overall facility operation and in maintaining operation of the process plant and power generation plant in compliance with established production schedules and plant output requirements. During the day shift, the tasks also include the direction and coordination of the truck traffic on the tipping floor, manual feeding of medical waste into the feedchute, daily random waste inspections in a specially designated area of the tipping floor. During the night shift, the tasks will also include the loading of bottom ash onto trucks with a front-loader and the loading of scrap metal onto trucks with a fork-lift truck.</p>
<p>Environmental Health & Safety Manager</p>	<p>Must possess a High School diploma or GED (General Educational Development) as an alternative. Must have completed the Occupational Safety and Health Administration Industrial 30-hour course, and possess knowledge associated with a Bachelor's Degree in Environmental Compliance and/or Health & Safety.</p>	<p>Must have a minimum of five to eight years of relevant experience in a power generation or manufacturing environment.</p>	<p>Responsible for the administration of the company EH&S policies and procedures, supporting plant's continued operation of the plant in compliance with regulatory and corporate safety regulations and procedures, federal and state environmental regulations, production schedules, output requirements and contractual obligations.</p>