

# 2023 RECRUITMENT ANNOUNCEMENTS

WE ARE LOOKING FOR **CHEMICAL ENGINEERS**  
FOR

- EUROPEAN GRADUATE PROGRAM | YEP
- FERRARA SITE AS PROCESS ENGINEERS

If you are interested please send your cv to:  
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Join #TEAMLYB

lyondellbasell  
*Advancing Possible*

The views expressed are mine and do not necessarily reflect the views of LyondellBasell.

## GRADUATES PROGRAM YEP - Young Engineer Program

LyondellBasell (NYSE: LYB): As a leader in the global chemical industry, LyondellBasell strives every day to be the safest, best operated and most valued company in our industry. The company's products, materials and technologies are advancing sustainable solutions for food safety, access to clean water, healthcare and fuel efficiency in more than 100 international markets. LyondellBasell places high priority on diversity, equity and inclusion and is Advancing Good with an emphasis on our planet, the communities where we operate and our future workforce. The company takes great pride in its world-class technology and customer focus. LyondellBasell has stepped up its circularity and climate ambitions and actions to address the global challenges of plastic waste and decarbonization. In 2022, LyondellBasell was named as one of FORTUNE Magazine's "World's Most Admired Companies" for the fifth consecutive year. For more information, please visit [www.lyondellbasell.com](http://www.lyondellbasell.com) or follow @LyondellBasell on LinkedIn.

### Basic Function

**As a recently graduated Engineer the LYB European Young Engineer Program can help you kickstart your career in Petrochemicals Manufacturing**

The European Young Engineer Program will introduce you to different career paths within manufacturing engineering in Europe.. During your participation in the EU Young Engineer Program, you will be offered a series of assignments throughout the Manufacturing locations in Europe, which will progressively help you to build your career in one or more of 5 possible manufacturing engineering disciplines:

- Process Engineering
- Production Engineering
- Maintenance Engineering
- Project Engineering
- HSE Engineering

The goal of the Program is to build overtime the skills and knowhow required for senior engineering and managerial positions within any of these fields within our different technologies, in the production of polymers, catalysts, olefins and intermediates & derivatives. The roles you will be assigned to and the training that will accompany those assignments will offer you on going technical growth with increasing responsibilities, demanding your commitment to the solution of process, production, HSE or mechanical issues or the delivery of projects at your plant. Your efforts will need to contribute to the delivery of reliability, quality, safety and efficiency goals of the plant processes, in compliance with LyondellBasell' s Operational Excellence Standards. You will receive the support from your line manager and will be assigned annual goals and objectives to help focus your efforts. Your performance and your development will be assessed at the end of each year. Your career progression will be determined by the success of your performance and your individual contribution to the success of your site and the company overall.

### Do you fit the profile?

Basell Poliolefine Italia S.r.l.  
Sede Legale  
Via Pontaccio, 10  
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Società soggetta a Direzione e Coordinamento di  
LyondellBasell Industries Holdings B.V.  
Registro Imprese di Milano  
Codice Fiscale e Partita IVA (IT) 11531310156  
R.E.A. MI 1471654



You have graduated with a Master's Degree or PhD in the field of Chemical Engineering, Environmental Engineering or Industrial/Mechanical Engineering and have a maximum of 2 years of work experience straight after graduation.

You have the right to live and work permanently in the European Union.

Mobility is an absolute must - you have to demonstrate the flexibility and availability/willingness to move from one country to another every 3 years on average, for two or three assignments during your career.

Total fluency in English is essential, together with an additional second/third European languages as a distinct advantage.

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# Process Engineer in Manufacturing area

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## **BASIC FUNCTION:**

This role provides process engineering support to the polypropylene plants and catalysts plants operation as well as for plant changes and special projects. Purpose of the job is to assure the innovation, improvement and technical development of production processes and plants, in compliance with Italian national Legislation and Company "Operational Excellence standard", applying engineering standards and procedures, in order to guarantee their reliability, efficiency, and cost competitiveness. Particular focus is required in safeguarding the environment and reaching superior safety results by exceeding compliance standards.

## **RESPONSIBILITIES AND ACCOUNTABILITIES:**

- Provide the necessary technical support to production plants in order to guarantee their activity, in terms of HSE, quality, efficiency, productivity and costs. Give relevant contribution in plant daily troubleshooting.
- Develop all necessary process engineering activities for plant projects and modifications to all process plant and equipment. Support for commissioning, pre start-up and start-up of modified plant including personnel training.
- Cooperate with maintenance and Engineering and other departments involved, providing support and guidance in case of multi-discipline projects.
- Provide process support and advice to all members of the operations and maintenance teams; operating/emergency procedures, training, technical input to improve product quality aspects.
- Support to product quality issues including grade development and introduction of new products in the commercial plants in order to guarantee a continuous innovation of the products portfolio, in collaboration with Product Application Development, Production, Quality & Control Laboratory.
- Define and set-up the plant configuration, process conditions and operating procedures of production plants by agreement with all necessary departments, in order to meet the expected results in terms of successful production of standard and experimental grades, maximizing quality and quantity.
- Ensure that LyondellBasell know-how of production processes is fully documented, continuously improved and up-dated, and assure its availability, if required, within the plant staff and within the company through the Knowledge Exchange Communities.
- Provide qualified support for regulatory requirements, if required.
- Availability in case of plant issues as on-call engineer on a monthly basis.

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## PERSON SPECIFICATION:

### Education:

- University Degree in Chemical Engineering.

### Licenses & Certifications:

- Knowledge of Norms, Standards and Procedures relevant to Quality, Safety, and Environmental Management Systems.

### Lyondellbasell Competencies:

Instill trust and exemplifies integrity  
Builds effective teams  
Drive results  
Cultivates innovation

Demonstrates Courage  
Ensures Accountability  
Collaborates  
Customer Focus

### In particular:

#### Strategic Skills:

- Deals with concepts and complexity comfortably; described as intellectually sharp, capable and agile
- Problem solving oriented using rigorous logic and methods to solve difficult problems with effective solutions; probes all fruitful sources for answers; can see hidden problems; is excellent and honest in analysis; looks beyond the obvious and doesn't stop at the first answers
- Be able to evaluate correctly length and difficulty of tasks and projects; to anticipates problems and roadblocks; measures performance and evaluate results.
- The ability to multi-task, recognizing day-to-day priorities is essential.
- Energy and drive for results

#### Interpersonal skills:

- be able to organize team-working activities involving the right people, assuming a focal point role
- Liaising with other disciplines, including operations and maintenance technicians in a responsible manner.
- Be able to expose and explain difficult concepts in a clear way even to not technically skilled people (presentation skill)
- Be able to maintain honest and independent though even listening to other different opinions especially in difficult situations.

#### Technical Skills:

- Knowledge of Chemistry, Physics, and Chemical Engineering.
- Knowledge of Polypropylene Manufacturing Processes.
- Knowledge of Engineering and Instrumentation.

### Languages:

- Good English knowledge, preferred Italian as mother tongue.

# Process Engineer in Process Design Department

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## BASIC FUNCTION:

- Execute the Process Design Activities for the Lyondellbasell Projects relevant to LyondellBasell proprietary polymerization and chemical recycling technologies.
- Execute the Process Design Activities for the Licensing to third Parties of LyondellBasell proprietary polymerization and chemical recycling technologies.
- Execute the Process Design Activities for global and uniform update of the Lyondellbasell proprietary polymerization commercial assets to maintain their competitiveness and support the Manufacturing activities.
- Execute the Process Design Activities for the Process Development, Process Scale-Up and Commercialization of New Technologies or Technologies Upgrades developed by Lyondellbasell for polymerization and chemical recycling.

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## RESPONSIBILITIES AND ACCOUNTABILITIES:

### Main Job accountabilities:

- Provide the Process Design Activities to support the Licensing of the Lyondellbasell Core Technologies to third Parties:
  - Work in combination with Project Leader for in house PDP preparation or contractor activity coordination in case of outsourced PDPs.
  - Support the licensees and/or their contractors during feed/detail engineering phase.
- Provide the Process Design Activities for the implementation of the commercial scale projects inside Lyondellbasell and support the Project Leader for the Process Design Package preparation.
- Identify areas of Process deficiencies where innovation is required and provide the design for the innovations.
- Support the execution of the Process Design Activities to scale-up the innovations developed by Lyondellbasell from pilot plant to the commercial scale.
- Provide the support to identify critical technical issues relevant to the Processes at the commercial plants operated by Lyondellbasell or Lyondellbasell JV's or Licensees and design and support the implementation of the technical solutions.
- Provide the Process Design Activities to guarantee a worldwide homogeneity in the process modifications, updating and de-bottlenecking of the commercial plants.

## PERSON SPECIFICATION:

### Education:

University Degree in Chemical Engineering

### Work Experience:

None or less than 2 years in process engineering work environment

### Lyondellbasell Competencies:

Instill trust and exemplifies integrity Builds effective teams Drive results Cultivates innovation	Demonstrates Courage Ensures Accountability Collaborates Customer Focus
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### Functional/Technical Skills:

Has the functional and Technical knowledge and skills to do the job at a high level of accomplishment, is credible to senior management levels. The incumbent interfaces with all the R&D CCC, GPE, Licensing & Catalyst inside Lyondellbasell and with external Engineering Companies and Licensees

- Good level of knowledge of polymerization technologies (mainly polypropylene and polyethylene).
- Good learning attitude to achieve a deep know-how of all the Lyondellbasell Core Technologies.
- Operational knowledge – familiar with latest developments and operations best practices, including the principles of Operational Excellence as they apply to plant operations.
- Understands LYB policies and procedures (DoA, travel policy, relationships with third parties, Ethics and Compliance).
- Communication – can effectively communicate to licensee operational staff and senior management.
- Proficient in main computer applications.

### Languages:

- English essential, other languages advantageous