

Technical Skills

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INTRODUCTION

Our focus is on the most sought-after technical skills in the chemical sector, backed by industry research including; technical skills relevant to individual scope, safety, health and wellbeing, business integrity, sustainability, language training and more. To bridge these skill gaps and unlock the competitive advantage we actively organize global and local targeted development campaigns.

On-the-job training is crucial for ensuring our explorers have the necessary skills and knowledge to perform their jobs safely and effectively. Consider these daily interactions with leaders, managers and peers at our industrial sites:

Equipment Operation	Chemical Handling and Storage	Process Control
Training on operating various types of machinery and equipment used in chemical processing, such as reactors, distillation columns, pumps, and valves. Employees learn how to start up, shut down, and troubleshoot equipment under the guidance of experienced operators. Chemical Handling and Storage: Instruction on the safe handling, storage, and disposal of chemicals according to regulatory standards. This includes proper labeling, containment, and spill response procedures.	Instruction on the safe handling, storage, and disposal of chemicals according to regulatory standards. This includes proper labeling, containment, and spill response procedures.	Training on monitoring and controlling chemical processes to ensure product quality and efficiency. This may involve learning how to use control systems, instrumentation, and process simulation software.
Quality Assurance	Maintenance and Repair	Regulatory Compliance
Education on quality control procedures, including sampling, testing, and analysis of raw materials and finished products. Employees learn how to identify and address quality issues to maintain product integrity.	Hands-on training in equipment maintenance and repair to minimize downtime and ensure operational reliability. This may include preventive maintenance tasks, troubleshooting common problems, and performing minor repairs.	Training on relevant laws, regulations, and industry standards governing the chemical industry. This ensures that employees understand their responsibilities regarding environmental protection, workplace safety, and product quality.
Teamwork and Communication		
Ongoing development of interpersonal skills and teamwork abilities through collaborative projects and group activities. This helps employees effectively communicate with colleagues, supervisors, and other stakeholders in the workplace.		

These examples highlight the diverse range of on-the-job training opportunities available, all aimed at equipping explorers with the skills, mindsets, and behaviors needed to succeed in their roles while ensuring safety, quality, and regulatory compliance. It's important for explorers to find a balance between developing their technical and behavioral skills while maintaining a continuous learning mindset. Keep in mind when building a development plan unique to you — if it doesn't challenge you, it won't change you.

Remember - Managers specifically support skill building during the recurring check-in discussions — occurring at least once per quarter. The Manager and Explorer discuss openly how the Explorer delivers against the defined goals and where development actions could increase performance.

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