



Job Title: Instrumentation and Controls Technician Manager (I & C)

Reports to: O&M Manager

Location: East Chicago, IN (Northwest)

Compensation: Competitive salary plus bonus potential

Primary Energy Overview

Primary Energy is an independent provider of industrial energy solutions, specializing in the generation of electricity, steam, condensate/RO water, and the ownership and operation of on-site energy facilities under long-term contracts. Our core expertise is in efficiently utilizing byproduct fuels that would typically be flared, capturing waste heat, and converting it into valuable thermal energy. This approach enables the creation of ultra-high efficiency combined heat and power facilities. Through our strategically designed industrial energy projects, we strengthen the long-term financial stability of our partner mills, deliver sustainable and cost-effective energy solutions, and ensure a dependable energy supply. Our goal is to be the most cost-effective and high-value third-party energy provider in the industrial energy sector.

Position Summary

The I&C Manager is responsible for overseeing all instrumentation and controls activities within the organization. This includes leading a team of I&C Technicians, and Support Staff to ensure the efficient installation, testing, maintenance, and troubleshooting of instrumentation, measurement, and control systems. The I&C Manager is focused on optimizing the performance and reliability of plant systems, driving preventative maintenance and repair initiatives, and ensuring adherence to safety and environmental compliance standards. Additionally, the I&C Manager collaborates closely with other departments to support operational objectives and foster enhanced team coordination.

Education and Requirements:

- 5–10 years of experience, including time spent in supervisory or leadership roles, with a strong understanding of the technical aspects of instrumentation, control systems, and team management.
- Extensive experience in managing instrumentation and controls operations, ideally within Industrial Energy, Power Generation, or Utility sectors.
- A high level of proficiency in personal computers and related software applications is required. Expertise in Microsoft Office, particularly Excel and Outlook, is essential.
- Deep knowledge of industry process control and automation systems, including DCS and PLC systems, with proficiency in Rockwell, Allen Bradley, and/or Modicon PLCs.
- Expertise in industrial networking and communication protocols, such as Modbus, OPC, and Hart.
- Comprehensive understanding of VFDs, PID controllers, temperature and pressure transmitters, flow meters, proximity probes, and position sensors.



- Proven ability to perform root cause analysis and implement corrective actions effectively.
- Strong background in electrical, electronic and pneumatic controls, with advanced troubleshooting skills.
- Familiarity with steam turbines, environmental control systems, boilers, and water treatment plant systems.
- Experience with Maximo or other computerized work management systems.
- Solid understanding of environmental and safety regulations, along with compliance programs.

Job Responsibilities:

- Lead and manage the Instrumentation and Controls (I&C) team, including I&C technicians and support staff.
- Develop and implement training programs to enhance the technical skills and expertise of team members in control systems and instrumentation.
- Ability to work on-site in a power plant environment, performing hands-on tasks in the field solely or with the Cokenergy team ensuring tasks are carried out efficiently and safely.
- Plan, prioritize, and oversee the maintenance of process automation systems to optimize steam and electrical power production, ensuring the reliable operation of boilers and environmental systems.
- Foster a safe work environment by promoting adherence to safety protocols and addressing unsafe practices or conditions.
- Cultivate strong communication and relationships across all teams, including Union Operators and Crafts.
- Oversee maintenance activities related to electrical systems, process control, and automation systems, including installation, preventative maintenance, troubleshooting, testing, and calibration, ensuring thorough documentation and peak system performance and reliability.
- Collaborate with Area Managers on routine electrical and mechanical engineering tasks as well as special projects.
- Supervise troubleshooting and maintenance of distributed control systems (DCS) and programmable logic controllers (PLC), including Bailey Infi-90 Systems, Rockwell ControlLogix, Schneider Electric Modicon, and ability to troubleshoot and evaluate plant performance issues using eDNA and Pi historians.
- Provide oversight and support for workstation computer and related equipment maintenance.
- Ensure that all responsibilities are executed in accordance with Primary Energy Management's established expectations.
- Contribute to the annual budgeting process for maintenance-related parts and materials.
- Schedule and manage preventive maintenance (PM) calibration of various field instrumentation.
- Identify and report necessary spare parts for efficient plant operation and improvement initiatives to Area Managers and direct managers.



- Offer technical guidance and mentorship to the I&C team, ensuring continuous development and expertise.
- Uphold plant policies and procedures, ensuring all tasks are performed safely and in compliance with environmental regulations.
- Take on additional responsibilities as required and mutually agreed upon with Primary Energy Management.

Physical Requirements

The performance of essential functions for the I&C Technician Manager position requires the following daily capabilities:

- Ability to perform manual tasks, including but not limited to:
 - Operation of hand tools
 - Manipulation of valves and manual handwheels
- Ability to lift at least 80 lbs.
- Ability to climb stairs and ladders
- Ability to bend and maneuver in tight, confined spaces
- Ability to work in hot, noisy, and dark environments
- Ability to work at elevation with appropriate fall protection
- Ability to communicate clearly and effectively with plant personnel
- Ability to give and receive instructions via radio
- Ability to see clearly; safely and readily identifying the labels, gauges, dials and indicators typically encountered in performing job duties
- Ability to read, write and understand instructions and procedures
- Ability to work in outdoor conditions and various weather elements
- Ability to work various hours for emergency coverage or extended outages
- Ability to work with limited supervision

Work Environment:

- Work environment within an industrial/power generation plant, with occasional office duties.
- Exposure to typical industrial conditions, including dust, chemicals, high noise levels, confined spaces, and height restrictions.
- Occasional overtime and weekend work required to support facilities operating 24/7/365.