



Job Title: Biochar Plant Operator

Status: Non-Exempt

Location: Salinas, CA

We are looking for our first team of Biochar Plant Operators to help shape the future of our biochar manufacturing business. As a Biochar Plant Operator, you are acutely focused on the production of the highest quality biochar, and in supporting our mission as a carbon removal business. Our Biochar Plant Operator will maintain biochar production and quality by ensuring year-round operation of our biochar manufacturing equipment. In this role, you will learn the ins and outs of our systems and assist in the development and training of a growing team of Biochar Plant Operators. As an early entrant to our business, you will help us scale our company from the ground floor. You must be self-motivated, possess good communication skills and a solid team-player.

Compensation/Salary: DOE \$18.to \$24. per hour

Our Company:

Sitos Group was founded in 2022 to convert waste biomass into high-quality biochar for improved soil health, and to stop and reverse the effects of climate change through the sequestration of our biochar in soil, concrete, or asphalt. We are building an all-star team of sharp, mission-driven, and collaborative individuals helping us contribute to soil health and a better environment.

Requirements:

- 3 years minimum relevant operational experience required.
- Ability to operate mechanical equipment after receiving job-specific training.
- Comfortable with basic mathematical calculation.
- Strong commitment to work safety and affinity for teamwork.
- Ability to observe internal machine functions and adjust operator controls as necessary.
- Valid driver's license and clean motor vehicle record.

Desirable Experience:

- Experience operating high temperature machinery such as kilns, boilers, or furnaces.
- Experience working in a machine shop, as an engineering technician or plant operator.
- Comfortable with tools such as Microsoft Office and other PC related applications.
- A willingness to take ownership of your work, and an eagerness to learn and teach others.

Responsibilities & Duties:

- Work with high temperature biochar units, up to 1700F, by performing operations and routine maintenance of our biochar production systems.
- Ensure year-round operation of machinery and mechanical equipment by completing preventive maintenance requirements on motors, pumps, augers, water & air systems, following diagrams, sketches, operations manuals, manufacturer's instructions, and engineering specifications.
- Inspect, diagnose, and perform major and minor repair work on all equipment.
- Locates sources of problems by observing equipment in operation, listening for

- problems, using precision measurement instruments, and solving in a timely way.
- Removes and replaces defective parts using a variety of tools and equipment.
- Adjust functional parts of devices and control instruments.
- Maintains equipment parts, and supplies inventories.
- Maintains continuity among work teams by documenting and communicating actions, irregularities, and continuing needs.
- Maintains safe and clean working environment by complying with procedures, rules, and regulations.
- Maintains all production and maintenance logs. Sees that company tools and equipment are maintained properly.
- Promotes and exhibits strong safety practices,
- Adhere to the Lockout / Tagout training program ensuring the safety of every individual on the team and other visitors, vendors, and/or business partners.
- Able to operate loading equipment such as front-end or skip loader as needed.
- Perform other duties as assigned.

Skills:

Plans and aligns: Excellent organizational and time management skills. Must be able to prioritize, organize and work independently with minimal supervision and always remain productive. Self-motivated, willing to accept responsibility and make good decisions.

Collaborates: Ability to interact with all levels of employee and personnel professionally and effectively. Must be able to work in a team environment and possess problem solving skills.

Communicate Effectively: Excellent interpersonal communication skills both written and verbal. Able to interpret a variety of instructions furnished in multiple forms.

Adaptability: Must be able to work flexible hours to include nights, weekends, holidays, and overtime when needed.

Physical Demands:

- Able to independently lift & carry objects up to 50 lbs.
- Easily able to reach, bend, twist, kneel, stoop, squat, crouch
- Able to sit, stand, bend, and walk for long periods of time.
- Ability to work extended hours during the day, and work on weekends as needed.

Benefits:

- 401(K), Medical, Dental, Vision and Life Insurance / Holiday, Vacation, and PTO

Our Sitos Commitment to You:

This job will not be limited to the responsibilities listed above, and involvement with other Sitos Group biochar manufacturing and company activities will be available on a regular basis. The Sitos Group is an equal opportunity employer with a firm commitment to growing our team in an inclusive way, regardless of age, ancestry, race, color, religion, disability, gender, gender identity or expression, marital status, sex, sexual orientation, national origins, political affiliation, genetics, medical condition, military or veteran status. There's lots of room to grow with our company, as we expand our footprint and build more biochar plants. We are excited about all of those who choose to apply, and for those who end up joining us, to see how you make us a better company. We hope you'll be a part of our unique team and of our Regenerative Future. Send your interest and relevant history to silia@monterypacific.com