When you work at John Zink Hamworthy Combustion, you don’t have to be confined to a desk. You might have the opportunity to work on an offshore production platform in Brazil, a refinery heater in South Korea or the world’s most highly optimized petrochemical facility in Germany.

As attitudes about ecological responsibility change and regulations become more strict, companies worldwide are turning to us for our cost-effective and environmentally friendly solutions. To meet the demand, we’re turning to the best employees we can find.

**THE WORLD IS YOUR WORKPLACE.**

You’re making more than a living. You’re making a difference.

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THE WORLD IS YOUR WORKPLACE.

Solving tomorrow’s biggest challenges by recruiting today’s best talent.

Our internships and full-time positions are typically in the field of engineering and include positions such as:

- Project Management
- Controls Engineering
- Process Engineering
- Research and Development
- Applications Sales Engineering
- Manufacturing Engineering

Apply online at KochCollegeRecruiting.com. For best results, search by location.
Joining our team is an ideal way to launch your career and establish your professional future. More importantly, you’ll be doing valuable work, solving some of the greatest industrial challenges and making a real difference in the world.

In addition to a global workplace and the satisfaction of making a lasting contribution, we offer full-time U.S. employees the following benefits:

- **Medical and Dental Insurance**
- **Employee and Dependent Life Insurance**
- **Short-Term and Long-Term Disability**
- **401(k) Savings Plan with Matching Contributions**
- **Accidental Death and Dismemberment Insurance**
- **Business Travel Accident Insurance**
- **Education Assistance**
- **Holiday and Vacation Pay**
- **Employee Assistance Program**
- **Flex Spending Accounts for Health and Dependent Care**

Since our founding, we’ve made advancing the art and science of combustion the cornerstone of our company. Today, we operate the largest and most advanced research and development testing complex of its kind, as well as offer unrivaled knowledge sharing through the John Zink Institute™.

We believe our most valuable asset is, and always will be, our employees. Their ideas help us anticipate new challenges and pioneer the technologies to solve them. We encourage our employees to think like owners and ask the important questions. What would I do differently? What solutions do I have?

This entrepreneurial-based approach is part of our Market Based Management (MBM®) philosophy.

**GUIDING PRINCIPLES**

1. **INTEGRITY**
   - Have the courage to always act with integrity.
2. **STEWARDSHIP & COMPLIANCE**
   - Act with proper regard for the rights of others. Put safety first.  
   - Ensure environmental excellence and comply with all laws and regulations. Stay, think and ask.
3. **PRINCIPLED ENTREPRENEURSHIP™**
   - Practice a philosophy of mutual benefit. Create superior value for the company by doing so for our customers and society. 
   - Help make Koch the preferred partner of customers, employees, suppliers, communities and other important constituencies.
4. **TRANSFORMATION**
   - Transform yourself and the company. Seek, develop and utilize the visions, strategies, methods and products that will enable us to create the greatest value.
5. **KNOWLEDGE**
   - Acquire the best knowledge from any and all sources that will enable you to improve your performance. Share your knowledge proactively and solicit challenge consistently and respectfully.
6. **HUMILITY**
   - Be humble, intellectually honest and deal with reality constructively. 
   - Develop an accurate sense of self-worth based on your strengths, limitations and contributions. Hold yourself and others accountable to these standards.
7. **RESPECT**
   - Treat everyone with honesty, dignity, respect and sensitivity. 
   - Embrace different perspectives, experiences, aptitudes, knowledge and skills in order to leverage the power of diversity.
8. **SELF-ACTUALIZATION**
   - Be a lifelong learner and realize your potential, which is essential for fulfillment. 
   - As you become increasingly self-actualized you will better deal with reality, face the unknown, creatively solve problems and help others succeed.

**IMPROVING THE WORLD THROUGH CUTTING-EDGE TECHNOLOGY.**

Every day, all around the world, people’s lives are made better thanks to our combustion and environmental systems. From refining oil and generating power, to producing plastics and processing food, our technologies help global companies perform tasks critical to our world and the people in it.

We develop emissions-control and clean-air systems to perform essential functions while protecting and preserving the environment. In the process, we’re creating an industrial community that’s more efficient, cleaner and safer.

We produce low-emission burners, flares, thermal oxidizers, gas recovery, vapor control, biogas systems and selective catalytic reduction systems for some of the largest companies in the following industries:

- Natural Gas Processing
- Refining
- Petrochemicals
- Inorganic Chemicals / Fertilizer
- Terminals and Distribution
- Biofuels
- Pharmaceuticals
- Primary Metals
- Landfill Gas
- Agricultural and Municipal Wastewater
- Food Processing
- Pulp and Paper

**A CULTURE OF CREATIVITY.**

These 8 MBM Guiding Principles are the source of our values and beliefs.

**BENEFITS**

In addition to a global workplace and the satisfaction of making a lasting contribution, we offer full-time U.S. employees the following benefits:

- Medical and Dental Insurance
- Employee and Dependent Life Insurance
- Short-Term and Long-Term Disability
- 401(k) Savings Plan with Matching Contributions
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- Business Travel Accident Insurance
- Education Assistance
- Holiday and Vacation Pay
- Employee Assistance Program
- Flex Spending Accounts for Health and Dependent Care
Some people think advancing their career means embracing the status quo. We’re after people who challenge it.

At John Zink Hamworthy Combustion, abilities and contributions determine career advancement, not title or tenure. Every employee is given an equal voice and is duly rewarded for creative thinking, profitable ideas and entrepreneurial spirit.

To that end, we’re actively seeking college graduates who’ve demonstrated academic achievement, a forward-looking attitude and personal integrity. Leaders who are experienced at turning “What if?” into “What’s next?”

By joining us, you’ll become part of a business environment filled with challenging work, constant learning and the opportunity to grow our company while pursuing your career goals.

When you intern at John Zink Hamworthy Combustion, you won’t be relegated to mundane tasks. You’ll be given real-world assignments, possibly work in our research and testing facilities, and have the chance to interact with top-level management and customers. Over the course of three to six months, you’ll be mentored by company leaders and work on specialized teams. During this time, you’ll learn about our culture of innovation and the values that make us John Zink Hamworthy Combustion.

We admit, it’s hard work. But the unrivaled opportunity and rewarding experience are worth it.

All of our interns are well-compensated and will get to know their coworkers through company-sponsored social events. Because we believe building a successful career is as much about forming strong relationships as it is about learning new skills.

While we can’t guarantee your internship will lead to permanent employment, we strive to reward excellent work. Our track record of interns who earned a full-time job with us after graduation is substantial.

If you’re a college junior or senior, with integrity, talent, and a desire to make your mark, we hope you’ll consider an internship with us.
Find all U.S.-based John Zink Hamworthy Combustion employment opportunities and apply online at [johnzinkhamworthy.com/careers](http://johnzinkhamworthy.com/careers). When searching for opportunities, you will be redirected to another site; we are part of Koch Industries / Koch Chemical Technology Group on this website. For best results, search by location.

For Internships:
[KochCollegeRecruiting.com](http://KochCollegeRecruiting.com)

[johnzinkhamworthy.com](http://johnzinkhamworthy.com) | 800.421.9242 | 918.234.1800