

Core Competencies at NOVA Chemicals

Ian Jobe, PhD

Manager
New Catalyst & Polymers R&D
Polyolefins Technology

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Sound Familiar?

- I have a strong technical background
 - ▶ Is it enough?
 - ▶ Will I be employable?
 - ▶ What skills is an employer looking for?
 - ▶ How can I develop these skills?
 - ▶ How can I market myself?

NOVA Chemicals at a Glance

- Commodity Chemical Company
- Innovative R&D Organization
- Global Manufacturer
- Global Licensor

Key Areas of Hire

Techn. Dipl., BSc, MSc, PhD

- Chemistry organic, inorganic,
analytical, environmental
- Chemical Engineering process, modeling, design
- Logistics
- Mechanical Engineering design, fluid dynamics
- People Services
- IT

Culture - Technology

- Responsible care
- Focus on results
- Our people
- Work for our customers
- Capacity for change

Core Competencies at NCX

<ol style="list-style-type: none">1. Customer Orientation2. Problem Solving & Decision Making3. Results Orientation4. Technical Expertise	<ol style="list-style-type: none">5. Business Acumen6. Capacity for Change7. Communication8. Effective Relationships
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- One cannot be an expert in all competencies
- Developing these competencies is a continuum

Summary

- Technical skills are a must;
however, technical skills alone are not enough!
- Must develop core competencies
to be successful / employable
- Development of these skills is a continuous process

Road to Success

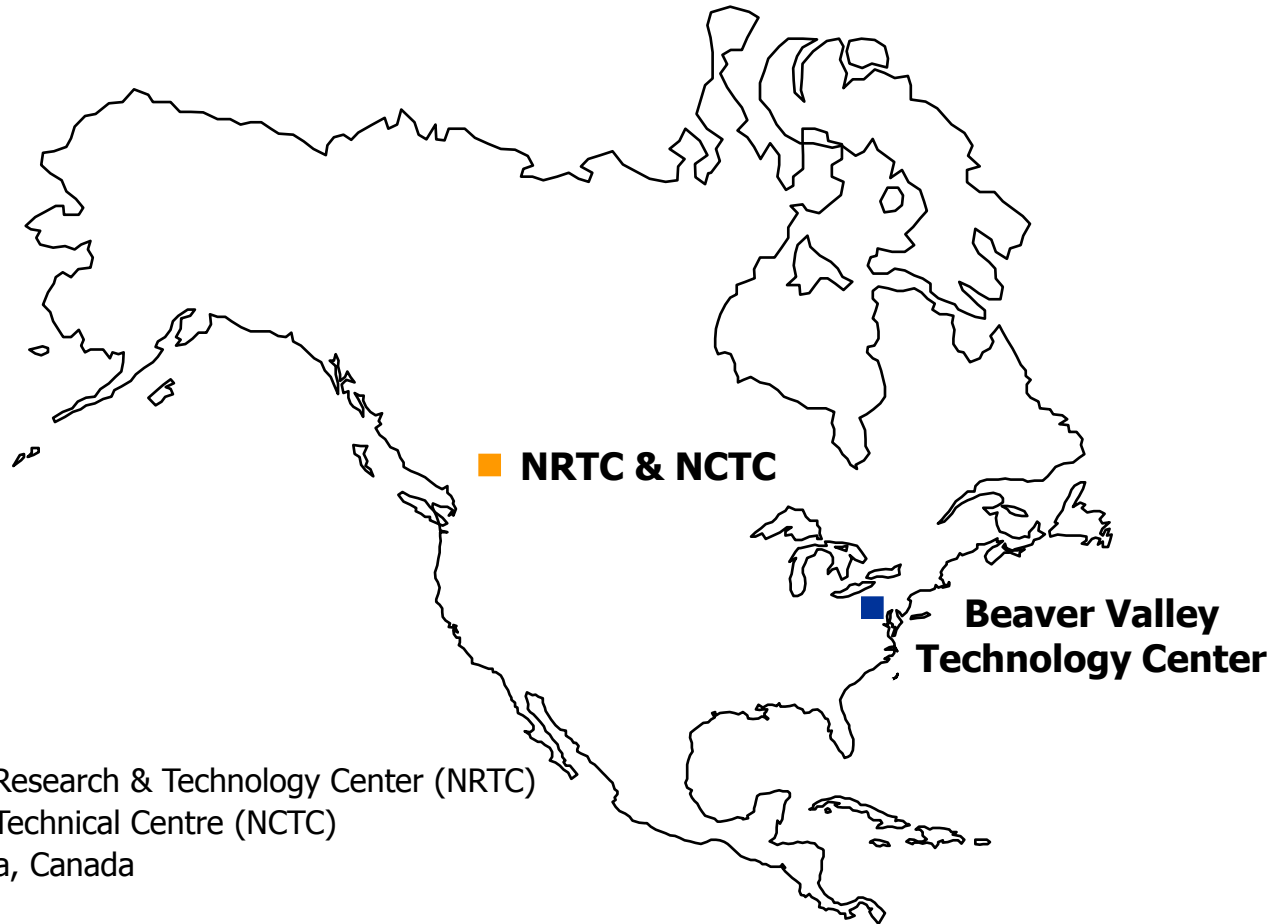
To be sufficiently adept at the competencies that are not our strengths while continuing to develop and leverage those that are strong.



NCX

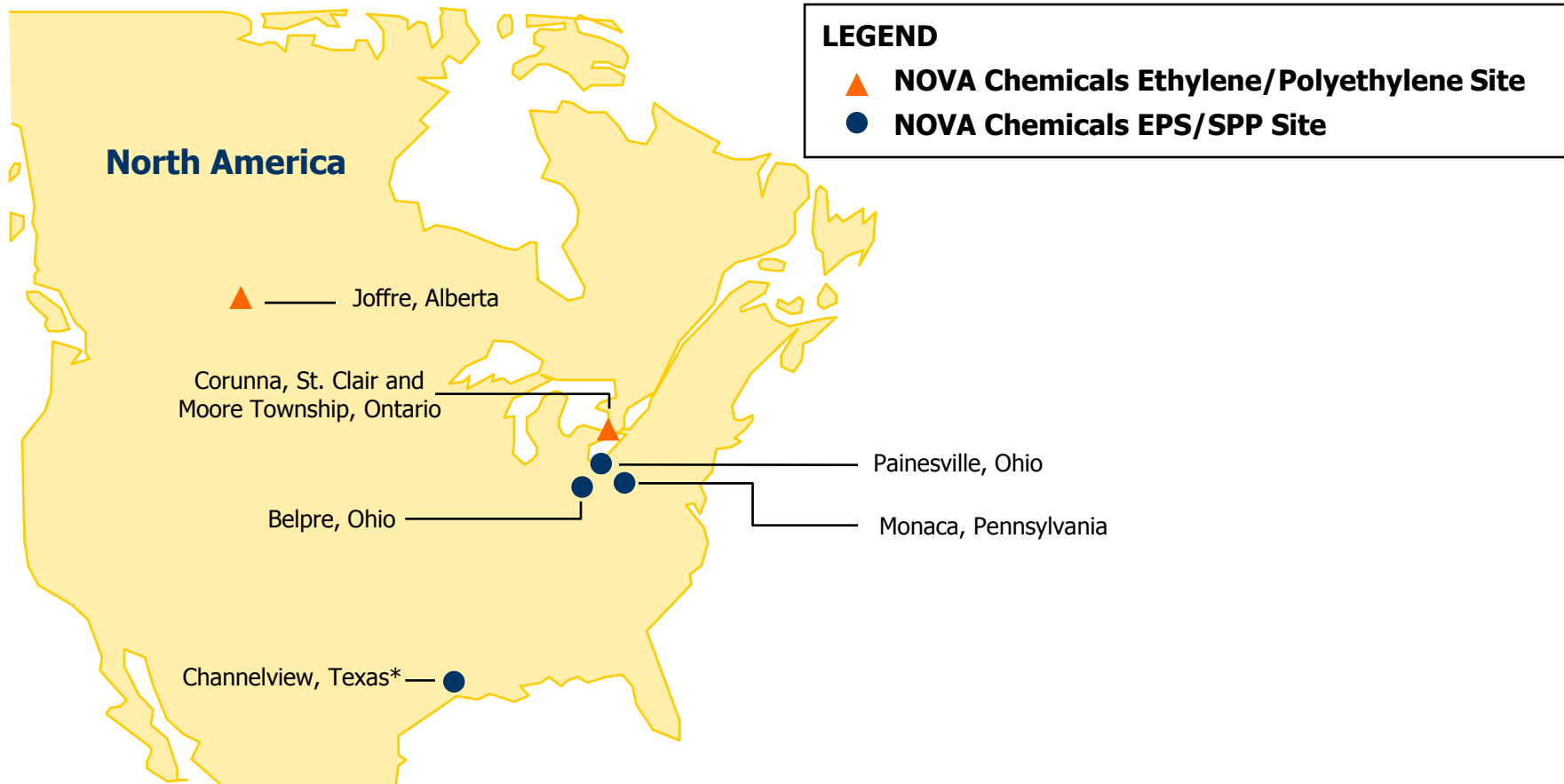
Questions?

Research & Technology Centers



- NOVA Chemicals Research & Technology Center (NRTC)
- NOVA Chemicals Technical Centre (NCTC)
— Calgary, Alberta, Canada
- Beaver Valley Technology Center & Pilot Plant
— Monaca, Pennsylvania, USA

Manufacturing Sites



* Two long-term tolling arrangements for 400 million pounds (180 kt) each