

Tennessee Operations Hiring Process

There are a number of positions available within Eastman's Manufacturing / Operations & Maintenance Crafts areas at our flagship site in Kingsport, Tennessee. We take great pride in offering advanced training opportunities through structured programs and apprenticeships that are certified by the U.S. Department of Labor's Office of Apprenticeship.

In these positions, you'll play a critical role in the production of chemicals, plastics, and fibers found in everyday products used throughout the world. You'll work in teams to evaluate processes with the most-advanced systems available; provide solutions using innovative training and individual judgment; and always maintain a safe work environment for yourself and coworkers.

In return, you'll receive competitive pay (including annual bonus potential), access to world class training programs, and a variety of career development opportunities. In addition, you'll have access to a comprehensive benefits package from day one of employment including health care, dental, 401(k), paid vacation and holidays. You'll also have access to emotional and mental health resources, on-site fitness centers, personal trainers and health coaches, access to financial advisors, and much more.

Interested in becoming part of the Eastman team? Simply follow the steps listed below!

1. Submit an application. When business conditions allow, positions will be posted on our [website](#). The most common manufacturing entry roles include the following titles*:
 - "Operations Helper" (Entry level role for those with little to no previous related experience, but are looking for a career in Operations)
 - "Hydroblasting Worker" (Entry level role for those with little to no previous related experience, but are looking for a career in Maintenance)
 - "Experienced Operator" (For those with related experience looking to continue a career in Operations)
 - "Experienced Maintenance Helper" (For those with related experience looking to continue a career in Maintenance)

2. Once a completed application is received and qualifications are verified, the applicant will receive an automated email to confirm receipt of the application. If this email is not received, the application has not been received by the Eastman HR Team.
3. Applications will be reviewed, and if the applicant meets the qualifications for the respective position, the applicant will be scheduled for an interview.

*Candidates for the roles shared above who receive and accept an offer of employment will be required to take and pass the NCRC/WorkKeys® Assessment. Depending upon an individual's experience level, he/she may be required to obtain passing scores prior to starting or within 12 months of their hire date (details shared within respective job posting). Obtaining passing scores will allow the individual to expedite their ability to begin the respective apprenticeship program. For those interested in proactively taking the NCRC/WorkKeys® Assessment, please review the following steps:

- **Practice for the NCRC/WorkKeys Assessment** by obtaining access to the practice/prep materials, "ACT WorkKeys Curriculum". Access to the practice materials can be obtained for a fee of \$5 by contacting Northeast State at 423-354-5520.
- **Schedule to take the NCRC/WorkKeys® Assessments** - When the practice work is completed and applicant is ready to take the assessments, registration must be completed through Northeast State Community College by visiting <https://www.northeaststate.edu/Campus-Resources/Testing-Services/Workplace-Testing/> and clicking on "schedule now." Anyone can take WorkKeys one time at no charge. If retesting is needed, there will be a charge.
 - Eastman's required WorkKeys levels for Operations roles are:
 - Reading for Information / Workplace Documents - Level 6
 - Locating Information / Graphic Literacy - Level 5
 - Applied Mathematics - Level 6
- Applicants/Employees must create a WorkKeys account to make individual scores public and to obtain a public test details (link) to submit to Eastman in order to verify passing scores.