



ThyssenKrupp Steel USA

Employee Relations Specialist

3/15/2011

ThyssenKrupp is a global leader in carbon and stainless steel with a proven track record of innovation, corporate citizenship, social and environmental responsibility, employee safety, and customer satisfaction.

ThyssenKrupp Steel USA is seeking a Human Resources professional to support our developing processing operations in Calvert, Alabama.

Our Employee Relations Specialist will:

- Support hourly and salaried Employees through direct contact and timely and effective responses to needs and issues
- Serve as key interface between Employees and Management by resolving issues, answering questions while being strong "direct relationship" advocate
- Coach coordinators, supervisors and managers in the areas of conflict resolution, corrective action, investigations and other related issues
- Streamlining and standardizing H.R. policies, practices and processes, and help develop the H.R. organization to be more effective in managing human capital
- Assist Employees with general questions and issues in the areas of recruitment, benefits, payroll and training
- Assist in the development and execution of HR policies and procedures

Our Employee Relations Specialist will have or demonstrate:

- Experience translating knowledge of FMLA, NLRB, FLSA, ADA, etc., into effective decisions when dealing with employees at all levels of the organization
- Generalist knowledge of staffing, payroll, benefits, learning and development and other HR competencies
- 3 to 5 years of human resources experience in a plant environment, interacting directly with manufacturing floor employees
- Must be able to self-direct and work effectively to influence without authority all levels of the organization including customers, Employees, senior leaders, etc.
- Ability to coordinate and manage multiple projects simultaneously
- Demonstrated ability to manage time and multiple commitments
- Strong organizational, analytical, and problem-solving skills
- Excellent interpersonal and written/verbal communications competencies
- Ability to work rotating shifts if necessary
- PHR or SPHR certification is also helpful
- Must be willing to wear PPE to include safety glasses, fire rated jacket/plants/shirts, appropriate footwear and safety vests, as required
- Interest and ability to work at our site operations in Calvert, Alabama



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For more information on this, and other professional employment opportunities at **ThyssenKrupp Steel USA**, go to our Career site at <http://www.thyssenkruppsteelusa.com>, or contact **Ms. Jennifer Miniard** at 251-289-3000, and at Jennifer.miniard@thyssenkrupp.com.

(TKS USA TMR 892)

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