



Employee Relations Specialist

8/27/2009

Job Description

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 an experienced **Employee Relations** professional to join our Team Member Relations team at our developing mill operations in Calvert, Alabama.

Our **Employee Relations Specialist** will perform the duties of a human resources generalist and:

- Execute H.R. programs, aligning H.R. strategies with business strategies, streamlining and standardizing H.R. policies, practices and processes, and help develop the H.R. organization to be more effective in managing human capital
- Perform other duties in a manufacturing plant environment, including management coaching and counseling, policy development and writing, problem and conflict resolution, corrective action and investigations

Job Requirements

Our Employee Relations Specialist will have steel industry or other heavy manufacturing industry experience, as well as:

- Bachelor's degree in Human Resources, Business Administration, or related combination of education and experience
- 5 to 8 years of human resources experience in a plant environment, including employee relations, staffing, policy development, and problem and conflict resolution
- Must be able to self-direct and work effectively to influence without authority all levels of the organization including customers, team members, senior leaders, etc.
- Ability to coordinate and manage multiple projects simultaneously
- Demonstrated ability to manage time and multiple commitments
- Strong organizational and analytical skills
- Excellent interpersonal and written/verbal communications competencies
- Ability to work rotating shifts when necessary
- PHR or SPHR certification helpful

This job will be based at our steel processing facility in Calvert, Alabama.

For more information on this, and other professional opportunities, go to <http://www.thyssenkruppsteelusa.com>, or contact **Mr. Randall Ford** or **Mr. Steve Howser** at 251-289-3000, and at Randall.Ford@thyssenkrupp.com, and Steve.Howser@thyssenkrupp.com.