



2007 SMA Minimill Compensation Survey

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Job Code	Job Title	Job Description
Operations		
000	General Manager	Plans, directs and controls the activities of the division to accomplish budgeted financial objectives. Has responsibility for planning and performance in production, engineering, personnel, purchasing, and accounting. Typically reports to corporate top management. Generally Required Qualifications -- Experience: 12 years; Education: Bachelor's degree or equivalent.
010	Plant Controller	Responsible for the administration and interpretation of company accounting policies applicable to the mill or business unit. Supervises the business unit accounting function and the compilation and analysis of production reports and statistical statements. This is the highest level Controller in the company. If this position reports to a centralized accounting function then match to the Financial Manager. Generally Required Qualifications -- Experience: 8 years; Education: Bachelor's degree or equivalent.
015	Financial Manager	Responsible for the administration and local interpretation of company accounting policies applicable to the mill or business unit. Supervises the business unit accounting function and the compilation and analysis of production reports and statistical statements. This is the highest level mill finance position but reports to a corporate finance department. Generally Required Qualifications -- Experience: 6 years; Education: Bachelor's degree or equivalent.
020	Plant Accountant	Responsible for moderately complex accounting activities in the plant relating to the maintenance of a complete and accurate general ledger and the resultant managerial reports and financial statements. Typically reports to the Plant Controller or a Financial Manager. Generally Required Qualifications -- Experience: 4 years; Education: Bachelor's degree or equivalent.
025	Human Resources Manager	Responsible for implementation of employment programs, benefits programs, and wage and salary administration for the business unit. May have responsibility for safety, security, and community relations. Typically reports to the General Manager or corporate Human Resource leadership in large companies. Generally Required Qualifications -- Experience: 8 years; Education: Bachelor's degree or equivalent.
030	Human Resources Representative	Responsible for the administration of policies and programs covering functions such as recruiting, compensation, training, employee and/or labor relations, or safety. Typically reports to the Human Resources Manager. Generally Required Qualifications -- Experience: 4 years; Education: Bachelor's degree or equivalent.
035	Purchasing Manager	Responsible for the purchasing activities of the division. Researches brokers, raw material sources, equipment manufacturers, and other supply lines in order to find the highest quality and lowest cost of service. Supervises the procurement functions of the mill including raw materials, maintenance equipment, machinery, supplies, etc. Typically reports to the Plant Controller. Generally Required Qualifications -- Experience: 6 years; Education: Bachelor's degree or equivalent.
040	Raw Materials Purchasing Coordinator	Responsible for the timely and cost effective procurement of raw materials. May work through brokers or actively seek out sources of materials. Typically reports to the Purchasing Manager. Generally Required Qualifications -- Experience: 4 years; Education: Bachelor's degree or equivalent.

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Job Code	Job Title	Job Description
Operations (Continued)		
045	Buyer/Purchasing Agent	Responsible for the acquisition of materials from suppliers at the lowest cost consistent with considerations of quality, reliability of source, and urgency of need. Studies market trends, interviews vendors and recommends sources of supply. Analyzes quotations, selects or recommends suppliers, and schedules deliveries. Approves payment invoices for orders. Typically reports to the Purchasing Manager. Generally Required Qualifications -- Experience: 2 years; Education: Bachelor's degree or equivalent.
050	Production Planning/Control Manager	Responsible for establishing production schedules and ensuring that actual production meets scheduled requirements. Controls various load factors to ensure maximum usage of available capacity while taking into account available labor, materials, machinery, plant/unit/process capacity and timing. Coordinates with production superintendents to maximize output. Coordinates with shipping/receiving to move goods as efficiently as possible. Typically reports to the General Manager. Generally Required Qualifications -- Experience: 5 years; Education: Bachelor's degree or equivalent.
055	Production Scheduler	Determines and prepares schedules for continuous production, including start and completion dates to meet production requirements and customer needs. Investigates production facilities and capacity and related data to establish and sequence manufacturing time spans in relation to master schedule. Typically reports to the Production Planning/Control Manager. Generally Required Qualifications -- Experience: 3 years; Education: Bachelor's degree or equivalent

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Job Code	Job Title	Job Description
Melt Shop/Casting		
100	Melt Shop/Casting Superintendent	Manages melt shop and casting operations including production, cost control coordination of raw materials purchasing and providing recommendations for capital expenditures. Accountable for the operation and maintenance of the furnace and casting departments to produce steel billets in the correct size, grade, quantity and quality to meet the timely demands of the rolling schedule. The Melt Shop Superintendent establishes melting practices and procedures. Recruits, trains, disciplines and motivates employees. Typically reports to the General Manager. Generally Required Qualifications -- Experience: 8 years; Education: Bachelor's degree or equivalent.
105	Melt Shop General Foreman	Responsible for the direction, supervision, coordination, and development of the melting operation and related services through assigned shift supervisors. Responsible for maintaining the production flow from the supply yard, to the furnace, the Ladle Metallurgical Station (LMS), and the casting operation. Typically reports to the Melt Shop Superintendent. (May also be called Melt Shop General Supervisor.) Generally Required Qualifications -- Experience: 7 years; Education: Bachelor's degree or equivalent.
110	Melt Shop Shift Supervisor	Supervises and coordinates an assigned production shift to include the handling and processing of scrap, operation of all ladle metallurgical station (LMS) equipment, furnace operation, ladle and tundish preparation, and continuous casting operation. Typically reports to the Melt Shop General Foreman. Generally Required Qualifications -- Experience: 5 years; Education: High school or equivalent.
140	Casting General Foreman	Responsible for overseeing and coordinating the casting operations and related services through assigned shift supervisors. Typically reports to the Melt Shop Superintendent. (May also be called Casting General Supervisor.) Generally Required Qualifications -- Experience: 6 years; Education: Bachelor's degree or equivalent.

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Job Code	Job Title	Job Description
Rolling Mill		
200	Rolling Mill Superintendent	Directs and coordinates rolling mill operations including related maintenance and service functions. Responsible for production, mill scheduling, coordination of raw material purchasing and recommending purchase of capital equipment. Implements policies and procedures to improve operating performance, reduce waste and delays, and promote cost reduction and efficiency. Oversees operations through supervisors engaged in a wide variety of work. Typically reports to the General Manager. Generally Required Qualifications -- Experience: 8 years; Education: Bachelor's degree or equivalent.
205	Rolling Mill General Foreman	Responsible for coordinating operations in a continuous rolling operation involving reheating and reducing of steel billets. Responsible for maximum yields at lowest cost in accordance with established schedules and quality standards. The incumbent is responsible for the selection, purchase, and installation of rolling hardware. Typically reports to the Rolling Mill Superintendent. Generally Required Qualifications -- Experience: 7 years; Education: Bachelor's degree or equivalent.
210	Rolling Mill Shift Supervisor	Responsible for the supervision of an assigned work force shift engaged in steel mill rolling operations involving warehousing, reheating, and reducing steel billets to products. Assists with the diagnosis of mechanical problems and maintenance repairs. Typically reports to the Rolling Mill General Foreman. Generally Required Qualifications -- Experience: 5 years; Education: High school or equivalent.

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Job Code	Job Title	Job Description
Quality/Safety/Standards		
300	Quality Control Manager	<p>Directs all quality control personnel involved in quality control, laboratory analysis, physical testing, and emergency first aid services. Responsible for ensuring production adherence to customer specifications and standards. Assists sales to determine the feasibility of making additional products. Identifies and recommends corrective action for all product quality problems. Responsible for developing and ensuring compliance with the quality assurance program. Meets with customers and government personnel to discuss product adherence to specifications. Develops and presents recommendations to operating departments on metallurgical problems. Acts as a liaison with customers, quality inspection firms and government agencies to ensure quality compliance. Responsible for quality control employee selection, training, evaluation and discipline. Typically reports to the General Manager. (May also be Metallurgical Manager.) Generally Required Qualifications -- Experience: 7 years; Education: Bachelor's degree in engineering or equivalent.</p>
305	Quality Control Supervisor	<p>Assists the Quality Control Manager in overseeing the operations of the quality department including work scheduling and supply purchasing. Supervises the inspection of steel samples. Checks the accuracy of testing reports and follows through on any problems. Responsible for determining what grade and size of billets/product to produce to assure that customers receive steel in accordance with specifications. Checks and approves chemical and physical reports to customers. In the absence of the Quality Control Manager, Acts as a liaison with customers, quality inspection firms and government agencies to ensure quality compliance. Schedule billets on Rolling Mill charge list to fill rolling schedule orders. Create and maintain records of reheat numbers for product information and keep charge list updated to prevent production delays. Responsible for the selection, evaluations, and disciplinary actions of own work force. Typically reports to the Quality Control Manager. Generally Required Qualifications -- Experience: 3 years; Education: Bachelor's degree in safety, industrial hygiene, engineering or equivalent Or Experience: 7 years; Education: Associate's degree or equivalent.</p>
310	Plant Environmental Manager	<p>Ensures that the plant operates successfully while meeting all environmental protection requirements. Under the direction of the General Manager, ensures prevention and correction of problems concerned with the environment in the planning, design, and operation of structures, facilities, and equipment. Determines sources and methods of measuring and controlling pollutants in air, water, and soil, utilizing knowledge of appropriate scientific principles. Supervises the design of gas and fluid flow systems, chemical reaction systems, mechanical equipment and other test instrumentation. Performs technical research and develops solutions to engineering problems. Generally Required Qualifications -- Experience: 5 years; Education: Bachelor's degree in safety, industrial hygiene, engineering or equivalent Or Experience: 3 years; Education: Master's degree in safety, industrial hygiene, engineering or equivalent.</p>
315	Safety Manager	<p>Assesses current loss prevention and control efforts and makes recommendations to management for improvement. Evaluates risks and develops guidelines for roles, training, measurements, and management system rewards. Actively participates in accident prevention activities including inspections, observations, and incident investigations. This position acts in an advisory capacity to management and liaison with OSHA inspectors. The incumbent develops and coordinates the technical skills training initiatives and conducts training classes for the division. Typically reports to the General Manager. Generally Required Qualifications -- Experience: 5 years; Education: Bachelor's degree in safety, industrial hygiene, engineering or equivalent Or Experience: 3 years; Education: Master's degree in safety, industrial hygiene, engineering or equivalent.</p>

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Job Code	Job Title	Job Description
Quality/Safety/Standards (Continued)		
325	Environmental/Safety Specialist	<p>Assists in the implementation and maintenance of environmental compliance activities with regards to pollution control, hazardous waste and environmental and OSHA safety issues. Collects samples and data required for various environmental permits and licenses. Responsible for the preparation and timely filing of all federal, state, and local environmental reports. Trains and coordinates employees assigned to tend and maintain environmental equipment. Assists in the planning of new or updated emissions control equipment or mill project modifications to assure government and policy compliance. Develop and implement division's environmental emergency procedures. Typically reports to the Quality Control Manager. Generally Required Qualifications -- Experience: 2 years; Education: Bachelor's degree in safety, industrial hygiene, engineering or equivalent.</p>

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Job Code	Job Title	Job Description
Maintenance		
500	Maintenance General Supervisor	<p>Responsible for the maintenance of all melting, casting, and related equipment systems (electrical, mechanical, pneumatic). The incumbent establishes work methods and procedures for breakdown and preventive maintenance programs and coordinates with production personnel in order to minimize downtime. Checks work in progress to ensure proper maintenance is being performed. Anticipates problems, investigates equipment performance, and takes corrective actions. Responsible for maintenance staff selection, training, evaluation, discipline, motivation and safety. Typically reports to the General Manager. Generally Required Qualifications -- Experience: 8 years; Education: Bachelor's degree or equivalent and applicable certifications.</p>
505	Mechanical Supervisor	<p>Supervises a mechanical maintenance crew involved in the maintenance and installation of mechanical equipment and systems. Responsible for implementing and setting priorities for the preventive maintenance program which includes greasing and lubricating, replacing filters in air and hydraulic systems, changing belts or drive equipment, checking product handling equipment for wear or damage, inspecting crane cables and hooks and checking hydraulic and pneumatic systems for spills or leaks. Responsible for selection, training, evaluation, discipline, motivation and safety of the mechanical maintenance team. Accountable for employee compliance with safety procedures. Generally Required Qualifications -- Experience: 7 years; Education: Associate's degree or equivalent and applicable certifications.</p>
530	Electronic/Electrical Maintenance Supervisor	<p>Supervises an electronic maintenance crew involved in the maintenance and installation of electronic or electrical equipment and systems. Responsible for implementing and setting priorities for the preventive maintenance program. Responsible for selection, training, evaluation, discipline, motivation and safety of the electronic maintenance team. Accountable for employee compliance with safety procedures. Generally Required Qualifications -- Experience: 8 years; Education: Bachelor's degree in engineering or equivalent.</p>

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Job Code	Job Title	Job Description
Trades		
605	Bricklaying Supervisor	Supervises and directs a bricklaying crew and other personnel engaged in a variety of melt shop and refractory functions. Requires a thorough knowledge of all types, shapes, and brands of bricks, mortars, and patching materials, and how to reline the ladles, tundishes and the furnace. Typically reports to the Melt Shop General Supervisor or Maintenance General Supervisor. Generally Required Qualifications -- Experience: 3 years; Education: High school degree or equivalent.

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Job Code	Job Title	Job Description
Engineering		
700	Engineer, Chief	<p>Directs engineering services involving plant construction projects, alterations, and installations and directly supervises major projects. Responsible for capital project expenditures and/or process improvements. Directs and prepares blueprints for additions, installations, and maintenance purposes. Ensures compliance with appropriate rules and regulations affecting all pollution, hazardous waste, and environmental controls. Troubleshoots the most complex or heavy industrial processing machinery and equipment. Functions as the emergency response coordinator for environmental conditions requiring cleanup. Supervises and develops engineers and mechanics. Typically reports directly to the Mill General Manager. (May also be called Plant Engineer.) Generally Required Qualifications -- Experience: 7 years; Education: Bachelor's degree in engineering or equivalent Or Experience: 5 years; Education: Master's degree in engineering or equivalent.</p>
701	Engineer, Senior	<p>Exercises supervisory authority over other engineers engaged in the planning, organization, control, and integration of facilities and production areas. Oversees the design and/or modification of structures, equipment, tubes, and fixtures. Oversees the design of new equipment and plant organization. Supervises construction projects involving subcontractors. This position provides advanced technical consulting services to operating departments. On major projects the incumbent is responsible for cost estimates involving labor, subcontractors, materials, supplies, tools, and equipment. Uses AutoCAD software to prepare layouts for mill facilities. Typically reports to the Chief Engineer. Generally Required Qualifications -- Experience: 7 years; Education: Bachelor's degree or equivalent Or Experience: 4 years; Education: Master's degree or equivalent.</p>
705	Engineer, Intermediate	<p>Exercises functional authority for the planning, organization, control, and integration of facilities and production areas. Designs or modifies structures, equipment, tubes, and fixtures. Directs the design of new equipment and plant organization. Supervises construction projects involving subcontractors. This position provides technical consulting services to plant supervisors. On major projects the incumbent is responsible for cost estimates involving labor, subcontractors, materials, supplies, tools, and equipment. Uses AutoCAD software to prepare layouts for mill facilities. Typically reports to the Chief Engineer. Generally Required Qualifications -- Experience: 5 years; Education: Bachelor's degree or equivalent Or Experience: 3 years; Education: Master's degree or equivalent.</p>
715	Metallurgical Engineer	<p>Applies chemistry and a variety of engineering disciplines in the analysis and application of steel, alloys, or composite materials in the production of steel products or in the effective utilization of steel, alloys or composite materials. Recommends changes to production process or product design by analyzing and researching chemical and physical properties of raw materials or finished products. Also responsible for compliance with governmental regulations, customer and company specifications for physical and chemical testing. Typically reports to the Quality Control Manager. Generally Required Qualifications -- Experience: 6 years; Education: Bachelor's degree in chemical engineering or equivalent Or Experience: 4 years; Education: Master's degree in chemical engineering or equivalent.</p>

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Job Code	Job Title	Job Description
Sales		
750	Division Sales Director	Responsible for managing sales and service for operating unit through direct reports. Develops short- and long-range objectives and strategies. Compiles and analyzes market information. Responsible for training and development of sales staff. May personally handle a few of the largest accounts. Generally Required Qualifications – Experience: 8 years; Education: Bachelor's degree.
755	Sales Manager	Responsible for managing sales and service within a region, both personally and through direct reports. Designs and implements objectives, programs, and strategies. Compiles and analyzes market information. Responsible for training and development of subordinate sales staff. Generally Required Qualifications – Experience: 5 or more years; Education: Bachelor's degree.
760	Sales Representative, Senior	As an outside field representative, promotes and sells products via direct customer contacts within assigned region or territory. Compiles and analyzes market information. Handles larger accounts including soliciting and taking orders, and handling problem resolution. Assists with collecting delinquent receivables, using discretion to settle accounts. Generally Required Qualifications – Experience: 5 years; Education: High school degree or equivalent.

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Job Code	Job Title	Job Description
Shipping		
800	Warehouse/Shipping General Foreman	Responsible for shearing, warehousing, and shipping all rolled products. Through supervisors, oversees a wide variety of work including bar cooling beds, shearing and bundling, finished stock warehousing, and shipping. Coordinates manpower, equipment and warehouse space to meet production, quality, shipping, and cost goals. Responsible for proper grading application of finished bar to meet customer specification. Typically reports to the General Manager. Generally Required Qualifications -- Experience: 5 years; Education: Bachelor's degree or equivalent
820	Raw Materials Supervisor	Directs scrap yard operations including scrap storage, movement, and processing. Responsible for returning reclaimed scrap to inventory, maintaining assigned mobile equipment, recording inbound scrap, and controlling demurrage on railcars. Responsible for the upkeep and repair on various operational mobile equipment including locomotive, loaders, and cranes. Conducts required disciplinary investigations, counseling sessions, skills training, and safety orientation. Maintains an efficient flow of scrap through the scrap yard, Melt Shop, and Rolling Mill. Typically reports to the Warehouse/Shipping General Foreman. Generally Required Qualifications -- Experience: 4 years; Education: High school degree or equivalent.

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Job Code	Job Title	Job Description
Operations		
060	Computer Systems Technician	<p>Provides software and hardware support, technical training, and project coordination for a Mill. Diagnoses malfunctions and performs corrective actions as necessary primarily with the network and desktop applications. Investigates complaints, problems, and malfunctions in production computer applications. Possess a working knowledge of multiple electronic data processing software and operating systems including UNIX, Novell, and Microsoft Windows. Works closely with vendors and Corporate MIS personnel to ensure continuity of service. Provides support to maintenance personnel to program and day-to-day operations of equipment or other machinery. Typically reports to a corporate MIS function, the Human Resource Manager, or the MIS Manager. Generally Required Qualifications -- Experience: 2 years; Education: Associate's degree or equivalent.</p>

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Job Code	Job Title	Job Description
Melt Shop/Casting		
115	Furnace Operator/First Helper	Directs charging of proper mixes and loads materials into the furnace. Directs helpers to cut scrap, take samples, and measure temperature and oxygen readings. Directs the melting process to achieve desired results relative to oxygen lancing, foaming of slag, slagging out, proper chemical balance, minimization of furnace wear, energy consumption, electrode usage, time lapse, and quality of steel. Typically reports to a Melt Shop Shift Supervisor. This may be the highest-level hourly position in the melt shop. Generally Required Qualifications -- Experience: 3 years; Education: High School or equivalent.
120	Assistant Furnace Operator/Second Helper	Assists others in the operation of a melting furnace. Works primarily from verbal instructions from the Furnace Operator and performs regularly assigned duties in accordance with established operating and safety procedures. Work involves taking temperatures, preparing heat samples, replacing electrodes, plugging tap holes, and loading patch guns. Operates an oxygen lance and door burner to accelerate the melting process and to facilitate the breakdown of metals inside of the furnace. Performs furnace maintenance duties to prevent metal loss and efficient operation. Typically reports to a Melt Shop Shift Supervisor. Generally Required Qualifications -- Experience: 6 months; Education: High School or equivalent.
125	Furnace Helper	Assists the furnace personnel with furnace operations and maintenance. On occasion may need to operate mobile equipment. Works from verbal instructions and within established procedures. Typically reports to a Melt Shop Shift Supervisor. Generally Required Qualifications -- Experience: 3 months; Education: High School or equivalent.
130	Melt Shop Attendant	Performs a variety of duties to support melt shop operations including ladle metallurgy station, casting, ladle, furnace, and brick crew operations. Follows clearly prescribed procedures and verbal instructions. Assists the LMS Operator to make alloy and slag additions, take temperatures, and lance heats. May assist the brick crew with removing refractories from ladles, tundishes, etc. Cleans the furnace and surrounding area, ladle car track, tilt cylinders, casting spray changers, and run-out area during downtime. Assists in hooking up, setting and unhooking ladles, materials, etc., with cranes. Typically reports to a Melt Shop Shift Supervisor. Generally Required Qualifications -- Experience: 0 years; Education: High school degree or equivalent.
135	Ladleman	Prepares slide gates and ladles for tapping, refining, pouring, and casting heats. Inspects slide gate mechanical components and tests tension springs following each heat. Responsible for ladle inspection, testing of slide gate components and handling accessories needed for maintenance and repair. Typically reports to a Melt Shop Shift Supervisor. (May also be called Ladle Tender.) Generally Required Qualifications -- Experience: 1 year; Education: High School or equivalent.
145	Casting Shift Supervisor	Supervises and coordinates an assigned work force shift in casting operations and the auxiliary operations necessary to cut cast strands, stack and remove finished billets, and charge billets into the reheat furnace. Typically reports to the Casting General Foreman. Generally Required Qualifications -- Experience: 4 years; Education: High School or equivalent.

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Job Code	Job Title	Job Description
Melt Shop/Casting (Continued)		
150	Casting Machine Operator	Plan, set up and monitor the operations necessary to position billets from the continuous casting strands for removal from pusher tables to the reheat furnace, and stage billets to be picked up by billet yard crane. Duties include monitoring the control panels for casting strands and related alarm stations, stirring heats, checking and adjusting temperatures and chemistry by taking samples, adding alloys or oxygen, and maintaining and operating casting machine and related equipment. Typically reports to a Casting Shift Supervisor. (May also be called Caster Pulpit Operator). Generally Required Qualifications -- Experience: 2 years; Education: High School or equivalent.
155	Caster, Cutting Attendant	Cuts continuously cast steel billet strands into specified lengths and transfers them to stacking and storage. Sets up the automatic torch cutting station. On occasion may perform manual torch cutting operations. Marks billets with proper identification. Typically reports to a Casting Shift Supervisor. Generally Required Qualifications -- Experience: 6 months; Education: High school or equivalent.

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Job Code	Job Title	Job Description
Rolling Mill		
215	Assistant Roller	Works in the Rolling Mill pulpit. Controls and coordinates production flow from the reheat furnace through the rolling mill. Plans, sets-up, monitors, and adjusts the billet reducing and strand shaping operations as necessary. Coordinates and directs the activities of the rolling crew. Typically reports to the Rolling Shift Supervisor. This may be the highest-level hourly position in the rolling mill. (May also be called Rolling Mill Coordinator.) Generally Required Qualifications -- Experience: 4 years; Education: High school or equivalent.
225	Roll Turner	Develops programs for lathe operators and performs machining operations to form, groove, turn, or dress rolls. Cuts deformations in finished and brand rolls to close tolerances. Determines stock to be removed and dressing or grooving to refinish and restore rolls to usable condition. Operates computer-driven lathe. Using AutoCAD, develops lathe programs from written pass design blueprints and give this information to lathe operators, along with tolerance requirements to use when turning rolls. Typically reports to the Rolling Mill Shift Supervisor. Generally Required Qualifications -- Experience: 2 years; Education: High school or equivalent.
230	Roller / Mill Attendant	Performs a wide variety of duties to facilitate the processing of billets and strands through the rolling mill stands. Follow procedures and verbal instructions, working very closely with the Mill Coordinator. Monitors roll stand operations, water cooling flow, and strand tensions. Assists in mill changeovers, setting guides, setting rolls, adjusting strands, and performing other adjustments. Performs routine preventive maintenance such as lubricating and changing fittings, bearings, and piping. Assists maintenance personnel on breakdown maintenance and troubleshooting. Procures and delivers test bar pieces for deformation and weight tests. Typically reports to the Rolling Mill Shift Supervisor. Generally Required Qualifications -- Experience: 6 months; Education: High school or equivalent.
235	Guide and Bearing Technician	Maintains guides and roller entry guide boxes in proper condition and adequate supply. Dismantles, rebuilds, and sets up roller entry/delivery guide boxes to check condition of rollers, bearings, guides, and other parts. Typically reports to the Rolling Mill Shift Supervisor. Generally Required Qualifications -- Experience: 2 years; Education: High school or equivalent.
240	Reheat Furnace Operator/Heater	Perform a variety of operations necessary to reheat steel billets to proper rolling temperature. Controls furnace temperature and pressure to obtain correct billet temperature for rolling. Maintain production records regarding heat identification, number of heats, and number of billets. Monitor water flow, fuel consumption and furnace operation. Typically reports to a Rolling Shift Supervisor. Generally Required Qualifications -- Experience: 2 years; Education: High school or equivalent.
245	Finishing End Attendant	Monitor and tend the automatic shearing and transfer of bar stock to the bundling station. Repairs cobbles and makes mill changeovers. Counts and identifies material in accordance with bar schedules and segregation crop ends. Repairs broken chains and other minor repairs on collecting bed. Assists with saw blade changes, roll changes, banding bundles, and changing coils on bending machines. Typically reports to the Rolling Mill Shift Supervisor. Generally Required Qualifications -- Experience: 1 year; Education: High school or equivalent.

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Job Code	Job Title	Job Description
Crane Operators		
405	Ladle Crane Operator	Operates an electric bridge ladle crane for furnace tappings, placement at the LMS, heat casting, and service casting. Follows prescribed procedures, operation sequences, and directions from the melt shop floor personnel and supervisors. Transfers ladles of molten metal from the furnace tapping pit to LMS and onto concast turret. Typically reports to the Melt Shop General Supervisor. Generally Required Qualifications -- Experience: 3 years; Education: High school or equivalent.
410	Pulpit Bridge Operator	Operates the crane bridge, trolley, hoist and magnet controls from a bridge pulpit to receive, transfer, and unload steel materials (this may include hot metals). Work involves decisions regarding the safe and efficient operation of the crane. Typically reports to a Shift Supervisor in Shipping, the Melt Shop, or Casting department. Generally Required Qualifications -- Experience: 6 months; Education: High school or equivalent.
415	Raw Materials Yard Crane Operator	Operates an overhead electric bridge crane with hoist and operator's cab mounted on bridge. Unloads iron materials from rail cars and trucks, fills charging buckets, maintains level on scrap conveyor, and services mill waste area. Coordinates the placement of scrap trucks with the scrap yard. Inspect incoming scrap for conformance with purchasing specifications. Fills furnace charging buckets with proper grade of scrap as directed by furnace operator. Typically reports to the Raw Materials Supervisor. Generally Required Qualifications -- Experience: 9 months; Education: High school or equivalent.

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Job Code	Job Title	Job Description
Maintenance		
510	Maintenance Mechanic Senior	Plans, lays out, and performs all operations pertaining to the installation, maintenance, and repair of steel mill equipment. Work involves mechanical, hydraulic, and pneumatic troubleshooting/maintenance responsibilities that require a variety of precision instruments. Inspects, adjusts, cleans, or lubricates equipment as preventive maintenance. Lays out, installs, and maintains a wide variety of electrical control equipment. Serves as a technical resource on complex matters for other mechanics and may provide development guidance. Typically reports to the General Maintenance Supervisor or the Maintenance Mechanic Supervisor. (May also be called Master Maintenance Mechanic.) Generally Required Qualifications -- Experience: 5 years; Education: Associate's degree or equivalent and applicable certifications.
515	Maintenance Mechanic/Millwright	Plans, lays out, and performs all operations pertaining to the installation, maintenance, and repair of steel mill equipment. Work involves mechanical, hydraulic, and pneumatic troubleshooting/maintenance responsibilities that require a variety of precision instruments. Inspects, adjusts, cleans, or lubricates equipment as preventive maintenance. Lays out, installs, and maintains a wide variety of electrical control equipment. Typically reports to the General Maintenance Supervisor or the Maintenance Mechanic Supervisor. Generally Required Qualifications -- Experience: 3 years; Education: Associate's degree or equivalent and applicable certifications.
525	Maintenance Mechanic Associate	Performs operations pertaining to the installation, maintenance, and repair of steel mill equipment. Work involves mechanical, hydraulic, and pneumatic troubleshooting/maintenance responsibilities with non-complex circuitry. Inspects, adjusts, cleans, or lubricates equipment as preventive maintenance. Usually works in teams under direct supervision. Typically reports to the General Maintenance Supervisor or the Maintenance Mechanic Supervisor. Generally Required Qualifications -- Experience: 1 year; Education: Associate's degree and applicable certifications.
535	Electronic/Electrical Technician, Senior	Plans, lays out, and performs all operations required to install, troubleshoot, and repair electrical and electronic equipment and controls including automatic micro-processing equipment. More complex programming changes are accomplished in conjunction with the maintenance engineering staff. Works closely with engineers and maintenance supervisors in planning systematic maintenance of electronic systems and instrumentation. Checks and calibrates mill electronic systems and assists engineers with program changes in plant logic controls. Provides technical guidance and support to lower level Electronic Technicians. Typically reports to the General Maintenance Supervisor or the Electronic Maintenance Supervisor. Generally Required Qualifications -- Experience: 5 years; Education: Associate's degree and applicable certifications.
540	Electronic Technician / Repair	Plans, lays out, and performs all operations required to install, troubleshoot, and repair electrical and electronic equipment and controls including automatic micro-processing equipment. More complex programming changes are accomplished by maintenance engineering staff. Works closely with engineers and maintenance supervisors in planning systematic maintenance of electronic systems and instrumentation. Checks and calibrates mill electronic systems and assists engineers with program changes in plant logic controls. Typically reports to the General Maintenance Supervisor or the Electronic Maintenance Supervisor. Generally Required Qualifications -- Experience: 3 years; Education: Associate's degree and applicable certifications.

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Job Code	Job Title	Job Description
Maintenance (Continued)		
545	Electronic Technician, Associate	<p>Plans, lays out, and performs operations required to install, troubleshoot, and repair electrical and electronic equipment and controls including automatic micro-processing equipment. More complex programming changes are accomplished by maintenance engineering staff. Works closely with engineers and maintenance supervisors in planning systematic maintenance of electronic systems and instrumentation. Checks and calibrates mill electronic systems and assists engineers with program changes in plant logic controls. Typically reports to the General Maintenance Supervisor or the Electronic Maintenance Supervisor. Generally Required Qualifications -- Experience: 1 year; Education: Associate's degree and applicable certifications</p>
555	Storeroom Attendant/Maintenance Buyer	<p>Receives, stores and issues hand tools, machine tools, dies, measuring devices and other equipment. Monitors the stock levels of raw material and fuel, and coordinates the local pick-up and delivery of purchased items. Conducts periodic or perpetual inventory, and requisitions stock as needed. Requisitions approved materials on open purchase orders. Coordinates the work for Storeroom Attendants. Receive direction from the Maintenance Buyer. Assist supervisor in procurement of vendor quotes. Typically reports to the Purchasing Manager. Generally Required Qualifications -- Experience: 3 years; Education: Bachelor's degree or equivalent.</p>

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Job Code	Job Title	Job Description
Trades		
610	Brick Mason	Plans, lays-out and performs all operations necessary to patch the refractory line, lay brick, rebuild and reline ladles, furnaces, furnace roofs, ladle covers, preheater walls, tundishes, etc. Cuts brick to size and uses pneumatic tools to ram material in roofs, walls, tundishes, and other areas as required. Spreads, sprays, vibrates, or tamps refractory compound. Typically reports to the Bricklaying Supervisor. (Job may also be called Bricklayer.) Generally Required Qualifications -- Experience: 1 year; Education: High school or equivalent.

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Job Code	Job Title	Job Description
Sales		
765	Inside Sales Representative	<p>Promotes and sells products primarily via outbound telephone calls to existing and prospective customers. Manages orders through purchase order award through production to shipment. Occasionally required to travel to customer location. Compiles and keeps current on market intelligence. Settles customer complaints. Assists with collecting delinquent receivables, using discretion to settle accounts.</p> <p>Generally Required Qualifications – Experience: 3 years; Education: High school degree or equivalent.</p>

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Job Code	Job Title	Job Description
Shipping		
805	Warehouse Shift Supervisor	<p>Assures complete and timely loading and storage of merchant and reinforcing steel products. Directs the work of the warehouse staff to efficiently expedite the loading and unloading of materials. Handles customer complaints. Responsible for selection, training, evaluation, discipline, motivation and safety of the shipping staff. Typically reports to the Shipping General Supervisor. Generally Required Qualifications -- Experience: 2 years; Education: High school or equivalent.</p>
810	Warehouse/Shipping Loader	<p>Assures complete and accurate loading and storage of merchant and reinforcing steel products. Directs work of warehouse attendants and operators to efficiently expedite the loading and unloading of materials. Locates, checks and verifies the accuracy of the product being loaded with load requests, heat numbers, grades, sizes, piece counts, or other information as necessary. Under general supervision, follows prescribed procedures and methods. Typically reports to the Warehouse Shift Supervisor. This may be the highest-level hourly position in the shipping department. Generally Required Qualifications -- Experience: 1 year; Education: High school or equivalent.</p>
815	Warehouse/Shipping Attendant	<p>Provide support as assigned for the transfer of stock in and out of storage locations, loading for direct shipments and unloading for incoming materials in accordance with established practices and procedures. Typically reports to a Shipping Shift Supervisor. Generally Required Qualifications -- Experience: 0 years; Education: Some high school or equivalent.</p>