



**CELSA**

[www.celsagroup.com](http://www.celsagroup.com)

# **Committed to people**

**We are  
committed to  
the talent and  
development of  
our team**

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## Why Celsa

We take care of our people and promote the personal and professional development of our teams. We believe in people and strive to offer every opportunity to all the members of Celsa.

We want you to experience being part of Celsa to share exciting challenges and to enjoy it as much as we do.

**Want to join the #CelsaFamily?**

**Experience being part of Celsa, share exciting challenges and enjoy it as much as we do.**

# Employee value proposition

We are a business with a **purpose**

We care for the planet and **sustainability** is at the heart of our business

**we love**

what we do

We like to **learn** on a daily basis. We are **perseverant and exigent** to achieve **excellence** in what we do

We work for a **circular economy** and **we are leaders** in what we do

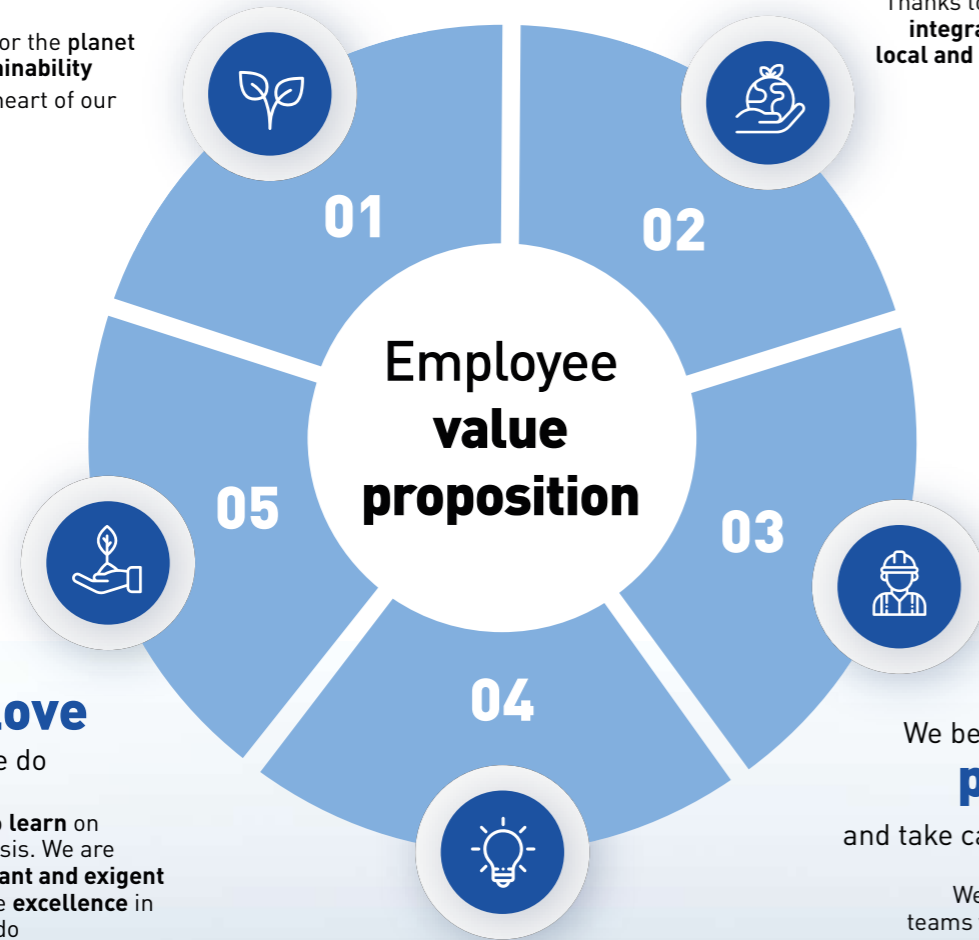
Thanks to the **vertical integration** and our **local and global vision**

We believe in our **people** and take care of them

We have diverse teams with **long and successful careers** in the company

We are committed to **innovation**

We adapt to **change** with **resilience**



## 01. We are a company with a purpose

- We are a company (with a presence throughout Europe) committed to what we do, always driven by our purpose, vision, mission and values.
- We help the planet and society to move forward to generate a **positive impact** on the environment.
- Our work is possible **thanks to the people** who help make it happen. We believe in giving a **second life and in the opportunities** that are generated from elements that have already finished their useful life, transforming them and returning them ready to be reused.



## 02. We work for a circular economy and we are leaders in what we do

- We want to go beyond the concept of a linear economy to evolve to a **circular one based on vertical integration, sustainability and circularity**.
- With our activity based on recycling, we seek to provide a solution to the main systemic risks of the planet: **the depletion of resources and the fight against climate change**.
- We are the first European producer of **circular and low emission steel** and we are the largest circular supply chain in Europe. For this reason, we aspire to **excellence in environmental management and sustainable development**.



## 03. We believe in our people and take care of them

- We believe in people, their abilities, their values and in their ability to change things. We take care of your **health, safety and development**.
- We support **equal opportunities and diversity**, and we demonstrate it through internal recognition that rewards the way it is.
- We train professionals and **promote their talent**, so they can add value to what we do. **Because if people grow, Celsa grows.**



## 04. We are committed to innovation

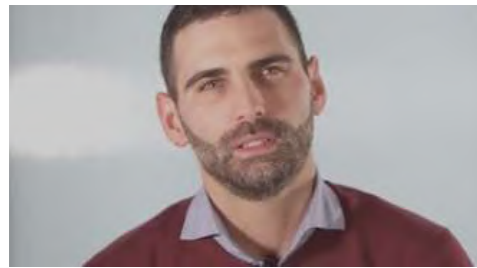
- Since our beginnings, we have recycled iron scrap to produce steel in **electric arc furnaces** using the most sustainable and energy efficient technology.
- **Innovation, transformation and continuous improvement** are in our DNA to be more efficient in everything we do.
- We strive to develop an industrial dynamic with **innovative recycling techniques** that help protect the planet.



## 05. We love what we do

- The history of Celsa has been forged based on our **values**. We have **committed people** and we want them to **feel accomplished** with their work within Celsa.
- We are not satisfied only with what we do, but **we seek to improve in all possible areas**, through continuous learning. For us, each challenge is an **opportunity to continue growing**.
- We always strive to offer our clients **excellent service and treatment**, and we achieve this by **deeply believing** in what we do.

# Live **Celsa**



## **Daniel Mata**

*Park Scrap & Additives Manager*  
Celsa Barcelona Group



[view video](#)

## **Jesús Rama**

*Quality Manager*  
Celsa France Group



[view video](#)



## **Katarzyna Michalczyk**

*Safety Manager*  
Celsa Huta Ostrowiec Group



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## **Guillaume Pujolle**

*Process Engineer*  
Celsa France Group



[view video](#)



## **Halvard Meisjford**

*Commercial Director*  
Celsa Nordic Group



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## **Kjersti Berntsen**

*Operational Manager*  
Celsa Nordic Group



[view video](#)

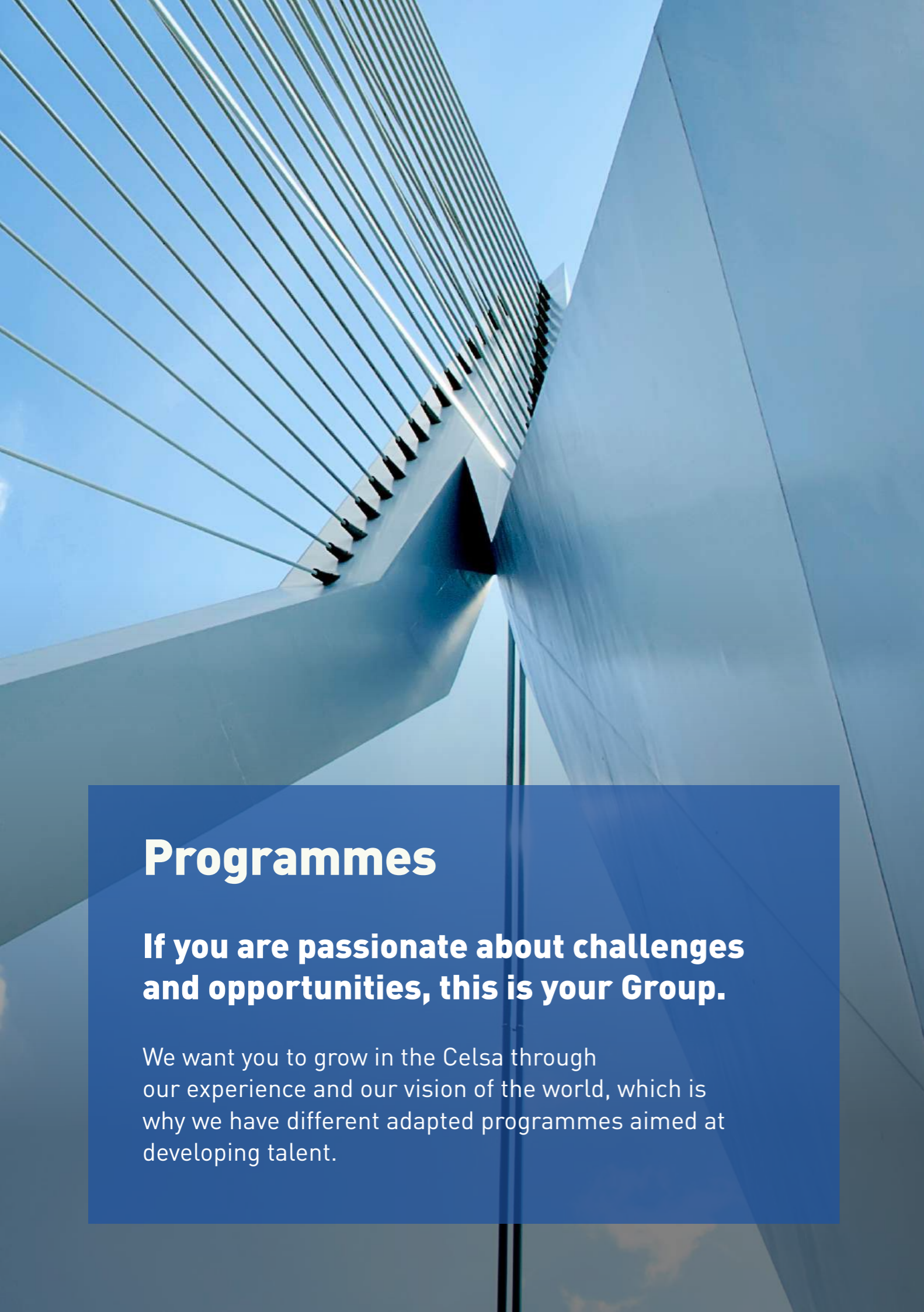


# More than 7500 people make up the human team of Celsa



Listen to the testimonies of people who are part of our team and who are currently working in different countries and occupying different positions.





# Programmes

**If you are passionate about challenges and opportunities, this is your Group.**

We want you to grow in the Celsa through our experience and our vision of the world, which is why we have different adapted programmes aimed at developing talent.

**People Development Integrated System**

A tool designed to manage people's talent.

### Performance management

Objectives, areas of responsibility, competencies and values are evaluated. Improvement plans are established aimed at progress and obtaining the best results as professionals and as an organization.

### Professional career management

Process by which people and professionals know their strengths, their areas for improvement and their possibilities for future development as future directors and managers.

### Talent management and succession plans

Capacities are detected and developed, and personal expectations, future leaders and the organization's needs are brought together to guarantee a promising future and generational change within the Group.

### Management of objectives

Process of individual assignment of the objectives of the organization through deployment in cascade. The objectives come from the strategic reflection, the budget and the annual assessment of values.

To offer our team the best preparation, the Group has implemented **the People Development Integrated System (PDIS), a tool aimed at managing people's talent.**

Based on this, the qualities are identified and the career that best suits your profile is planned. This system has been developed in all business units with the aim of:

**ENSURING** the satisfaction of our professionals and provide value for the retention of talent.

**PROVIDING** them with a common, easy and coherent tool that catalyzes the strategy of the company through people.

**BUILDING** the attitudes, skills and knowledge necessary to contribute and add to the Celsa project.

**ATTRACTING**, motivating and developing the best and brightest talent.

## Development programmes

At CELSA Group™ we have different adapted programmes aimed at the development of internal and external talent. We want you to grow with us, learn from our experience, and in return we will learn from your view of the world

The aim of the programmes is to provide candidates with the best training with a comprehensive view of the organisation in each of the Group's functional areas.



## Job offers

If you want to get in the Celsa spirit, sign up for the offer that best suits your profile or send us your CV so we can learn all about you. On our portal you will find all the latest job offers from all the countries where we operate.

**We want to bring your talent on board!  
Join our team!**



### We'd love to meet you

If there are no vacancies that currently interest you, send us your CV so we can look at it and find a position that matches your profile. If we have one, we'll be sure to contact you.

[SEND US YOUR CV](#)



### Offers on LinkedIn

Check out the vacancies and follow Celsa on LinkedIn. In addition to following the company and learning the latest news, you will receive all the job alerts.

[SEE VACANCIES](#)

### CHECK OUT OUR JOB OFFERS

Access SuccessFactors to see all vacant positions

[SEE OFFERS](#)

A pile of scrap metal and debris, including various pieces of metal, wood, and plastic, with a single green leaf resting on top.

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