

Norex

Site Manager

Työpäällikkö | Platschef

Company and position description

NOREX – Site Manager

NOREX visions a future where nothing is wasted, which is now more important than ever. By creating and maximizing sustainable values for steel and scrap with efficient solutions, we want to make a real difference for our future. Behind our continued success are our focus in customer service, being a trustworthy partner and delivering expected quality.

After you, our potential candidate, review this information about us and the open position, we will share a better understanding about the skills, experience level and personality traits required for the job. It's also an opportunity for you to assess your interest in the position.

Please reach out to our recruitment team at Operaria with any questions.



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About Norex

Founded in Sweden 1983, Norex enables steel mills and steel product manufacturers to make the most of the world's steel. We create and maximize sustainable values for steel and scrap with efficient solutions for our customers. We deliver great service, expected quality as well as flexible, efficient and safe solutions to steel producers and steel users so they can focus on their core strategies.

Our main markets are in the Nordics and in Europe. Our main business areas are scrap related services: Norex Service Sweden AB & Norex Service Finland OY and trade division: Norex International AB.

Our strategic objectives:

- Be the most trustworthy and flexible partner.
- Highly motivated and proud employees.
- Secure efficiency with continuous improvements.
- Ensure stability, profitability and growth – prioritized in that order.

Our vision: Waste nothing.

Our mission: Create and maximize sustainable values for steel and scrap with efficient solutions.

We employ 110+ dedicated experts with an excellent service attitude.

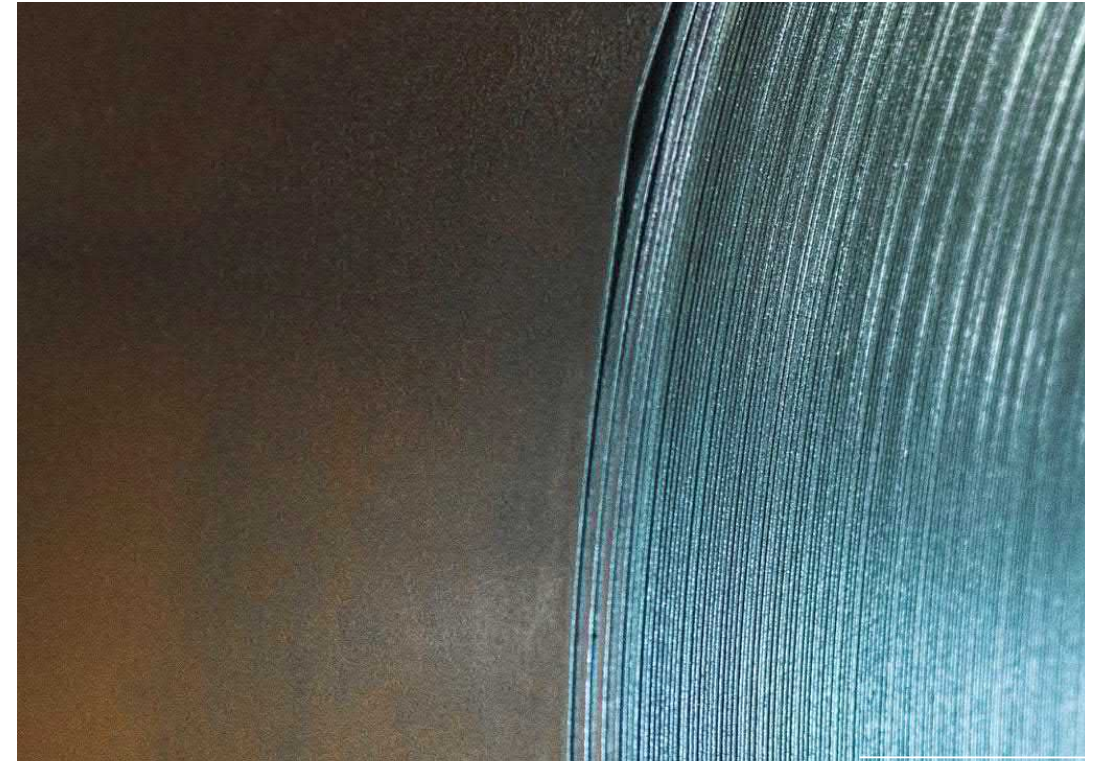
Our organization that supports you:

CEO: David Fredriksson

HR Manager: Tiina Moilanen

Tornio Interim Site Manager Shredder: Jari Kujala

Tornio Site Manager Kipa: Juha Syväjärvi



Offices:

Our HQ and trade office is in Gothenburg, Sweden, with service units in Borlänge, Sandviken and Oxelösund. Norex's service units in Finland are in Tornio and Raahe. We also have branch offices in Belgium & Poland.

Turnover:

80 M€ in 2021 with approx. 10 M€ profit.

Our values

FLEXIBLE

We tackle challenges and changes with a positive can-do attitude

Ability to change and adapt to the current situation are necessary for improvements and fundamental for development of the business.

Open minded and service minded, we walk the extra mile to help a customer and gladly help a colleague.

RELIABLE

We take great responsibility and keep our promises

Everyone take great responsibility for their part in all processes to deliver solutions, expected quality, correct information and excellent customer satisfaction. By always being accessible, keeping our promises and greatly care for our customers relationships, we build reliability and trust.

EFFICIENT

We spend the right time on the right things

We work to improve and make all processes more efficient striving to be committed, cost conscious and productive. Communication, teamwork and planning are essential to improve efficiency. We are focused on prioritizing and supporting the most profitable businesses.

AMBITIOUS

We set ambitious targets to increase our performance

We always deliver on expectations, and even then, we strive to outperform ourselves. Always aiming for more, setting higher targets and finding new ways forward – we never say “I will try to...”. We say “I will do whatever it takes...”, and we mean it.

Site Manager at Tornio Shredder

Location: Tornio. Necessary to be on-site.

Reason for opening: Change of Management with deeper focus on work culture, safety, up-time and preventive service. Maintenance and safety issue prevention are high priorities in this position. Focus also on improved documentation, reporting and workflow. More emphasis on customer service.

At Tornio Shredder the main task is to shred/fragment various scrap into high-value cooling scrap to be used in the steel making process by the steel mill. With our shredder driven by a 4000hp motor we produce 11-12% of the total steel consumption for the steel mill, and we operate 24/7/365.

KEY ASSIGNMENTS

- Responsibility of Tornio Shredder, daily 24/7 operations
- Operational, safety, and workflow
- Budgeting and ensuring productivity
- Employee responsibility, 20 - 22 persons, ensuring and developing work safety as well as work well-being
- Developing employee competence and increasing awareness of rules and regulations
- Developing and ensuring high productivity and service level towards client
- In charge of contractual processes with partners
- Ensuring continuous service of equipment, machinery and installations
- Researching and developing productive ways of working, while measuring your success and reporting them to your supervisor
- Taking part in various projects to improve and develop operations
- Sharing best practices with colleagues
- Traveling approximately 10 - 20 days per year within the Nordics



About the position

In this position you will manage operations and staff at the mill with focus on safety, productivity and excellence in customer service..

KEY RESPONSIBILITIES:

- Operational and financial management of the mill
- Ensuring profitability
- Responsible for employee satisfaction, well-being and on-site work safety protocols
- Equipment and installations
- Finding ways to improve operations
- Environmental responsibility
- Ensuring client satisfaction
- Responsible for contractual processes with partners

It is important that you create strong customer relationships and communicate effectively with important executives and managers through regular contacts and meetings. You show sensitivity to your customers' needs by carefully listening to their issues and concerns. You are responsible for negotiating with all necessary key decision makers and influencers within your customer's organization. By developing service level and client relations you ensure Norex's role as the preferred supplier.

Three key challenges of the role

- Successfully motivating and influencing workers from different positions and historical backgrounds not forgetting the employee trade union.
- Defining the best ways and approaches to ensure the units continued growth.
- Implementing company values to operations; flexibility, reliability, efficiency and ambition.

Success criteria

- Building good relationships with customers and key people within our organization.
- Learning how Norex operates i.e., through active participation in company training courses.
- Taking control of the Tornio Shredder unit, ensuring 24/7 non-stop production.
- Promoting improved ways of working and operating to increase productivity and work well-being.
- Improving workflow to meet market requirements.

You report to CEO David Fredriksson. David has a master's degree in chemical engineering from Chalmers University in Gothenburg. He started his career with Alfa Laval where he oversaw their marketing for the gas and oil clients. In 2002, he took the role of CEO at Norex, the family-owned company, where his focus is on goals of long-term growth for the company. He values co-operation and communication and wants to offer the site managers the support from HQ any way he can.

Our ideal candidate

*We are looking for a long-term manager,
who enjoys the smell of steel and sparks.*

YOUR BACKGROUND

Your educational background is BEng, or you have experience and knowledge through practical work in a relevant industry. You have worked within steel industry, steel mills, mining industry or some other heavy industry. You have a thorough understanding of a typical workflow at an industry plant.

The person we are seeking has documented experience of successful management and change management. You have previously been responsible for operations and development processes. You are also well versed in conducting technical dialogue with people from different backgrounds, from skilled labor to senior management. As a minimum, we expect 3-5 years of managerial experience to be considered for the position.

To understand a customer's situation is important; you must ask the right questions. You have great insight into issues in production facilities, you are a good negotiator and have the habit of “walk the talk”. You have been responsible for or have been involved in projects within production and understand what this means. It is also an advantage if you have an established network of contacts in the steel industry.

You are fluent in Finnish and English, while we consider skills in Swedish a definite plus. You are fluent in MS Office are excellent, especially Word and Excel.





Our ideal candidate

Norex is its people.

PERSONALITY

We are a relatively small organization, so it is important that you are used to working independently, taking ownership and being cost conscious. Because of the entrepreneurial aspect of this job, it is imperative that you are well organized and can manage your time well.

You are confident and can influence decisions. You are self-motivated and committed to what you do. You can run projects in a successful manner and achieve acceptance within an organization. You are persistent and goal-oriented, focused on high-quality and excellence in customer service. You realize that implementing strategies on an operational level is a long-term goal, which requires great communication, diplomacy and commitment from the team.

You are interested in people and building relationships. To actively listen and understand and to constantly thrive for improvement are crucial for success. You are a good communicator who can get the team to realize and embrace the benefits of following our processes. You can act diplomatically but decisively with all stakeholders.

Why choose us?

In this position you will have a challenging yet entrepreneurial role in developing our operations in Tornio. You will join a team of highly motivated and ambitious people, who are committed to their work and our organization. These ultimately are the reasons behind our success and the great, reliable service we are recognized for. In Tornio we are in a process of cultural change in order to reach the same level as in other units. You will be the key person to make Tornio best in class.

Norex is an international player with a strong economic standing. High profitability is the ultimate quality measurement of our skills and of our efficiency in the businesses we pursue, and therefore we shall be better than our competitors.

Our goal is to make the most use of non-prime steel. We are satisfied only when we extend the product life cycle of steel by maximizing sustainable values for steel and scrap with efficient solutions. Today, global resource management has become central on most levels in society. Join us in making the world's steel fully utilized!

Feel the sparks.

To learn more about Norex and this position, contact Stefan Forsberg, Markus Fabricius or Juha-Erik Aaltonen at Operaria. They can fill you in on this exciting opportunity for growth.

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The logo for Operaria, featuring the word "OPERARIA" in a bold, black, serif font. The letters are set against a solid orange rectangular background that has a slightly irregular, hand-drawn appearance.

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