



[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 Group™

At CELSA Group™ 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 the Group.

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

**Want to join the #CELSAFamily?**

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

# CELSA Group™, 6 reasons to choose us

01

## We are leaders in what we do

CELSA Group™ is a world leader in the steel sector and long steel product manufacturing. Reaching this position gives us numerous opportunities to carry out projects around the world. Innovation and continuous improvement are part of our DNA. We are leaders because we are risk-takers, always exploring new ways of doing things with an open, proactive mindset.



02

## We train professionals and promote our talent

We know that a well-trained team means we can face challenges and demands with the maximum guarantee of success. This is why we have high-level development plans and provide the starting point for many professional careers, both nationally and internationally. Because we firmly believe that if people grow, then the Group grows too.



03

## We are committed to the circular economy

We seek excellence in environmental management and sustainable development. We strive to develop an industrial dynamic based on innovative recycling techniques, allowing us to search for alternatives to the use of natural resources and thereby protect the planet. We are one of the largest recyclers of scrap iron and have received major recognitions, such as the Sustainability for Steel Construction Products Mark, SustSteel®.



04

## We believe in people

At CELSA Group™ we are proud to have boosted a large number of successful careers paths within the company and we do not tolerate discrimination of any kind. We believe in people, in their capabilities and in their values. We believe in equality and diversity, which we demonstrate through internal recognition to reward our people for the way they are, such as the Innova Awards and the Francisco Rubiralta Awards.



05

## We are committed to innovation

Innovation and Industry 4.0 are among the strategic pillars of the company: they have made us operationally more efficient and allowed us to research and develop successful production processes. We are not satisfied with what we have and seek improvement in all possible areas. For us, every challenge is an opportunity to keep growing.



06


## We love what we do

The history of our Group is forged on the foundations of passion, humility, honesty, creative perseverance and teamwork. We always strive to offer our customers excellent service and relations, which we achieve by firmly believing in what we do. We want you to feel what we feel, and be a part of it.






# Live Celsa




**Daniel Mata**  
*Park Scrap & Additives Manager*  
Celsa Barcelona Group

[▶ view video](#)




**Jesús Rama**  
*Quality Manager*  
Celsa France Group

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**Katarzyna Michalczyk**  
*Safety Manager*  
Celsa Huta Ostrowiec Group

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**Guillaume Pujolle**  
*Process Engineer*  
Celsa France Group

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**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 Group™**

[▶](#) 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 Group™ through our experience and our vision of the world, which is why we have different adapted programmes aimed at developing 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 Group™ 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.**



### INTERNSHIPS

At **CELSA Group™** we offer internships for students in our different companies around the world.

[More information](#)



### MBA and MASTERS

This is a 3- to 5-year rotational programme for professionals coming from **Master's Degrees** or **MBA programmes**.

[More information](#)



### GRADUATES

The **Graduate Programme** consists of a 5-year programme for recent graduates, where you will be able to train in different areas of the company.

[More information](#)



### EXPERTS

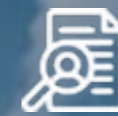
At **CELSA Group™** we are looking for professionals with a strong working history and previous experience.

[More information](#)

## Job offers

If you want to get in the CELSA Group™ 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 Group™ on LinkedIn. In addition to following the company and learning the latest news, you will receive all the job alerts.

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### CHECK OUT OUR JOB OFFERS

Access SuccessFactors to see all vacant positions

[SEE OFFERS](#)





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