

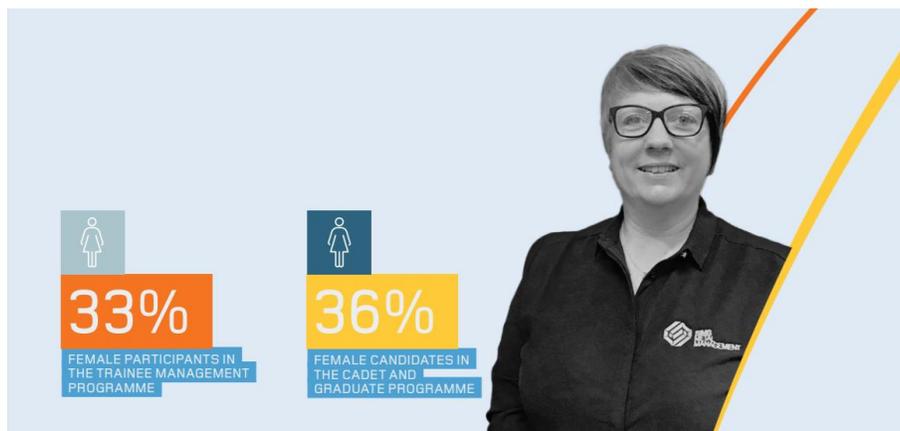


Sims Metal Management | Management Associate Program

Sims Metal Management (SMM) is a global leader in metal and electronics recycling, and an emerging leader in the municipal recycling and renewable energy industries. With more than 250 facilities and operations in 18 countries, SMM plays an intrinsic role in the circular economy by making resources available for future use. As a responsible corporate citizen, we continuously seek new ways to broaden our participation in the environmental sector.

SMM is proud to be an equal opportunity employer. We value the diversity of all of our employees, and we are committed to creating a working environment that is built on a foundation of mutual respect and inclusion where everyone can contribute, advance on merit, and realize their full potential. With more than 100 years of recycling experience and 5,000 highly-skilled employees, the future of SMM is as bright, safe and secure as at any time in our history.

If you are interested in developing a career in commercial/trading, operations or manufacturing with a clear path to advancement, then the **Management Associate Program** is for you. We are looking for talented individuals who have a passion for, and a genuine interest in, building a career with a global, fast-paced sustainability business. This program will prepare you to create your ideal career, and as an associate, you can count on a defined career trajectory with a clear beginning and an open end – you can take your training and shape your future. And with our promote-from-within philosophy, you will have opportunities to advance without ever having to change companies. Candidates typically exhibit the potential for leadership roles, such as a department manager or a yard manager.



Lisa Whitmore (above): “This program allowed me to transition from the armed forces to civilian life, while building the additional skills I need to advance in my career at Sims.”

If you are good at what you do, you can work anywhere. If you are great at what you do, come work at Sims.

Role & Responsibilities

In this structured, development program, you will be exposed to all aspects of the metal recycling business through rotations within the engineering function. You will work on a variety of capital projects, new equipment installation/commissioning, and continuous/process improvement initiatives across our North America operations.

Through these projects/rotations, you will gain exposure to, and knowledge about, the various functional departments within Sims, such as engineering, production, logistics, sales and marketing, safety, business administration and finance. This integrated approach will provide a diversity of experience across the work environments at Sims, including significant time working outside in the yards with the operational teams and developing experience through proximity to our complex processing equipment.

Throughout this program, you will receive interactive, hands-on training, as well as a series of blended learning modules that will help develop and strengthen your professional knowledge and skills.

While participating in the Management Associate Program, you will be paired with a mentor who will provide you with insight, counseling and guidance. You will be assigned to a primary training location, and you may also be assigned to different locations for special projects. Following completion of the program, you will receive meaningful assignments that will allow you to significantly contribute to Sims' success while continuing to grow professionally.



Maria Media, Yard Manager: "I like working at Sims, because I am given the opportunity to learn, become a better manager and work through the challenges of daily production."

Work Conditions

Sims is a values-driven company, and our core values – safety, integrity, respect, transparency, excellence and social responsibility – are at the heart of everything we do.

As part of your operational training, you'll spend time in our outdoor recycling facilities and scrap yards. Work pressure can be substantial during peak times, and a considerable amount of adaptability – and some overtime – may be required to complete work by deadline.

Qualifications

Management Associate Program candidates should:

- Be willing to relocate or accept temporary assignments in other locations or regions
- Have strong interpersonal and communications skills and a strong drive to succeed
- Be an effective planner who is adept at analytics and problem solving
- Display proven leadership skills and be a good team player
- Demonstrate proficiency in the Microsoft Office suite of products
- Possess a bachelor's degree in engineering, mathematics, or the equivalent practical experience
- Hold a valid driver's license

Please visit www.simsmm.com for more information on Sims and our commitment to sustainability.

For more information, contact iveth.dias@simsmm.com.