



## Senior Compensation Analyst

Young Search Partners has been retained by Gerdau Ameristeel to recruit a “best in class” senior compensation analyst based at Gerdau’s headquarters in Tampa, Florida. Reporting to the Manager of Corporate Compensation, this role will be a critical addition to the Gerdau Comp team and its focus on multiple projects related to corporate compensation analysis. This role requires an energized and ambitious self starter that can effectively take on a senior project management role on compensation initiatives.

Gerdau Ameristeel ( NYSE: GNA, TSX: GNA) is the second largest mini-mill steel producer in North America with annual manufacturing capacity of approximately 12 million tons of mill finished steel products. Through its vertically integrated network of mini-mills, scrap recycling facilities and downstream operations, Gerdau Ameristeel serves customers throughout North America.

The company's products are generally sold to steel service centers, steel fabricators, or directly to original equipment manufacturers for use in a variety of industries, including construction, cellular and electrical transmission, transportation and automotive, mining and equipment manufacturing.

The common shares of Gerdau Ameristeel are traded on the New York Exchange and the Toronto Stock Exchange under the symbol GNA.

Gerdau Ameristeel is 66.3% owned by [Gerdau S.A.](#), the world’s 11<sup>th</sup> largest steel company, based in Brazil. In addition to the strong financial base that Gerdau S.A. provides, the mutually beneficial exchange of operating, engineering, financial and marketing skills and cultures strengthens both the Gerdau Ameristeel and Gerdau S.A. teams.

### Gerdau Ameristeel: Vision, Mission and Values

**Vision:** To be recognized as the most successful company in the steel industry.

**Mission:** To create value for our customers, employees, shareholders and communities through the engagement of people and excellence of operations.



**Values:** Safety, Integrity, Customer Driven Culture, Investment in People, Processes and Technology, Engaged Employees, Open Communication, Community and Environmental Awareness ,Profitability.

**JOB SUMMARY:**

This position will participate in and support the design, development, implementation, compliance, administration and communication of compensation programs at Gerdau Ameristeel. This position will assist in managing North American compensation programs by conducting job and pay analysis, interpreting data, assisting in the design and implementation of variable pay programs, making compensation recommendations, as well as consulting with and providing guidance to leadership and managers in partnership with HR Managers. This position will support the full range of customer groups/business units including Corporate customers, Mill locations, Downstream business groups as well as Recycling sites.

**DIMENSIONS:**

- 1) Supervisory responsibilities: May assist to train and/or support other Compensation Analysts on the team on occasion
- 2) Budgetary responsibilities: None

**NATURE AND SCOPE:**

- **Job Analysis:** Conduct job evaluations, including analyzing job descriptions for appropriate grade, level, title, total compensation package, and FLSA status.
- **Market Pricing:** Participate in and analyze results of salary surveys. Determine appropriate job matches and provide requested data. Assess geographic differentials.
- **Salary Surveys:** Compile data for survey submissions. Assist in evaluating the value of salary surveys for the organization.
- **Compensation Expertise:** Advise managers and HR Managers on organizational and compensation issues.
- **Annual Review:** Play a key role in administering the annual merit and bonus cycle as well as assist in the hourly pay increase process. Compile market data, model and analyze varieties of cost scenarios.
- **Financial Analysis:** Create models and analyze cost changes to programs or the implementation of new Compensation or variable pay programs.
- **Reporting:** Design business reports to capture key compensation metrics and trends.
- **Other Programs/Projects:** Act as a lead and support special compensation projects and cross-functional HR initiatives as needed, including but not limited to the pay for performance process, analysis in support of Compensation

related matters for union negotiations, Compensation metrics reporting, departmental reorganizations, preparing presentations for all levels of management or employees within the organization, assist with HRIS needs related to Compensation related system needs.

### PRINCIPAL ACCOUNTABILITIES:

1. Partner and collaborate with HR Managers and managers in evaluating and analyzing compensation related topics such as, but not limited to, job evaluation and analysis, department re-organizations, pay equity issues, market pricing and competitive pay review, FLSA or regulatory requirements.
2. Manage projects such as survey selection, participation and analysis; compensation integration for mergers and acquisitions; large market pricing or re-organization projects; variable pay program design and roll out; Compensation related union negotiation support.
3. Lead and play a key role in annual compensation programs such as the merit and bonus award process, long term incentive / equity based award administration, hourly pay increases, and salary structure and pay line analysis.
4. Partners with HRIS and IT staff to ensure that the HRIS meets compensation's needs and is updated to reflect changes to salary structures, bonus programs, etc. Works closely with HRIS to ensure Compensation data integrity.
5. May assist hiring manager with editing or development of job descriptions.
6. Proactively identifies compensation challenges/opportunities and recommends creative, acceptable solutions and strategies to resolve challenges and/or capitalize on opportunities.
7. Participates in the development and delivery of compensation training.

### QUALIFICATIONS:

The ideal candidate will have minimum of a Bachelor's degree and at least 4 years of progressive compensation related work experience in areas such as market pricing, salary surveys, job analyses, salary structures, merit and incentive planning and administration. Preferred candidates will have taken compensation courses relevant to the above compensation functions, have strong project management experience, have experience in the design or development of variable pay programs and/or have SAP or querying experience.

Knowledge, Skills and Abilities: Candidates should have a strong knowledge of compensation concepts, practices and procedures and a strong analytical and mathematical aptitude. Negotiation skills and the ability to influence leaders at all levels in the organization needed. Must be able to manage multiple projects simultaneously, prioritize requests and build strong customer relationships. Strong experience in Microsoft Excel required; Microsoft Access experience a plus. Excellent written and oral communications required.

EXECUTIVE SEARCH FIRM CONTACT

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