



AUSTRALIAN STEEL INSTITUTE

CAREERS IN STEEL HUMAN RESOURCES

Human Resources Managers in the steel industry play a key role in fostering a productive and positive work environment. They are responsible for recruiting top talent, developing employee skills, and ensuring workplace satisfaction and compliance with employment laws.



WHAT DOES A HUMAN RESOURCES MANAGER DO?

- ✓ Develops and implements HR strategies and initiatives aligned with the overall business
- ✓ Bridges management and employee relations by addressing demands, grievances and issues
- ✓ Manages the recruitment process to attract and retain high-quality employees
- ✓ Oversees and manages a performance appraisal system that drives high performance
- ✓ Nurtures a positive working environment by developing policies that promote culture
- ✓ Oversees and ensures compliance with labour laws and regulations

WHAT QUALIFICATIONS DO I NEED?

A career in HR within the steel industry often requires a blend of formal education and practical experience in human resources. Year 12 is preferred, with subjects in maths and English.

Examples of courses:

- Bachelor of Business (Human Resource Management)
- Bachelor of Commerce (Human Resource Management)
- Master of Human Resource Management



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CAREER PATHWAYS

Career progression for Human Resources Managers can lead to senior roles such as Director of Human Resources, Chief Operating Officer, or specialised positions in compensation, benefits, learning and development, or employee relations.

WHAT SKILLS DO I NEED?

- ✓ Negotiation and problem solving skills
- ✓ Strategic thinking and leadership
- ✓ Interpersonal and communication skills
- ✓ Organisation, planning and persuasion
- ✓ Enthusiasm, punctuality and professionalism
- ✓ Empathy and responsiveness

AVERAGE SALARY

Salaries for Human Resources Managers vary widely depending on experience and the size of the company. Generally, they can expect to earn between \$90,000 and \$160,000 per year.

ABOUT THE ASI

A member-based organisation, the Australian Steel Institute (ASI) is the nation's peak body representing the entire steel supply chain from the manufacturing mills right through to end users in building and construction, heavy engineering and manufacturing. With over 5,000 members, we support more than 600 companies.

CONTACT US

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