

## **Sr. Manager of Labor & Employee Relations**

Aleris International Inc. is a leader in the aluminum manufacturing and recycling industry with over 40 locations around the world. We are fast, flexible and focused on sustaining growth and increasing our market share. Our Human Resources function is seeking a lead labor specialist to effectively negotiate with a variety of unions in multiple states. Successful candidates will enjoy working independently and making key labor and employee relation decisions as you support the Aleris Americas Division. Position is located in our Global Headquarters in Beachwood, Ohio.

Sr. Manager of Labor & Employee Relations provides support to field locations on employee and labor relations matters. Proactively engages field management to create a positive work environment. Proactively assesses work culture, train and educated field managers regarding employee and labor relations. Ensures direct, regular communication with union representatives both during and outside of contract negotiation periods. Serves as lead negotiator in labor contract negotiations. Assists in development and implementation of labor relations strategy Champions the culture, consistent with the company's values, business objectives, and legal guidelines. Maintains a high level of working knowledge of Labor Relations and the associated practices and laws. Builds and maintains relationships both across and outside the organization. Represents Aleris within MIRA organization.

- 10+ years of specific focus on Employee and Labor Relations, at least 3 years in a corporate environment.
- Must be skilled at linking Labor Relation Strategy to business strategy.
- Excellent working knowledge of Labor Relations practices, laws and regulations.
- Undergraduate degree required, JD, MBA or other related advanced degree preferred.
- Demonstrated success as lead negotiator in multiple, complex situations.
- Experience within both union / non-union manufacturing environments.
- Excellent analytical skills.
- High energy and willing to travel frequently to field locations.

Aleris offers a competitive base salary, incentive plan and a competitive benefits program which includes: Relocation, Medical, Dental, Prescription Drug, Vision, 401 (k) Plan, Life, AD&D, LTD. To apply, send your resume and cover letter with salary expectations to [recruiter@aleric.com](mailto:recruiter@aleric.com). Please list your name and "Sr. Labor & ER Mgr" in the subject line of your e-mail. For more information, visit [www.aleric.com](http://www.aleric.com). Aleris is an equal opportunity employer and supports diversity in the workplace. PLEASE, NO AGENCY CALLS!