



# GFG Alliance Candidate Booklet





## Opportunity awaits

Congratulations on making it through the first step of the process, and thanks for your interest in joining GFG Alliance and its line of businesses!

This guide will tell you more about what it's like to work at GFG Alliance and the next steps in the recruitment process.

## Who are we?

GFG Alliance is a collection of global businesses and investments, owned by Sanjeev Gupta and his family.

The Alliance is structured into three core industry brands: LIBERTY Steel Group, ALVANCE Aluminium Group and SIMEC Energy Group, independent of each other yet united through shared strategy, values and purpose to create a sustainable future for industry and society.

Besides its core industry brands, GFG Alliance holds investments in financial services, property and other specialist businesses within a Family Office. The Family Office also contains the GFG Foundation – a registered charity founded by Sanjeev and his wife Nicola that aims to develop industrial skills among young people.

GFG Alliance employs 35,000 people across 30 countries and has revenues of USD \$20bn. GFG Alliance is a leader in sustainable industry with a mission to become Carbon Neutral by 2030.

## GFG in Australia

GFG Alliance is re-energising industry in Australia and around the world. We believe that developing sustainable and non-cyclical industry is the foundation of stronger, more prosperous societies. We are on a mission to transform metals manufacturing, engineering and mining in Australia, building on our local resources, sustainable energy, new technology and enhanced skills.

Our Australian businesses are steeped in history, with decades of steel manufacturing and mining contributing to the development and prosperity of Australia. We have an agile, entrepreneurial culture built around our Values of Family, Sustainability and Change. Underpinning our Values, we are committed to uncompromising levels of safety, strong customer centricity and diversity.

You don't get a much more diverse company than GFG Alliance. We work across five continents with the help of an expanding team of over 35,000 exceptionally talented people. Wherever they are in the world, our people are our greatest asset.

# What are we looking for?

We want outstanding people to join us, and we make no apologies for it.

We back the inventiveness and vision of our people, their diversity, their dedication, drive and passion. From our local teams supporting the construction of homes and schools and hospitals, to supplying reinforcing and structural solutions to build roads and tunnels and airports, decades of knowledge and passion are forged into everything we do.

We are looking for highly motivated, customer focused people from all kinds of backgrounds, cultures and walks of life. We want to hear from those who are collaborative, inclusive and passionate about their work. People that are not afraid of challenges and that are committed to quality work.

We are inspired by visions of what might be possible, of making our world a stronger, safer, more sustainable and connected place to live. We want people to inspire us to challenge the notion of what is possible, from building the cities that we live in to the infrastructure that powers them. We're there to collaborate and help make possibilities happen.

This is how ideas take shape and innovations become reality.

# Our Values

GFG Alliance has an agile, entrepreneurial culture built around our Values of Change, Family and Sustainability. We work collaboratively with high energy and ambition to develop sustainable growth plans for our business, our future and our careers. Underpinning our Values, we are committed to uncompromising levels of safety, strong customer centricity and diversity. Wherever they are in the world, our people are our greatest asset.

This brings opportunities for GFG's people to flourish and develop. Across our different businesses, we offer career opportunities for people who share our values and our ambition. From apprentices and graduates to experienced professionals, we are committed to offering fulfilling careers and the opportunity to grow as our business grows.



## Change

We pride ourselves on having an open mindset and continually challenging the status quo. We seek out innovative ideas in order to stay ahead of the curve, and we encourage our people to persist and to overcome setbacks.



## Family

We're more than a team, we're family. The GFG Alliance has an inter-generational outlook, which means we make decisions for the welfare of our future generations.



## Sustainability

We think of sustainability across three dimensions – economic sustainability, social sustainability, and environmental sustainability.

## Our Brands and Businesses



LIBERTY Primary Steel Whyalla Steelworks

To find out more visit:

<https://www.gfgalliancewhyalla.com>

Built to take advantage of the secure iron ore supplies from SIMEC Mining's Middleback Ranges, LIBERTY Primary Steel's Whyalla Steelworks is the major source of both special bar quality and commercial-grade billet feed for LIBERTY.

To find out more visit:

<https://www.infrabuild.com>

InfraBuild is a member of the GFG Alliance. We are Australia's leading integrated steel manufacturing, processing, distribution and recycling business. InfraBuild has a rich history spanning more than 100 years and has entered an exciting new chapter, playing an integral role in the nation building of Australia.

Our InfraBuild business units include:

- InfraBuild Steel
- InfraBuild Wire
- InfraBuild Recycling
- InfraBuild Steel Centre
- InfraBuild Reinforcing

**SIMEC Mining Australia**

SIMEC Mining, a member of GFG Alliance, has operations in SA and NSW. Our corporate office is primarily based in Adelaide CBD, whilst our iron ore mining operations south of Whyalla, consist of three primary mine sites: Iron Baron, Iron Knob and the South Middleback Ranges. Iron Ore administration functions, pellet processing, port and shipping facilities are located within the city limits of Whyalla, and our dolomite operation is located near the seaside town of Ardrossan on the Yorke Peninsula.

Our Tahmoor Colliery in NSW is an underground longwall coal mine with an associated coal preparation plant, producing high quality coking coal for Global markets.

To find out more visit:

<http://www.simec.com/mining>

SIMEC Group is an international shipping, infrastructure, mining, energy and commodities business focused on building a dynamic portfolio of natural resources, sustainable power, critical infrastructure and ports.

**SIMEC Energy Australia**

SIMEC Energy Australia is a fast-growing producer and supplier of sustainable energy. Our business comprises of experts from across the energy sector with experience in energy retailing, solar, wind, hydro, storage and co generation.



Our customer brands include:



To learn more about ARC click here:  
<https://www.arcreo.com.au>

ARC is a leading manufacturer and supplier of steel reinforcing products nationally. ARC has manufacturing facilities and a national metro and regional network of 28 branches and over 700 employees.



To learn more about Austube Mills click here:  
<https://www.austubemills.com.au>

Austube Mills is Australia's leading manufacturer of steel tubular and profile sections with manufacturing sites in Queensland and New South Wales and employees over 3000 staff.



To learn more about Midalia Steel click here:  
<http://www.midaliasteel.com>

Midalia Steel is a major supplier to the Farming, Rural, DIY, Trades and a range of Industrial market segments across Western Australia



To learn more about Waratah Fencing click here:  
<https://www.waratahfencing.com.au>

Waratah Fencing is an iconic business servicing a wide range of customers across rural Australia.



To learn more about Cyclone click here:  
<https://www.cycloneproducts.com.au>

Cyclone Rural, is an iconic and trusted brand that's stood the test of time with a proven reputation spanning many years and generations.



## Career opportunities and development

Wherever you are and whatever you bring to us, we offer opportunities in a diverse range of fields including manufacturing, engineering, innovation and research, marketing, sustainability and environment, sales, information technology, supply chain, logistics, human resources and finance.

We have a strong history in supporting cross functional moves so whatever capacity you join us in, you can be assured there's plenty of opportunity to develop your career.

We also promote a culture of life-long, self-driven learning in a collaborative way. This means that no matter what your role is, it's important to keep learning and developing your skills to achieve your personal best and help us lift performance.

Once you're on-board, we're committed to supporting your on-going growth and development, providing many different opportunities and experiences to build your professional, technical and leadership capabilities.

## Employee benefits

We offer competitive remuneration and a range of employee benefits which depend on the business you are being considered for. Your Recruitment Partner will be able to tell you more about the benefits available to you.

### Commitment to Inclusion and Diversity

At GFG Alliance, we aspire to be a diverse and inclusive organisation. For us, diversity and inclusion mean giving each person an equal chance to contribute to our ambition of being an international alliance of independent companies that work for tomorrow's generations as much as for today's.

We do this by:

- Creating a respectful environment where employees know that their experiences and opinions are valued
- Ensuring our co-operative spirit thrives and we encourage teamwork and inclusiveness
- Raising the profile and value of diversity and inclusiveness in business
- Encouraging employees not to be afraid to challenge the norms and biases that we see every day
- Engaging our people to understand diversity and inclusion and getting them to actively shape our approach.

### Commitment to our communities and the environment

At the heart of the GFG Alliance approach is our focus on integrating and innovating to deliver value throughout the process; from the renewable energy that recycles metal in our furnaces and mills, and the precision engineering in our manufacturing plants, to the industry friendly financial services that enable trade and invigorate the whole business environment in which we operate.

So, what are we doing to achieve this? We know it's time to get serious about the environmental impact of producing steel and aluminium. With this in mind, we have announced our ambition to become carbon neutral by 2030 – or as we call it, CN30. [Click here](#) to learn more.

**The Cultana Solar Farm** will be a large scale solar farm that will generate up to 280 MW of solar energy on vacant land to the north of Whyalla Steelworks and is gearing up to start construction. It is designed to deliver a range of benefits to the community, grid and environment throughout its life, from construction through to energisation and ongoing operation.

With a range of physical assets and human resources spanning over 30 countries and over 300 operational sites, our business is constantly growing and evolving in pursuit of our corporate vision. Our ability to deliver that vision is defined not only by the size of our operation, but by the quality of our people. We recruit the best, safeguard people and skills, and then invest to ensure they continue to grow as we do.

# The GFG Alliance recruitment journey

To ensure GFG Alliance and its businesses attract talented people, we have a robust recruitment process that helps us find the right people for our business. We appreciate you'll also need to consider whether a role with us is the right fit for you.

The GFG recruitment journey will typically follow the path below:



## Key stats



Total Australian employees: 6500+



Locations: ~170



# Preparing for your interview

At GFG Alliance we conduct competency-based interviews. We have included some handy tips below on how to prepare for your interview. Your skills and experience will be assessed against key competencies for the position and you will be asked both behavioural as well as technical and job specific questions. You will have the opportunity to find out more detail about the role and ask any questions you may have yourself.

## How to prepare for your interview

### Know yourself and the role

Before your interview, think about what key skills and attributes you have that would be suited to the role you are being interviewed for. Read over the position description and align your skills, attributes and capabilities to the requirements of the role. This will help you articulate your suitability in a concise and confident way.

- Ensure you have asked the Recruitment team for a detailed description of what the position entails
- Read the position description thoroughly and be able to talk about specific examples of where your experience would add value in relation to the responsibilities and requirements
- Conduct additional research on GFG Alliance and the business you have applied for, so you are

knowledgeable about our products and services, size, locations, financial situation and growth potential

- Be prepared to describe why this position appeals to you, why you should be considered for this position and what sets you apart from other candidates
- Prepare questions to ask at the interview. What would you like to know?

An interview is not only about us finding out more about you but an opportunity for you to find out more about the role and what it's like to work at GFG Alliance. Asking informed questions lets you demonstrate your interest in the role and that you've done your research.



## What to expect at your interview

The interview is an opportunity to demonstrate your experience, your personal attributes and your ability to communicate effectively.

The interview will include some of the following areas:

- An introduction from the Hiring Manager
- Your current situation and your interest in the position
- Your work experience (when talking through your work history, be sure to highlight your experience that is related to the responsibilities and requirements of the position)
- Competency-based interview questions (explained in detail below)
- Technical interview questions related to the position responsibilities and requirements
- Questions and answers.

### First impressions really do count

One of the most important first impressions you can make is arriving on time! Ensure you have all the necessary details of your interview and give yourself plenty of time. It's better to get there a bit early and take the pressure off! Know your audience and who you are meeting with – if you're not sure ask your Talent Acquisition Business Partner.

### Competency based interviews

Competency-based interviewing is based within the premise that past behaviour is the best indicator of future behaviour. This means we will ask you to provide clear examples of situations during your career that demonstrate your approach and behaviour.

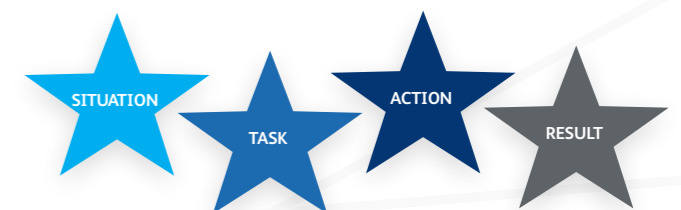
The goal for us is to better understand how you are likely to think and act in certain situations, and whether you would demonstrate the skills, experience and approach the role requires.

Behavioural questions usually begin with a statement like: 'Tell me about a time when...' or 'Can you describe a situation where...'

For example, let's say that 'problem solving' is a competency required for the position. The interviewer may ask something like:

"Tell me about a time where you have solved a business problem? What was the situation? What was the outcome?"

The best way to answer these questions is to describe a specific example that demonstrates your ability in that area using the "STAR" technique to structure your response:



An answer should clearly demonstrate your ability to decisively and collaboratively solve a business problem. The answer should also be concise and to the point to keep the interviewer engaged. The interviewer can then request further information to obtain more detail around the 'hows' and 'whys' of the example. Be prepared to give an example for every question.

Great answers to interview questions are:

- Relevant
- Concise and to the point
- Clearly able to show what you did and how you did it
- Delivered with an appropriate level of energy and enthusiasm





## What to expect after your interview

If you are unsuccessful, we will notify you as soon as possible via email or phone. If at any stage during the process you would like more information, please don't hesitate to reach out to your Talent Acquisition Business Partner.

If you are successful following the interview stage, we will request that you undertake pre-employment checks, which may include all or some of the following:

- Reference check
- Pre-employment medical check for some roles/locations
- Criminal background check
- Entitlement to work check
- Other roles also require more specific checks that you will be made aware of if applicable.

## Offer and contract

The Talent Acquisition Partner will let you know an offer is making its way to you and we'll look to ensure your contract is generated as fast as possible.

Our contracts are issued via email from DocuSign.

Should you have any questions about the content of your contract, we recommend you make contact with the Talent Acquisition Business Partner in the first instance.

Once you have received and accepted your online offer, you will receive an email from us with information you need to complete before starting and what you can expect on your first day!



## We're looking forward to meeting you!

Hopefully this has helped you learn a little bit more about us and the next steps from here.

If you have any questions get in touch with your Talent Acquisition Business Partner or email [recruitment@gfgalliance.com](mailto:recruitment@gfgalliance.com)

We're looking forward to meeting you and wish you well for the interview!

Best of luck on your recruitment journey!

Join the conversation



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