Posting Date: November 9, 2015
Submit Resume to: Richard DeFazio, HR Manager
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Closing Date: December 9, 2015
Location of Position: Phoenix, AZ
Position Title: Talent Development Professional
Department: Ready Mix Operations
Requisition No: 15000881

About CEMEX:

CEMEX is a global building materials company that provides high quality products and reliable service to customers and communities in more than 50 countries throughout the world. Its U.S. network includes 13 cement plants, 46 strategically located distribution terminals, 74 aggregate quarries and more than 350 ready-mix concrete plants.

Job Description:

The Talent Development Program (TDP) is for qualified entry level professionals that are recruited and hired into CEMEX USA with the potential for advancement within the organization. The goal of the TDP is to develop the leaders of tomorrow to support future business growth.

Individuals hired as Talent Development Professionals will be placed in a 12-18 month intensive, hands-on developmental program that will build the foundation for a long successful career in CEMEX USA. During the program, Talent Development Professionals will learn the operational aspects of the Ready Mix Concrete Industry Talent Tower in order to become a subject matter expert in their field, participate in leadership development sessions in order to enhance management capabilities, and participate in several projects in order to collaborate and network with others.

The rotation for the Ready Mix Concrete Talent Tower includes a 12 month rotation with work in the following departments:

Safety
Human Resources
Quality Control
Ready Mix Operations- Delivery
Customer Service Dispatching
Ready Mix Operations- Quality Control
Ready Mix Sales
Leadership Training
Ready Mix Operations- Plant Maintenance
Ready Mix Operations- Fleet Maintenance
Upon successful completion of the Talent Development Program, each Talent Development Professional will be assigned a job position that includes operational responsibilities within CEMEX USA (relocation may be required). Participants should have the knowledge and experience to be potentially placed in a leadership role within 5 to 10 years.

**Qualifications:**

- Recent college graduate with a Bachelor's Degree and GPA of 2.75 or higher (GPA should demonstrate improvement from first to last year)
- Preferred degrees are: Concrete Industry Management, Business Administration, Construction Management, Engineering
- 1-2 years of work experience (including internships, co-ops, and other work experience)
- Unlimited leadership potential
- Demonstrated capability of conducting hands-on field work
- Willingness to relocate domestically preferred

**Essential Duties/ Responsibilities:**

- Be an advocate for safety
- Acquire specific knowledge on the practices of Talent Tower
- Enhance leadership capabilities
- Acquire a sense of global business
- Learn by working in specific job positions (hands on experience)
- Obtain a network of contacts and resources
- Present continuous improvement ideas
- Develop technical and managerial skills

**Physical Requirements / Working Conditions:**

- Long periods of standing and/or walking required.
- Some exposure to dust, noise, and extreme temperatures.
- Ability to lift up to 20 lbs.

**Video on the TDP program:**


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En Espanol

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