

# MICHAEL R. ROSIVACK, SR.

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## SENIOR DIRECTOR, EXPORT LOGISTICS & INTERNATIONAL TRADE

### Supply Chain Operations – Business Development – Logistics Operational Excellence – Organizational Change

Global leadership perspective gained through 26 years of blended experience in export logistics, international trade, commodity markets, compliance, and systems integration within the metals recycling industry. Known for creating sweeping efficiencies and maximizing the potential of a productive, engaged global team to drive growth for multibillion-dollar enterprises. Natural relationship builder who understands the dynamics of working with diverse cultures to establish/maintain a worldwide presence.

#### CRITICAL COMPETENCIES & STRENGTHS

International Trade & Logistics | Operations & Logistics Management | Organizational Transformation | Data Analytics  
Budget Management | Business Development | P&L | Mergers & Acquisitions (M&As) & Integrations | Project Management  
KPIs | Contract Negotiations | SLAs | Process Improvements | Stakeholder Management | Regulatory Compliance: Export & Corporate | Commodity Markets | Systems Integration: ERP | Talent Management & Development | Sustainability

## LEADERSHIP PROGRESSION & IMPACT

**SIMS LIMITED (ASX: SGM) • Jersey City, NJ**

08/2020 to 02/2024

*Sims Limited (formerly Sims Metal Management Ltd) is an AUS \$5.1B revenue-generating global environmental services conglomerate.*

### Director, Global Ocean Containers - Sims Metal Division

Sought out by the presidents of Sims North America Metals and Sims Global Trade to rejoin company (based on earlier contributions from 1997 to 2009). Refocused **9-person team** (incl. 2 direct manager reports) on operational excellence for all container exports of ferrous and non-ferrous metals throughout North America (NA). Supported the company's aggressive growth strategy as a prominent figure in integrating and onboarding **several new acquisitions into North American business**.

*Played a key role in transforming North American container export business and operations and supporting acquisitive growth.*

- **OPERATIONAL GROWTH:** Increased export container shipments for North American operations from **700 containers to >1,000 containers/month**, originating from 7 ports and 2 rail ramps into destination ports across the globe.
- **CAPACITY MANAGEMENT:** **Equipped Sims to maintain ranking as a JOC top 100 exporter (#15 in 2023)** by negotiating carrier rates, capacity, and customer service needs with joint venture partners.
- **ACQUISITION INTEGRATION:** Seamlessly onboarded and integrated **several high-value business acquisitions** (Baltimore Scrap Corp., Northeast Metal Traders, Atlantic Recycling Group, & Alumisource - \$250M+ total transactions), including accurate process mapping and new systems integration.
- **CRISIS MANAGEMENT:** **Orchestrated and executed innovative strategies that kept inventory stockpiles moving and sales contracts fulfilled** in the face of COVID and the ensuing global supply chain disruptions; prevailed through unprecedented challenges of significant and rapid rate swings, poor service reliability performance from ports and steamship lines, and limited focus on exports from USA.
- **PROCESS IMPROVEMENT:** **Propelled DIFOTIS metrics from 50% to 90%+ on-time shipments within 1 year**, working with Trade & Commercial (global/national) to develop processes that enhanced management of open contracts and inventory availability.
- **TECHNOLOGY STANDARDIZATION:** **Instrumental in rollout of global ERP platform** after assuming role of Global Process Owner (GPO) for export logistics. Gained deep understanding of each business department and the impact change would create for day-to-day business functions; managed systems design, development, and multiple integration cutovers. Tracked lost functionality and required process workarounds during each phase of implementation.
  - Teamed with counterparts in Australia, New Zealand, and the UK to share best practices, conduct rapid-fire troubleshooting, and standardize processes across all business regions and time zones.

**SCHNITZER STEEL INDUSTRIES INC. (now Radius Recycling – NASDAQ: RDUS) • New York, NY**

02/2009 to 01/2020

*Publicly traded steel manufacturing and scrap metal recycling company with \$1.7B+ revenues (2020) and ~3,500 employees.*

### National Director, Container Logistics

Brought on board by the VP of Non-Ferrous Sales & Trading (former colleague at Sims Metal Management), figuring prominently on leadership team that restructured, consolidated, and centralized the commercial sales team tasked with selling recycled metals.

*Repositioned company from prior FCPA violations to earning 6X acclaim by the Ethisphere Institute as one of the World's Most Ethical Companies.*

- **COMPLIANCE & ETHICS:** Proved instrumental in helping Schnitzer to earn **6 consecutive World's Most Ethical Companies awards** by the Ethisphere Institute after fast-tracking remediation of prior, self-reported Foreign Corrupt Practices Act (FCPA) violations between 1999 and 2004; deployed and monitored new internal controls as part of a robust Code of Conduct, Compliance, and Ethics training program.

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**Schnitzer Steel continued...**

- **OPERATIONAL MANAGEMENT:** Prioritized written processes and procedures; conducted weekly staff training for immediate team and targeted instruction for key employees across the larger organization; encouraged open-door communication to foster learning and cross-training.
- **ORGANIZATIONAL MANAGEMENT & TALENT DEVELOPMENT:** **Centralized support operations for non-ferrous metals export business** by recruiting, educating, and guiding **7-person team** through a period of significant industry growth, transition, and change.
- **BUSINESS DEVELOPMENT & EXPANSION:** Expanded destinations from a limited number of SE Asia ports (primarily in China) into **19 different countries** by 2020 and boosted volumes from <200 containers/month to **>800/month within the first 5 years.**
- **CUSTOMER SERVICE:** **Ensured best-in-class service in sales contract execution and fulfillment** by strengthening alliances with international customers, internal commercial reps, and global trading partners. Met organizational needs by driving collaboration across departments (sales, accounting & credit, treasury, compliance, legal, tax) and internal/external material suppliers.
- **RELATIONSHIP MANAGEMENT:** **Cultivated and deepened relationships with 9 steamship lines** and key freight forwarders/NVOCCs, quality inspection agencies, and trade banks.
- **TECHNOLOGY & SUSTAINABILITY INITIATIVES:** Paved the way for **greater visibility, accuracy, and efficiency** by automating manual operational processes. Set foundation for company to **meet its sustainability goals** by leveraging electronic document storage to reduce paper waste and maximize record retention requirements.

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**President, SCRAP MARKETING INC. / Director, SCHNITZER TRADING CANADA INC., 09/2013 to 01/2020**

Following China's implementation of new import licensing and quality regulations (Operation Green Fence in 2013, Operation National Sword in 2018), hand-selected by Chief Compliance Officer and VP of Non-Ferrous to facilitate direct, compliant shipments into China through 2 internal brokerage subsidiaries of Schnitzer Steel.

- **CHINA INITIATIVE:** Drove business development and achieved **ISO 9001 Certification** (incl. annual surveillance audits) to secure the necessary AQSIQ licenses to become approved suppliers in China and meet the strict requirements of Chinese Customs.

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**SIMS METAL MANAGEMENT LTD. • Newark, NJ**

12/1997 to 02/2009

**Manager, International Business & Logistics, SIMS METAL MANAGEMENT, 03/2008 to 02/2009**

**Manager, Int'l Business & Logistics/Freight Coordinator, METAL MANAGEMENT (merged with Sims Metal), 05/1998 to 03/2008**

**Bid Analyst/Management Trainee, NAPORANO IRON & METAL CO. (acquired by Metal Management), 12/1997 to 05/1998**

*Rose through the ranks and made significant contributions to the transitional management team as this small, family-owned recycling company grew into a mid-sized corporate entity and subsequently into a multibillion-dollar global corporation.*

- **OPERATIONAL MANAGEMENT:** Oversaw transportation functions (chartering bulk vessels, export container logistics, and domestic rail, truck, and barge shipments). Mentored by company owners to support ferrous and non-ferrous recycled metal exports (executing sales contracts, negotiating letters of credit and other payment terms, and arranging quality inspections, port agents, and related services).
- **COMMERCIAL TRANSITION:** As commercial sales model transitioned from third-party broker sales to direct-to-consumer (DTC) sales overseas, expanded personal scope of responsibility to include end-to-end contract fulfillment.

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**EDUCATION**

**Master of Science (M.S.), International Business (summa cum laude) • Seton Hall University, South Orange, NJ**  
(MSIB Practicum, Poland)

**Bachelor of Arts (B.A.), Business Management (summa cum laude) • Alvernia College, Reading, PA**  
(Alpha Sigma Lambda National Honor Society membership, Theta Eta Chapter)

**AFFILIATIONS**

Secretary, NJ Chapter of Institute of Scrap Recycling Industries (ISRI)  
Co-Historian, Trinity Hall Fathers' Committee  
Treasurer, Neptune Township Little League