



CPI Quarterly Review



A Message From CPI

Good Afternoon,

This is the time of year that we like to pause and give thanks for the many blessings in our lives. On a professional level, we have been fortunate that the job market has been more active this year than in either of past two years. We have been able to assist many long-time clients in filling some difficult job searches, plus we have had the opportunity to work with several new client companies this year as well.

As always, we're appreciative that you've chosen to stay in touch and keep us in mind as your career goals evolve. Our mission is to build long-term relationships with outstanding manufacturing professionals. You never know when you'll need the services of a recruiter, whether as a candidate or a hiring authority, but when the need arises, it's often easiest to call someone you've worked with before. Thank you for continuing your professional relationship with Career Professionals, Inc.

Warm wishes for a wonderful Christmas season!

Steve Taylor *Roni Snyder*
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Below is a listing of our hottest job searches right now. Additional openings can be found on our website, www.cpisearch.com.

Current Hot Job Searches:

Assembly Engineering Manager (NC) Requires BS Engineering, MS degree preferred. Will lead up to 7 people in a high-volume, Tier 1 automotive supplier. Will lead process control projects and ensure Assembly Engineering resources are utilized properly.

2nd Shift Production Supervisor (TN): Two positions open. Requires prior supervisory experience in either machining or assembly. Degree is not required.

Machine Design Engineer (VA): Requires BSME or similar degree. Experience in capital equipment design is a plus, but will also consider experience in device / mechanism design. Company uses Autodesk Inventor software. Will do clean-sheet design of new equipment in addition to modifying existing products.

Process Engineer (TN): Entry-Level Engineering role requiring BS degree in Chemistry, Plastics, Polymer Science or similar. Excellent company offering long-term career growth. Must be willing to consider the possibility of working some off-shift assignments. Great company to launch a career.

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TYPES OF CANDIDATES CPI PLACES:

- Plant Managers
- Production Supervisors
- Engineering Managers
- Manufacturing Engineers
- Product Design Engineers
- Industrial Engineers
- Electrical Engineers
- Maintenance Engineers, Supervisors and Technicians
- Accounting Professionals
- Human Resources Managers
- Quality Engineers
- Purchasing Professionals



Quote:

A bend in the road is not the end of the road... unless you fail to make the turn.

Current Job Searches: *continued*

Maintenance Manager (NC): Requires BS degree and at least 10 years manufacturing experience in maintenance management. Will lead a team of 12 and ensure daily maintenance and PM's are complete in addition to working with controls maintenance, energy management, and new equipment installation. This is a continuous operation facility running 24/7.

Machining / Reliability Manager (NC) Automotive supplier. Requires BS Engineering degree and experience in CNC machining / metal cutting operations. Will focus on equipment reliability, controlling maintenance costs, reducing machine downtime, and implementing maintenance improvements. Hands-on position.

Materials Manager (VA): Requires BS degree and 10+ years experience setting up and managing entire supply chain system. CPM designation preferred. Small plant environment. Skills in sourcing and procurement, replenishment programs, cost reduction programs and MRP / ERP systems is required. Highly visible job that could lead to multi-site responsibility.

Materials Manager (IA): Requires BS degree, 10+ years automotive experience, and "change agent" mentality. Will need to implement new materials management system to resolve inventory control and logistics issues. APICS certification is a plus. Will lead cost savings programs, work with steel suppliers, and implement new materials system in large plant environment.

Buyer-Direct Materials (TN): Bachelors Degree and automotive experience in supplier sourcing, purchasing, negotiations, cost control and inventory management experience in a manufacturing setting required.

Quality Manager (TN/KY): Requires BS degree and 5+ years experience working in fast paced automotive supplier operations. Must have prior quality management experience. Knowledge in APQP, FMEA, PPAP, TS 16949 etc. is required.

Supplier Quality Engineer (TN/KY): Multiple positions open for degreed candidates with automotive supplier quality experience knowledgeable in supplier development, supplier auditing, TS-16949, etc.

Quality Engineer (TN): Tier 1 automotive supplier needs QE with experience working with Chrysler and other OEM's (databases, warranties, etc). Will interface customers and resolve quality issues.

Human Resources Manager (TN): Requires BS degree and 5+ years manufacturing experience in all aspects of HR management. This is a 300-employee, global manufacturing plant.

The 10 Commandments of Human Relations:

Have you ever noticed that some people just have "a way" with people and seem to fit in well in any social or work situation? John C. Maxwell is the author of a book entitled, "The Power of Influence". His 10 commandments to successful human relations are:

1. Speak to people.
2. Smile at people.
3. Call people by name.
4. Be friendly and helpful.
5. Be cordial.
6. Have a genuine interest in people.
7. Be generous with praise.
8. Be considerate of the feelings of others.
9. Be thoughtful of the opinions of others.
10. Be alert to give service.



Since referrals are the backbone of our business, we'd appreciate you sharing this newsletter with your friends, colleagues and co-workers who may be interested in considering new job opportunities.

FOR ANY ADDITIONAL INFORMATION

PLEASE REFER TO OUR WEBSITE:

www.cpisearch.com

OR CALL US AT 1-800-476-1103

PLEASE KEEP US INFORMED OF ANY UPDATES TO YOUR RESUME.

Check us out on Facebook and LinkedIn by searching on Career Professionals, Inc. We'd love for you to become a fan or a follower of our page!

Quote:

The person who knows "how"
will always have a job.
The person who knows "why"
will always be his boss. -

--Diane Ravitch, writer.