



# CPI Quarterly Review



## A Message From CPI

### *Good Morning*

As I look back on 2015, it has been quite an eventful year for Career Professionals, Inc. Many of you are aware that my long-time business partner, Steve Taylor, retired in April after nearly 20 years in the recruiting business, in addition to a 25+ year career in hospital administration. Steve remains very active in our community with several non-profit organizations, which means that he still keeps a desk at the office to use a couple times a week.

I had the opportunity to serve as the Chairman for our local Chamber of Commerce in 2014 and we focused strongly on Workforce Development issues. This role served as a springboard into my recent appointment to the Labor, Education and Health Advisory Council for the Federal Reserve Bank of Atlanta. This council is a highly interesting group of economists, education and industry leaders discussing labor trends, workforce development topics, and other matters relating to the economy.

Our main mission at Career Professionals, Inc. remains running a professional search & placement firm. We truly value the relationships we have built, and are thankful for the trust you place in our firm. Please continue to keep us in mind when you, or a colleague, need help with a career move.

May you enjoy the peace, love, laughter and warmth of the Christmas season and carry those feeling with you into 2016.

*Warm Regards,*

*Roni Snyder*

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## Current Hot Job Searches:

Below is a listing of our hottest job searches right now. Additional openings can be found on our website, [www.cpisearch.com](http://www.cpisearch.com).

**Design Engineering Manager** (TN) – BS degree with 10+ years experience in product design and application engineering. Will launch high-precision automotive components and manage a staff of 8-10 people.

**Plant Manager** (MO) – BS Engineering and MBA preferred. Will have full P&L responsibility for a 900-employee, high-volume plant involving machining and assembly operations.

(continued)

## CAREER PROFESSIONALS INC.

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## TYPES OF CANDIDATES CPI PLACES:

- Directors & Executive Level Personnel
- Plant Managers
- Engineering Managers
- Quality Managers and Engineers
- Manufacturing Engineers
- Product Design Engineers
- Industrial Engineers
- Electrical Engineers
- Sales Engineers
- Maintenance Engineers & Supervisors
- Production Supervisors
- Environmental Health & Safety Professionals
- Purchasing Professionals
- Controllers & Accounting Professionals
- Human Resource Professionals



## Quote:

“Christmas isn’t a season; it’s a feeling.”

—Edna Ferber

## Current Hot Job Searches: *continued*

**Business Unit Manager** (TN) – Requires BS degree and 5+ years management experience leading up to 150 employees. International Tier 1 automotive plant.

**Sr. Quality Engineer** (TN) – BS Engineering or related degree required along with 10+ years Tier 1 automotive Quality experience. This is a newly created corporate role that will work with multiple plants. Must have strong leadership ability. Excellent company that has been awarded a lot of new business.

**Maintenance Leader** (TN) – Must have strong skills implementing Preventive Maintenance Programs. Will develop a strong maintenance team to work closely with production. Will consider non-degreed candidates with good leadership and maintenance skills.

**Electrical Engineer** (SC) – BSEE with 3+ years experience in plant electrical engineering roles. Great location in coastal SC.

**Grinding Engineer** (TN) – BS degree and 3+ years experience in precision machining and grinding operations working with steel. Will be heavily involved in re-capitalizing grinding operations. This is a well-known corporation with a strong global presence.

**Plant Controller** (MI) – BS Accounting required along with 10+ years Accounting experience in manufacturing. Must have strong cost accounting skills. Excellent work environment in Tier 1 automotive.

## The Importance of Enthusiasm

We've had some really good candidates lose out on job opportunities recently, not because their skills were off the mark, but because they appeared to lack enthusiasm for the job. In interview situations it is critical that candidates come across as energetic, upbeat, and personable. Companies want to hire technically competent people, but they also want to hire people they will enjoy interacting with on a daily basis.

Candidates who interview well do the following things:

- Research the company thoroughly prior to the interview
- Prepare a list of questions to ask during the interview
- Speak in an upbeat, positive manner
- Find out how the most pressing problems relate to the job function, then discuss how they tackled similar issues in the past
- Relax during the interview
- Demonstrate that they are "doers" who can get things accomplished.

Remember, companies want to hire people who put energy into the work environment, not those who take energy out. Show companies that you have a passion for what you do.



*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](http://www.cpisearch.com)

**OR CALL US AT 423-587-4363**

**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:***

**"Christmas, my child,  
is love in action.  
Every time we love,  
every time we give,  
it's Christmas."**

Dale Evans