



CPI Quarterly Review



**CAREER
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A Message From CPI

Good Afternoon,

Career Professionals, Inc. is an executive search firm that has been serving the professional and technical staffing needs of manufacturers for more than 30 years. The recruiting industry has changed dramatically during this time as the internet and social media have opened up new avenues of connecting people with jobs.

One thing that hasn't changed is that **successful recruiting is about building strong relationships with people.** It's our job as executive recruiters to build long-term relationships with both candidates and client companies. We work with a diverse base of manufacturing clients, so we never know for what type of position we will soon be recruiting. Therefore, it is incredibly helpful that we also have a diverse base of candidates with whom we have worked with over the years---this base of candidates has helped lead us to many successful placements, as candidates who are familiar with our search firm feel confident in recommending colleagues to us.

Hopefully you will agree that our approach to recruiting is built on trust and professionalism. Below is a brief listing of some of our current job searches. Feel free to share with anyone you think may have interest.

Warm Regards,

Roni Snyder

President

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

Current Hot Job Openings:

Controller (MI) – Tier 1 automotive supplier needs a plant Controller to direct accounting functions in a \$70M operation. Must have BS Accounting and strong accounting experience in automotive manufacturing. Excellent work environment and plant is part of a major international corporation.

HR Manager (TN) – Major manufacturer with multiple business units and nearly 200 plant locations in the States has immediate need for an HR professional with 3-5 years experience who is ready to move into an HR Manager role. The company is adding bench strength to their HR group. This HR Manager role will work with a mentor for a few years in TN, then move into a larger HR role (possibly a divisional level role) somewhere within the corporation. Must be open to future relocation. BS required, MS or MBA preferred

(continued)



Quote:

*“Life isn't about finding yourself.
Life is about creating yourself.”*

George Bernard Shaw

Current Hot Job Openings: *continued*

Process Engineer (SC) – BS ChemE degree required. This is a 24/7 continuous process environment. Requires at least 5 years Process Engineering experience in plastics, chemicals, pulp & paper, or similar process. Will support daily plant operations, work on capital projects, and optimize equipment. Position has a lot visibility within the plant.

Advanced Manufacturing Engineering Manager (MI) – BS Engineer required, MS or MBA preferred. Will be heavily involved in Advanced Manufacturing Engineering projects to launch new automotive products. Will travel to facilities in US and Mexico to ensure launch deadlines are met. International corporation with excellent reputation.

Engineering Manager (TN) – Major manufacturer needs Engineering Manager with metal fabrication / machining experience along with BS Engineering degree. Due to expansion, will work with layouts, equipment installation, and new product launch. Need strong management experience.

Five Interview Question

According to Richard Bolles, author of *‘What Color is Your Parachute’* there are really only five interview questions that hiring managers need good answers to:

Why are you here? Meaning why are you knocking on my door rather than someone else’s door.

What can you do for us? Hiring managers want to know if you’ll be part of the problems they already have, or if you’ll be part of the solution. What are your skills and how do they relate to the company?

What kind of person are you? What kind of personality do you have; will you be easy to work with; and do you share similar values as the company?

What makes you different from the other 19 people we’ve interviewed who can do the same tasks that you can do? Do you have better work habits, better skills, more motivation, etc?

Can I afford you? If we decide to hire you, how much will it take to get you, and are we willing to pay that amount considering our budget and organizational chart?

**FOR ANY ADDITIONAL INFORMATION
PLEASE REFER TO OUR WEBSITE:
www.cpisearch.com ~ OR CALL US AT 423-587-4363
PLEASE KEEP US INFORMED OF ANY UPDATES
TO YOUR RESUME.**



Veronica (Roni) Snyder

President / Owner
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Roni joined Career Professionals, Inc. in July 1999 and became co-owner in May 2004 and full owner in 2015 upon the retirement of her business partner.

Roni completes job searches for executive leadership and technical manufacturing roles including manufacturing engineering, maintenance, production management and product design as well as the administrative side of manufacturing, including accounting & finance, materials management, quality assurance, human resources, safety, and executive management.

In 2013 Top Echelon Network, the nation’s largest recruiting network, named her as the Top Producing Recruiter in the Southeast and as the #6 Recruiter in the nation.

She served as the 2014 Chairman of the Board for the Morristown Area Chamber of Commerce.

In October 2015, Roni was appointed to the Human Capital Advisory Council for the Federal Reserve Bank in Atlanta. This Advisory Council is comprised of education and industry leaders to provide valuable insight and advice on matters related to the labor force and workforce development.

She is a past Board President of Girls Inc. and is also active in the United Way of Hamblen County. Roni received her Masters Degree in Educational Psychology from Tennessee Technological University in 1996.

Quote:

**“If you don’t like something,
change it. If you can’t change it,
change your attitude.”**

Maya Angelou