



CPI Quarterly Review



A Message From CPI

Good Morning,

The start of 2017 has been a busy one with manufacturers needing to hire good people, and good people being in short supply. We have seen clients in automotive, consumer products, and other industries increase headcount in the past few months and all struggle in the competition for top talent.

Referrals are the heart of our business. If you know of a manufacturing professional who is interested in making a career change, feel free to share this newsletter with them.

Below are a few of the active job searches we are currently working. Visit www.cpisearch.com to review a full list of job openings.

Warm Regards,

Roni Snyder

President,
Career Professionals, Inc.



To Review ALL Current Job Openings,
visit www.cpisearch.com.

Current Hot Job Openings:

Sr. HR Generalist (TN): Tier 1 automotive supplier needs Sr. Generalist who can take the lead on HR projects, interviews and investigations. Must have BS degree and 5+ years manufacturing experience.

Applications Engineer (TN): Requires BSME and experience interfacing customers to develop new products and set pricing. Excellent opportunity to combine strong engineering skills with the business side of manufacturing.

Supplier Quality Engineer (TN): Non-automotive machining and assembly plant that is part of an international corporation. The SQE will travel up to 75% (mostly to Asia) to interface suppliers to improve processes and resolve quality issues. Must have BS Engineering degree. Knowledge of powdered metals and aluminum castings is a plus.

Procurement Engineer (TN): Requires BS Engineering degree along with experience in Purchasing or Supply Chain roles. Will analyze supplier component design and optimize supplier performance.

Quality Engineer (TN): BS Engineering degree required. This is a large automotive supplier with CNC machining operations.

(continued)

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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:

"I can't change the direction of the wind, but I can adjust my sails to always reach my destination."

Jimmy Dean

Current Hot Job Openings: *continued*

Controller (NC): Global manufacturing company has immediate need for a Controller to lead a 6-person department. Company is streamlining accounting processes and the Controller will spearhead this effort. Must have BS Accounting degree along with manufacturing experience.

Lean Manufacturing Manager (TN): CNC machining and assembly operation needs Lean Manager to initiate continuous improvement projects. This is a large corporation with a strong focus in Six Sigma, Lean, and Continuous Improvement.

EH&S Coordinator (IA): Metal forming and plating operation that is part of international corporation. Must have 2+ years EH&S experience in manufacturing with knowledge of permitting, hazardous waste, and documentation. Will ensure federal, state and local EH&S rules are enforced.

The Lost Art of Voice Mail

I read a New York Times article a while ago by Teddy Wayne that focuses on the Millennial generation and the lost art of voice mail. The premise is that Millennials have grown up in texting-friendly culture and are most comfortable communicating this way. It feels awkward for them to leave a voice mail, which often results in a voice mail lacking polish --- like "Hey, this is Bob, call me."

As Millennials transition into the corporate world, it is necessary to use voice mail and some coaching may be necessary. Etiquette professionals encourage Millennials to say Hello, state their name, leave a full message, and conclude the message with "I would appreciate a call back, thank you."

It's funny that voice mail, once considered so basic, is becoming a lost form of communication. However, good etiquette and good communication skills can never be replaced.

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 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!

Veronica (Roni) Snyder

President / Owner

VLS@cpisearch.com



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 having served as 2016 United Way Campaign Chairman and currently as 2017 United Way Board Chairman. Roni received her Masters Degree in Educational Psychology from Tennessee Technological University in 1996.

Quote:

**"Whether you think you can
or you think you can't,
you're right!"**

Henry Ford

