



CPI Quarterly Review



A Message From CPI

Good Morning,

As we enter the latter stage of the 3rd quarter, companies are gearing up for the fall hiring spree. This has been a very active year in the recruiting world, especially since the employment rate is at a record low and companies are competing for top-notch talent.

This is a good time to explore job opportunities if you, or someone you know, have been pondering making a career change. Feel free to give me a call at 423-587-4363 if you'd like to confidentially discuss career options.

Below is a sampling of some of the job searches we are currently working. To view a complete list of job openings, visit our website at www.cpisearch.com.

Warm Regards,

Roni Snyder

President, Career Professionals, Inc.

Current Hot Job Openings:

Mechanical Engineer (TN): BS Engineering degree required; will consider new grads. Will lead automation projects in a machining and heavy manufacturing plant. Knowledge of PLC's and robotics is a plus.

Technical Sales / IE (TN): BSIE or related Engineering degree required. Will interface customers and develop quotes for new products. Will also work with Engineering & Production to ensure manufacturability of product.

Team Leader (TN): Day shift position; non-automotive environment with a growing product line. Will lead hourly employees in manual assembly or robotic welding operations.

Plant Superintendent (TN): Small plant with two shifts needs Superintendent to direct production, shipping, and safety operations. Spanish language skills are a plus. Non-degreed candidates who have manufacturing leadership experience will be considered.

Quality Engineer (TN): Non-automotive plant needs QE who can design and implement Quality Standards & Processes, including Visual Manufacturing tools. Will be the sole QE for the plant.

Mechanical Reliability Engineer (SC): BSME required. Will work with predictive & preventive maintenance, root cause failure analysis, hydraulics, and capital projects in a continuous process / chemical environment.

**CAREER
PROFESSIONALS,
INC.**

602 N. JACKSON ST.
MORRISTOWN, TN
37814-3917

(423) 587-4363

VLS@CPISearch.COM

WWW.CPISearch.COM

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:

**“If you want to
lift yourself up,
lift up
someone else.”**

Booker T. Washington

Skype Interview Tips:

More and more companies are opting to conduct interviews by Skype as part of their interview process. For the hiring company, Skype is a great interviewing tool because the hiring authority not only has the opportunity to engage the candidate in conversation, but they also have the ability to observe body language, eye contact, facial expressions, and other mannerisms which give the interviewer insight into the candidate's overall demeanor.

When setting up a Skype interview, it is important to keep a few things in mind. First, make sure your Skype username is professional. Secondly, consider the environment and the background that the interviewer will be seeing during your Skype conversation. A neat, uncluttered area is best. Make sure the area is well lit and is free of distractions and noise.

Be ready to take the Skype call at the appointed time. Prior to the interview, test your Skype account to make sure everything is set up, including having the interviewer's information in your Contact's List. Also test the volume and video to ensure all are in good working order.

Remember to look into the webcam and relax. You should be comfortable, but still mindful that this is a professional interview situation. Shaking or swinging your legs can also shake the camera, which can be highly distracting to the interviewer.

Just like a personal interview, what you wear is important. Dress as though the Skype interview were an in-person interview. First impressions are important, even if they are "virtual" impressions.

The Pulse of the Job Market

To view a full list of current job openings and salary ranges, visit our website at www.cpisearch.com. You can search available positions by geographic location, job title, industry or keywords. You can also set up a Career Alert to inform you when a new job is posted matching your criteria. If a position looks to be of interest, simply submit your resume through the website and it will be immediately reviewed.

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:

**“Strive not to be a success,
but rather to be of value.”**

Albert Einstein