



CPI Quarterly Review



**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

A Message From CPI

Good Morning,

The first quarter of 2018 has shown that the job market continues to be strong. Manufacturers are investing in capital projects, hiring employees, and producing product at a consistent rate. If you, or someone you know, are considering a job change, now is good time to look.

Below are some of the hottest searches we are currently working. You can view a full list of job openings on our website (www.cpisearch.com).

If I can be of help, please give me a call at 423-587-4363, or send your updated resume to me at VLS@cpisearch.com.

Warm Regards,

Roni Snyder

President,
Career Professionals, Inc.

Current Hot Job Openings:

Engineering Manager (near Little Rock, AR) – Tier 1 automotive is undergoing major capital improvement. The Engineering Manager will direct this major effort to install new equipment and update operations throughout the facility. Ideal candidate will have background in CNC machining and Tier 1 automotive. Relocation assistance is available. Plant is part of a major international corporation. Requires BSME or related Engineering degree.

SAP / Scheduling Coordinator (TN) – Tier 1 automotive plant needs someone skilled in SAP and Excel. Will analyze and initiate orders to meet customer delivery requirements. Coordinates schedule changes with customers and plant production planners. Prefer 3-5 years in scheduling or customer service roles in manufacturing. Candidates must already be located in E.TN (or have strong ties to the area).

Sales Manager - Aero / Military (GA) – International corporation needs Sales Manager to grow sales volume with US government contracts as well as commercial aviation accounts. Knowledge of the military procurement process is a plus. Will travel 30%, all domestic.

Logistics Manager (TN) – Tier 1 automotive. Reports to Plant Manager and will have 40+ direct reports including Warehousing, Shipping & Receiving, and Customer Service. Need BS degree and prior Logistics / Materials Management experience in a Tier 1 automotive.

(continued)

Quote:

“Nearly all men can stand adversity, but if you want to test a man's character, give him power.”

Abraham Lincoln

Current Hot Job Openings: *continued*

HR Manager (TN) – Large Tier 1 automotive plant needs strong HR Manager to lead a 3-person team. Will develop policies & procedures, train managers in HR practices, work with FMLA, and serve as key member of plant leadership team. Highly visible role with a large, international corporation.

Questions To Ask During An Interview:

Whether you are doing a phone interview or personal interview, it is extremely important to do your homework ahead of time. Research the company to learn about their product, the plant, and the job so you can ask knowledgeable questions during the interview.

Questions you may want to ask include:

- Why is the job open?
- What 3 things would the new hire need to do for you to consider this a successful hire?
- What is a typical day like in this role?
- What are some of the major projects this role would tackle?
- What is the first problem that needs the attention of the person you hire?
- What has been done about the problem(s) to date?
- Who are your major competitors?
- What is your market share?
- How do you view the future of your industry?
- Might this company be sold or acquired?
- What are the most important responsibilities of the job?
- Will I mainly inherit projects, or initiate them?
- What is the most important thing I can do to help your company in the first 90 days of my employment?
- What aspects of my background make me right (or wrong) for this position?



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.

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!
PLEASE KEEP US INFORMED OF ANY UPDATES TO YOUR RESUME.**

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:



"You can easily judge the character of a man by how he treats those who can do nothing for him !"

Johann Wolfgang von Goethe