



CPI Quarterly Review



A Message From CPI

Good Morning,

Spring is a time to focus on change, renewal and growth. It's a great time to reflect on what is working in your life while also identifying areas you'd like to improve. If your job satisfaction level isn't where you'd like it to be, it may be a good time to consider a career change. Analyze career growth objectives and consider if your current career path is leading you in the right direction. If not, it may be time to put down roots elsewhere.

To discuss career options, give us a call at 423-587-4363. You can view a full list of job openings at www.cpisearch.com.

Warm Regards,

Roni Snyder, President

Current Hot Job Openings:

Metallurgical / Mechanical Engineer (MI) – BSME or BS Metallurgy required. Will work with tooling, coating, plating and process improvement projects. Hands-on Engineering position in a Tier 1 automotive facility.

HR Manager (TN) – Requires BS degree plus at least 7 years experience in HR Manager role. Tier 1 automotive experience preferred. Will manage an HR team of three in a 500-employee, 3-shift plant.

Production Supervisor (TN) – Multiple openings for experienced Supervisors to lead up to 30 hourly employees. A background in heavy industry, like machining, is ideal but will consider all manufacturing backgrounds. Must be willing to work any shift.

VP Finance (TN) – Tier 1 automotive needs strong VP Finance. Position reports to company President. Responsible for long-range planning, tax analysis, fixed asset accounting, and other financial management responsibilities.

Launch Manager (SC) – Tier 1 automotive supplier. Will manage the product development process for new programs including feasibility, cost, timing, validation and quality. Requires BS Engineering degree and at least 5 years automotive experience.

Bilingual Buyer (MI) – Tier 1 automotive needs Buyer who is bilingual (English / Spanish). Will travel to plants in Mexico up to 40%. BS degree required.

Contract Accountants (TN) – Tier 1 automotive plant is growing and needs to strengthen accounting department. These are 3-6 month contracts for CPAs / Accountants with manufacturing experience.

(end)

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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:

*“It's not the load
that breaks you
down,
it's the way you
carry it.”*

Lou Holtz

18 Ways to Impress a New Employer:



Years ago I read an article by Linda Seale, an executive coach. I recently came across the article and wanted to share it again. Seale mentions that it takes “4-14 months to find the right job...and fewer than 90 days to lose it”. Her advice when joining a new company is to show intelligence, versatility and a willingness to work & learn. To ensure a good start to a new job, follow these 18 suggestions:

1. **Take a break.** A week’s vacation between jobs will help clear your head.
2. **Check your interview notes and recall names & titles of everyone you met.**
3. **Study the company.** Read back issues of company newsletters, annual reports, and press clippings. Also check out competitor’s literature.
4. **Work full days.** Arrive 30 minutes early and leave when or after most of your co-workers leave.
5. **Project positive energy.** Look and act as if you’re happy to be joining them.
6. **Look good.** Pay attention to your grooming and dress slightly above the dress code.
7. **Keep a journal to write down procedures, names of key people and contact information.**
8. **Be flexible.** Expect inevitable changes in your position – a flexible attitude will decrease stress for you and others.
9. **Show appreciation.** Be kind and appreciative of everyone who helps you.
10. **Listen 80%, Talk 20%.** You’ll get more respect absorbing what your co-workers have to teach, rather than by showing off how much you know.
11. **Get to know your boss.** Observe your boss’ personality and work style and tailor your interactions to his / her preferences.
12. **Clarify expectations.** Make sure you and your boss are on the same page. What priorities and issues need to be addressed immediately? Find out how often and in what format you should provide project updates. How will your performance be evaluated?
13. **Connect with colleagues.** Get to know as many people as you can, especially your teammates. A strong relationship foundation will promote trust and information will follow.
14. **Identify the key players.** Find out who decision makers, influencers, stars, and up-and-comers are.
15. **Uncover hidden agendas.** Identify political forces at work. Avoid getting involved in politically charged situations, but be aware of undercurrents.
16. **Take initiative.** As you finish assignments and are ready to handle a bigger workload, ask for more. Pick projects that have support of management and buy-on from your staff.
17. **Don’t make major changes.** Show respect for those who have invested time and energy on a project before trying to change it. Ask why things are done the way they are, and seek feedback from people whose support you need. Applaud what is being done right and frame changes as enhancements.
18. **Be a good team player.** Don’t engage in gossip. Always make your boss look good. Share credit with your workmates.



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

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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 having served as 2016 United Way Campaign Chairman and currently as 2017 and 2018 United Way Board Chairman. Roni received her Masters Degree in Educational Psychology from Tennessee Technological University in 1996.

Quote:

“Great things are done by a series of small things brought together”

Vincent Van Gogh