



CPI Quarterly Review



A Message From CPI

Good Morning,

Season's Greetings and Happy Holidays! Whether we have worked with you recently, or crossed paths long ago, thank you for allowing Career Professionals, Inc. to stay in touch periodically to share job market information. We value our connections with both candidates and client companies.

This has been an active hiring year in the manufacturing sector, which we are hopeful will carry over into 2019. The unemployment rate remains at a historically low level and high-quality candidates are in demand. We have also been noticing that salaries are starting to increase due to the competition for skilled employees.

If you, or someone you know, has interest in making a career move, please give Career Professionals a call.

In the meantime, we wish you a joyous Holiday Season!!

Warm Regards,

Roni Snyder

President, Career Professionals, Inc.

Current Hot Job Openings:

Continuous Improvement / Equipment Engineer (TN) – Non-automotive company undergoing major initiative to improve machine efficiency to optimize processes. Hands-on role working with equipment, maintenance, and engineering to improve machines in a highly-automated, state-of-the-art facility.

Manufacturing Engineer (TN) – Tier 1 automotive plant. Will consider AS or BS degree. Must have experience in process improvement, equipment modification, and continuous improvement. Plant is launching new products.

Manufacturing Engineer / Cost Engineer (TN) – Major employer is launching new products and needs Engineer to work on Quotations, Product Routings, Control Plans, and APQP. Will work ensure costing system is also maintained.

Reliability Engineer (TN, OH, and NJ) – Multiple openings for major corporation undergoing strong focus on equipment reliability. Experience with Predictive Maintenance, including vibration, thermal scanning, ultrasonic, and tribology, is required.

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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



Quote:

“No matter what people tell you, words and ideas can change the world “

Robin Williams

(continued)

Current Hot Job Openings: *continued*

Division Engineering Director (CO) – Will have 15 plant locations and direct a team of 11 Engineers to improve production capacity, quality, and operations across the division. Heavily involved in leading capital programs, asset planning, and developing annual operating budgets.

Career Advice from *The Muse*

Don't take yourself (or your career) too seriously. Plenty of brilliant people started out in jobs they hated, or took paths that weren't right at the beginning of their careers. Professional development is no longer linear, and trust that with hard work and a dedication to figuring out what you want to do with your life, you, too, will be OK!—[Kathryn Minsheu](#), *CEO of The Muse*

Every year or two, spend some time really *thinking* about your career. Go out and warm up your network, check out new opportunities, and do some salary comparisons. You make smarter career decisions when you have real data. Also, if you are afraid or uncomfortable, you are probably onto something awesome! Fear means you are growing your comfort zone.—[Christie Mims](#), *Career Coach*

Take criticism or “feedback” for what it is: a gift given to you to make you better at what you do. Don't concern yourself with the person or the method of delivery. Instead, glean out the teachable nuggets and move on.—[Michelle Bruno](#), *President of Bruno Group Signature Events*

I first heard Zig Ziglar say it when people challenged him on his “positive attitude” manifesto: “You can do *anything* with a positive attitude better than you can do it with a negative one.”—[Lea McLeod](#), *Career Coach*

Work hard and be nice to people. It's a very simple motto I try to live by daily.—[Marie Burns](#), *Recruiting Leader at Compete*



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 and 2018 United Way Board Chairman. Roni received her Masters Degree in Educational Psychology from Tennessee Technological University in 1996.

Quote:

**“Happiness is not by chance,
but by choice.”**

Jim Rohn

