



Quarterly Review

**CAREER
PROFESSIONALS,
INC.**

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A Message From CPI

Good Afternoon,

Even with talk of a looming recession and depressed economic conditions, we haven't seen much of a slow down in hiring. Manufacturers are still having difficulty locating high-quality talent and haven't put the brakes on hiring. It is true that some industries are slowing, especially those related to housing, but many other industries are going strong, including foreign automotive suppliers, pulp & paper and plastics manufacturers.

We hope you enjoy reading the following information. If you find yourself contemplating a job search, feel free to give us a call, at 800-476-1103 or drop us an email.

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TYPES OF CANDIDATES CPI PLACES:

- Plant Managers
- Production Supervisors
- Engineering Managers
- Manufacturing Engineers
- Product Design Engineers
- Industrial Engineers
- Electrical Engineers
- Maintenance Engineers,
Supervisors and Technicians
- Accounting Professionals
- Human Resources Managers
- Quality Engineers
- Purchasing Professionals

How to Blow an Interview:



We've recently witnessed a couple of classic examples of how to blow an interview. No matter how much we prepare candidates, it seems people are still prone to making these big interview mistakes.

First, be aware of how much you talk during interviews. Conversation should be a 50/50 split between speaking and listening. If you talk too much, you're seen as someone who is focused on self, not on the organization. If you talk too little, the interviewer may have to struggle to pull information from you. To make the best impression, it's recommended that you not take any longer than 2 minutes to answer an employer's question. Make sure you stay on point and don't venture off on unrelated tangents.

Secondly, never bad-mouth your current employer, even if your work environment really is miserable. If you say negative things about your employer, the interviewer automatically thinks that you will also speak negatively of their operation if you're hired. No one wants to hire a negative personality.

And finally, it's never good to talk about money early in the interview process. We recently had a candidate blow a first interview by talking a lot about how grossly underpaid he was at his current employer. He gave the impression that compensation was all that mattered, but he failed to describe any achievements that would have warranted a pay increase. The potential employer felt the candidate would be a drain on the company instead of a contributor.



Quote:

"How a man plays a game shows something of his character. How he loses, shows all of it!"

Job Search Realities . . .

An employment search is like listing your house for sale through a multiple listing service. You are most likely to enjoy the greatest amount of activity during the first six weeks that your house is on the market, and the same is true of a job search. Our records show that 48% of our placements occur within six weeks and 66% happen within twelve weeks. We have worked with some candidates for years before we place them, but that is the exception. In those cases, we are typically working with tight geographic restrictions, second tier candidates, or those looking for a “career move” into a new industry or discipline instead of a “job change” into a similar role with broader responsibilities.

Ask the Recruiter . . .

Lately I seem to be leaving interviews without a good grasp of what the company is looking for in a new employee. What questions should I ask to help clarify the skills the company needs?

Answer: My favorite question, whether for a phone interview or personal interview, is “what immediate problems need to be solved by the new employee for you to consider this a successful hire”.

Asking this question will give you a good idea of what issues the company is facing and what needs to be done to correct the problem. Ideally, you want to be able to show how your prior experience can help the company resolve their current issues.

Sampling of Recent Placements:

- Process Engineer; Pulp & Paper (NC) \$70K
- Maintenance Manager; Automotive (TN) \$70K
- Controller; Plastics (TN) \$68K
- Sr. Process Engineer; Plastics (TN) \$78K
- Sr. Quality Engineer; Automotive (TN) \$63K
- Controller; Consumer Products (MS) \$95K

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 1-800-476-1103

PLEASE KEEP US INFORMED OF ANY UPDATES TO YOUR RESUME.

WE WELCOME ANY COMMENTS OR QUESTIONS REGARDING THE NEWSLETTER CONTENT.

HOTTEST JOB OPENINGS:

Production Engineer (KY):

Electronics manufacturer. Need disciplined engineering approach for root cause analysis related to product and process failures. Requires BS degree in Physics, Materials or Engineering. Product testing, corrective action, process improvement.

Maintenance Reliability

Engineer (GA): Knowledge of rotating equipment, predictive & preventative maintenance, and CMMS. Background in chemical, power generation or pulp & paper is preferred. BS required.

Process Engineer (TN):

Tier I supplier to Toyota. Prefer BS degree and 2-3 years experience, preferably in automotive manufacturing. Will improve efficiency, flow and cycle times in addition to troubleshooting equipment issues. CNC machining experience a plus.

Quality Engineer (TN):

BS required along with 1-2 years automotive experience. Will work with SPC, PPAP, FMEA, control plans, APQP, supplier quality and scrap reduction.

Process Engineer – Rubber (TN):

Need degreed engineer to work with large Banbury mixers in rubber compounding and mixing operation. Will consider light weight, trainable candidates with 1-2 years manufacturing experience, or seasoned candidates out of the rubber industry.

Production Control Specialist

(KY): Responsible for creating work orders, tracking performance and ensuring raw material availability. Prefer BS or AS degree and 3 years production control / scheduling experience. JD Edwards a plus.