

Doing nothing is very hard to do...you never know when you're finished.
-- Leslie Nielsen

NOVEMBER/DECEMBER 2009

Grumble, Family, More Grumbles, and Guitar playing

This past Saturday Emily and I drove down to Hamilton invited to my niece's wedding. My sister has 4 daughters and this was the 3rd wedding. The wedding service was long and the minister lost me at "Hello". I grumbled on the way to my sisters, continued grumbling on the way to the service and peaked as we drove to the dinner reception. I was horrified to find out that we were sitting at the 1st table right at the front with my sister and brother-in-law. We were joined at the table by my brother, sister in law their daughter and my 86 year old mother.

Emily ignored me because of my mood and only spoke with my mom and sister in law. Then the clouds broke and the sun shone for the next hour and a half because my brother Mark, brother in law Steve and me discussed nothing but sports, movies and more sports. It was nirvana. I'm warming up to the 4th wedding invitation and I'm looking forward to more discourse on important sport subjects.

My son the nurse has joined a band in Peterborough called Union City. He plays bass. And I like to tell anyone who will listen that they have an important gig in Toronto at the Mod Club. The evening is for the Alzheimer's Foundation. I was relating this to my brother at the wedding and I puffed up as I said "the tickets are \$50.00 in advance or \$75.00 at the door" (as if the cost equated to their excellent musicianship) my brother answered "Yes I know that already and their next gig is in Montreal. All you want to know is on his Face Book page". I tried not to show how crestfallen I was.

The next day, I phoned my son. With indignation and grumbling ringing in my voice, I asked "Hi son, how come you didn't tell me that you're playing in Montreal and it's on your Facebook page?" He answered laughing "Dad, The Montreal House is a club in Peterborough. (He lives in Peterborough). Hey dad how was the wedding...???"

I'm chastened, wiser, and happy that my assumptions would bestow such an enjoyable weekend.....

Martin Harlick
President
Applicants Inc.

SALES COORDINATOR \$39,000-\$45,000

Provides prompt solutions to customer requirements Work with CRM, ERPs and administrates the APQP process. Does order entry, reviews contracts, follow-ups and resolves financial issues and maintains contract files and database. Maintains quote logs and co-ordinates quotations with engineering and works closely with the sales force.

PLANT MANAGER \$80,000-\$88,000

A 1997 engineering graduate and PEng has worked in Product Development, Project Engineering and presently responsible for Maintenance, Health and Safety, Production, Human Resources/Payroll and Warehousing. He has 8 direct reports and 80 hourly Offers MRP, FMEA modeling, LEAN and pull manufacturing experiences. Proven ability with scrap reduction and facility budget creation.

HUMAN RESOURCES MANAGER \$60,000-\$65,000

Offering ten years of experience this candidate is responsible for; recruiting, WSIB, policies and procedures, benefits administration, payroll, training, performance appraisals and Health and Safety. Has used most Microsoft products, Timekeeper, MQ1 and Paymate Has created the employee suggestion and open door policies.

MANUFACTURING/DESIGN ENGINEER \$52,000-\$55,000

A 2006 University Mechanical Engineering graduate is responsible for quotation with material and labor costs and implemented a successful Kanban tracking system. Using SolidWorks and AutoCAD he has designed special purpose machinery, tools and a plant reclamation system. He is comfortable working with customers and suppliers.

CONTROL SYSTEMS ENGINEER \$53,000-\$58,000

A 2007 McMaster Masters Electrical Engineering graduate offers leading edge experience with PLC programming, HMI, Scada, commissioning, safety and startup. Works with Allen Bradley, Omron, Siemens and Modicon and is able to design in AutoCAD or SolidWorks. Able to use C++ and Visual basic.

CONTROLLER \$80,000- \$82,000

A CMA manages a staff of 4 and A/P, A/R, credit and collections, costing, payroll, human resources and shipping. Reported to the president and had financial, marketing and administrative functions. Managed accounting software conversion, guided company through restructuring and completes cash flow analysis avoiding overdrafts.

MANUFACTURING/INDUSTRIAL ENGINEER \$58,000-\$63,000

A 2001 university BEng Manufacturing Systems who recently eliminated waste for an 8.5% manufacturing cost reduction. He is skilled with new product and equipment introduction and design and program modification. He updates MTM analysis, resolves quality issues and works in partnership with customers.

MECHANICAL DESIGNER \$52,000-\$55,000

A 1995 Mechanical Engineering graduate who is comfortable with SolidWorks and AutoCAD creating concept and customer approval drawings currently organizes SolidWorks parts and templates library. Continually improves, cost saves and designs for manufacturability in a LEAN culture Does write the custom manual.

BUYER/PLANNER \$45,000-\$50,000

A Business Diploma graduate and PMAC member who offers seven years experience in buying and planning. Currently outsourced machining, welded and fabricated parts and reduced purchasing spending. He expedites and schedules raw materials and works closely with Design and Quality. He implemented a successful vendor managed MRO inventory system.

Applicants Inc. a permanent placement employment agency was established by Martin Harlick in 1995 to serve manufacturing clients throughout Southern Ontario. Applicants Inc. recruits and places salaried staff, managers, and supervisors: Operations, Engineering, Quality, Materials, Sales and Finance.

My fee schedule is cost effective; please email harlick@applicants.ca to receive a copy.

DID YOU KNOW?

The province of Ontario flower is the White Trillium, the tree is the Eastern White Pine, and the bird is the Common Loon

In the Iroquois language "Kanadario" means "sparkling water" or "beautiful lake".

Ontario's motto is "Loyal she began, loyal she remains".

Dr. Roberta Bondar was Canada's first female astronaut. (1992).

Emily Stow (1831-1903) was the first woman doctor in Canada in 1867

versed in Visual, SAP, PD main and AMAPS. She plans and maintains production schedule, reads and understands part and assembly blueprints, and capacity plans. She expedites material delivery and manages inventory levels.

INSIDE SALES/CS ADMINISTRATOR \$42,000-\$47,000

This candidate offers ten years of experience with Visual Manufacturing ERP and is proficient with IT at debugging and tweaking Visual systems upgrades and additions. She mediates drawing and invoice discrepancies and processes ECNs and non conformance. She ensures customer satisfaction and works with Quality, Engineering, and materials, Production, Finance and Shipping.

CONTROLS SPECIALIST AUTOMATION \$60,000-\$65,000

A 2002 Mechanical Technologist Robotics and Automation offers experiences with; electrical design, programming, motion control, vision, robotics, MIS and data collection systems, HMIs and commissioning. Provided bilingual (F/E) client application and consultative service and is able to complete projects on time and within budget.

PRODUCT ENGINEERING LEADER \$68,000-\$75,000

An Msc Mechanical Engineer, PEng and graduate from the Project Management Institute is comfortable with Catia, SolidWorks, AutoCAD, GD&T, Cosmos, MS Project and Primavera. He offers experiences leading teams or working alone in equipment design, SRED, documentation and product support.

MANUFACTURING ENGINEER \$52,000-\$57,000

This candidate offers a BSc Industrial Engineering and 12 years experience in developing flexible or integrate manufacturing procedures. He has overseen health and safety, analyzed; costs, reliability and root causes. He has implemented LEAN, led CI projects and conducted time studies and work measurements.

BUYER/SCHEDULER \$53,000-\$57,000

A Materials Management graduate offers experiences with Buying and Scheduling and Visual Manufacturing, SAP, Oracle and Matrix systems. He was responsible for demand planning and 3M in

PROCESS/MANUFACTURING ENGINEER \$54,000-58,000

A 1997 Mechanical Engineering graduate offers experiences in automated assembly, preventative maintenance program design, cost reduction and manufacturing process flow. He knows FMEA, GD&T, and is able to 3D design and use a CMM. He has improved product design and quality.

PRODUCTION SCHEDULER \$43,000- \$48,000

A Materials Management graduate offers 16 years of progressive experience in planning and scheduling and well

inventory. He uses LEAN and Kanban, negotiates with suppliers, and is responsible for materials quoting and set up of new BOM's.

PROJECT/PROCESS ENGINEER \$62,000-\$65,000

A 1993 Manufacturing Engineering graduate has experiences in injection moulding, machining and assembly. Solid skills in Process Optimization and Project Engineering and knows FMEA's, PPAP's and 6 Sigma process improvement. He was charged with Plant Layout, training, commissioning and coordination of new mould launches and off shore supplier liaison.

QUALITY ENGINEER \$55,000-\$60,000

A Mechanical Technologist, Certified Quality Engineer offers 18 years experience as Quality Engineer. He has worked with metal stamping, machining, heat treatment, plating and assembly. He offers QS and TS procedures, lead auditor, and APQP, PPAP and PFMEA experiences and has managed hourly and staff over 3 shifts. He currently resolves supplier non conformance.

TECHNICAL ACCOUNT MANAGER \$60,000-\$65,000

She is accountable for product growth in the USA. She travels to the USA promoting product, reviewing applications, preparing quotes and processing orders. She offers added experiences in Inside Sales, Customer Service and International Sales. She describes herself as having a 'hunter mentality sales approach'.

MAINTENANCE SUPERVISOR \$65,000-\$70,000

He is responsible for plant equipment and building maintenance, Health and Safety, preventative maintenance and supervision and delegation of workload for Millwrights and Electricians. He has very good mechanical skills supplemented with current hands on PLC (ladder logic) and AC/DC drive experiences. He has budget, equipment upgrades.

PLANT MANAGER/PRODUCTION MANAGER \$78,000-\$84,000

He presently plant manages a non-union and non-automotive plant. Reporting to the owner he is responsible for manufacturing personnel, maintenance, quality costs and delivery. He has improved cost of labour to shipments from 15% to 11%, introduced Value Stream Mapping and has introduced a Continuous Improvement Program.

MAINTENANCE MANAGER \$75,000-\$80,000

This confident, competent Manager currently directs 4 supervisors 26 hourly and a stores clerk. Conversant with MAXIMO and MP2 PM Systems. A mentor and trainer whose experiences include installation of automation and robot cells. Has budgetary and cost control duties with monthly financial statement preparation. Developed and launched corporate controls and procedures

ACCOUNTING MANAGER \$65,000 - \$70,000

A B.Com, CMA who prepares and analyzes monthly statements, reviews AR and AP activities, prepares payroll, maintains payroll record. Has prepared various financial reports and reviewed costing variances. He participates in management meetings and created various management reports, resolved outstanding large payables, and managed company's cash requirements.

For Information on these candidates, please contact **Martin Harlick**

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