



# Applidex

*My mother was against me being an actress -  
until I introduced her to Frank Sinatra.  
Angie Dickinson*

## OLDER PARENTS AND A SHINY NEW COMPUTER

Visited Emily's parents and that is where you get to appreciate life's positives. Mom is 94 and Dad is 93. They live in their house with minimal support, cook, clean and argue. Dad has a keen wit and it enriches the visit. Speaking about small miracles bought a new lap top...leading edge...oh it loaded everything so quickly including Microsoft Outlook and it looks so shiny so high tech. Then it decided to misbehave and would not import my Outlook PST file. I most probably missed one tiny step. The shiny, modern laptop doesn't tell you what step you missed; it just sits there and whines. My computer guy will show me graciously how stupid I am. I have to pay for that personal diagnosis.

My in laws have survived without fax machines, cell phones and computers. My 93 year old father in law keeps telling me about his landing at Normandy in 1944 and he never misses an episode of Jeopardy. My shiny modern computer is only a couple of weeks old and won't talk to me. I turned it off and went back to the old computer...some old things just work better.

Martin Harlick

## SPRING 2015

### BUYER \$55,000-\$60,000

He is a 2009 Conestoga Materials and Operations Management graduate who is enrolled in a BBA. Currently prepares requisitions for raw materials and MRO, negotiates best price, delivery and terms of payment. Evaluates and recommends new sources.

### PRODUCTION MANAGER PEng. \$75,000-\$80,000

A 1994 Mechanical Engineer PEng., who has worked in machining, plastic injection moulding and assembly processes. Presently a unit leader with recent experience in launching new lines, equipment relocation, and shop floor problem solving. He leads Kaizen events, responsible for safety, maintenance, training and discipline.

### PRODUCTION SCHEDULER \$65,000-\$70,000

A Manufacturing Engineer graduate offers 20 years in complex manufacturing, machining, electro mechanical fabrication and assembly. He has worked with different MRP/ERPs and trained in LEAN. He creates the master schedule, manages capacity and reviews ECOs and resolves WIP.

### MANUFACTURING PROCESS ENGINEER \$65,000-\$70,000

A 2010 Bachelor of Engineering graduate who troubleshoots machine breakdowns, project lead for Kaizen events and process improvements. Has reduced scrap by 10%. Uses LEAN, ISO9000, TS16949, root cause analysis and designs products from customer specs and is the Quality Auditor.

### TECHNICAL SERVICE MANAGER \$85,000-\$90,000

A Mechanical Engineer offers experiences managing service, spare parts, training, project management and technical documentation. Has department P&L responsibility, revenue increase, leading customer service and generating sales opportunities through business development. He works with robotics, automation, stamping and machining.

### GENERAL MANAGER \$150,000-\$160,000

Has had full P&L responsibility for business units employing 100 to 300 employees both unionized and non union. Has led consolidation, environmental compliance, redefined the supply chain and introduced LEAN projects. He has led, coached and retained operations, finance, engineering, quality and supply chain teams.

### PRODUCTION/MAINTENANCE SUPERVISOR \$60,000-65,000

He is university educated and has 14 years union and non union experience. Versed in LEAN, root cause, scheduling, health and safety, continuous improvement, PMS and leading Kaizen. Leads repair of equipment and robots and knows health and safety.

### DESIGN/PROJECT ENGINEER \$73,000-\$77,000

He is a 2009 Masters Mechanical Engineer conversant with SolidWorks, Cosmos, Catia and ProEngineer and knows PPAP, FMEA and GD&T. Currently designs components and optimizes manufacturing process specifications. He uses DFMEA and DOE and resolves ECR's and ECO's for drawing and process change.

## WHAT IS THE APPLIDEX?

The Applidex is a sample of candidates registered with Applicants Inc. All the profiles are real candidates that were job searching when I wrote the Applidex. There is no charge to contact us and request the resume of a candidate.

For information on these candidates please contact **Martin Harlick** or **Emily Harlick**.

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## RANDOM INTERVIEW QUESTIONS

- ✓ How do you handle pressure?
- ✓ What values are important to you?
- ✓ Describe a time when your work was criticized?
- ✓ What does the word "success" mean to you?
- ✓ Are you an organized person?
- ✓ What is the biggest mistake you have ever made in choosing a job?

### MANUFACTURING ENGINEER \$65,000-\$68,000

A 2011 U of T Mechanical Engineering graduate who performs value analysis on new and existing products to reduce costs, develops work instructions, researches and purchases new equipment, manages projects helps drive 5S and LEAN activities and trains production members.

### MECHANICAL ENGINEERING TECHNOLOGIST \$55,000-\$58,000

A Mechanical Technology graduate who uses GD&T in drawing packages, assemblies and BOM's. Part of continuous improvement using 8Ds and 5Whys. Develops inspection criteria and part of APQP team. Works closely with and trains machinists and welders.

### MANUFACTURING ENGINEER \$58,000-\$63,000

A Bachelor of Manufacturing Engineering Technology and Business Management works with Value Stream Mapping to improve process flow and reduce non value added activities, revises part layouts and designs fixtures, material handling devices and resolves material resources with operation Takt times.

### MECHANICAL DESIGNER \$55,000-\$60,000

A Mechanical Engineering Graduate who works with CATIA, AutoCAD, SolidWorks and Automation Studio. Able to design electrical, hydraulic and pneumatic systems, can use PLC's, testing analysis, resolves quality issues, writes reports and procedures, FEA and designs electrical and mechanical wiring diagrams.

### SENIOR MANUFACTURING ENGINEER \$70,000-\$75,000

He is a Mechanical Engineer with LEAN certification who increased productivity of an assembly line 30% through implementing one piece flow. Applies JIT, 5S, Value Stream Mapping and very good at developing a LEAN manufacturing facility and an expert at line balancing.

### PLANT MANAGER \$110,000-\$115,000

He is a Mechanical Engineer PEng. and a 6 Sigma Black Belt who knows how to reduce cost and improve efficiencies. Has worked in union, non union and large and medium sized facilities. Has led multi million capital projects and directed LEAN implementation and Kaizens from value stream mapping events.

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### MECHANICAL ENGINEER \$68,000-\$75,000

He works with PFMEAs, SolidWorks AutoCAD and GD&T. He knows how to support new product development through process engineering by working with manufacturing for optimal efficiency. He investigates machine down time, standardizes quality checks, reviews design proposals and supervises installation of new equipment.

### QUALITY/PROCESS ENGINEER \$55,000-\$60,000

He has worked with PPAP, PFMEA's and APQP. Uses Gauge R&R, modifies plant layout, time studies to reduce set up time and implements 5S projects. Offers experience with LEAN, 5S, creation of BOM's and provides technical support to the shop floor.

### INSIDE SALES ENGINEER \$55,000-\$60,000

A Mechanical Engineer who provides technical quotations, provides customer progress reports, processes purchase orders and reviews documentation. Works with AutoCAD, Unigraphics and SolidWorks and assists with QA needs, completes 8D reports and provides Quality Assurance help and determines root cause.

### AUTOMATION SPECIALIST/MECHANICAL DESIGNER \$70,000-\$75,000

A Mechanical Engineer with electrical and PLC/robot programming design and mechanical product design, including mechanisms, pneumatics and full automation solutions. He uses MasterCAM, GD&T, EdgeCAM, SolidWorks and AutoCAD Inventor. He is able to manage large projects working with customers and end users.

### CUSTOMER SERVICE MANAGER/COORDINATOR \$65,000-\$67,000

Has managed staff for customer support, new sales, parts supply and technical applications. Achieves EBIT annually, prepares reports and presentations, also assists with purchasing and inventory. Knows cold calls, order entry and project management. Very computer literate and has used various CRMs.

### SUPPLY CHAIN MANAGER \$90,000-\$95,000

He has a background in Operations and Purchasing and in creating a long term strategic template and reducing costs. Has reduced inventory from 55 to 26 million, sourced vendors, led and trained teams, increased capacity and improved supplier performance.

### HUMAN RESOURCES \$65,000-\$70,000

He is a generalist waiting for the next role union or non union who started 10 years ago as a shop floor supervisor. A CHRP and university graduate who offers automotive and non automotive experience in health and safety, recruitment, HRIS, employment law, training, evaluation and company policy development.

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