



Applidex

*You got to be careful if you don't know where you're going,
because you might not get there." - Yogi Berra*

DUNKIRK, NORMANDY AND THE BRAVE

My mother was a keeper of personal old photographs. I took a few of those to be framed. One was of her as a melancholy orphan in the 1930's and another was of her looking pretty and confident in her new WREN uniform in England during WWII. Another was of her brother (my uncle) Tom who was killed in 1944 and is buried in France. He was a Lancaster bomber top machine gunner, an orphan and barely 20. The other was of Edward, my dad a CPO in the British navy. I was watching the movie Dunkirk and was reminded of a story my dad told, He served on a destroyer at Dunkirk. He didn't say much about the war even though he served from 1939-1945 and retired from the Royal Navy in 1960. He was a Newfoundlander.

April 19th was my fathers-in-law 96th birthday. He landed in Normandy in 1944 as a young Canadian serving as a sapper of the Royal Canadian Engineers, 1st Canadian Army Mechanical Equipment Company, 21st Allied Army Group.

They are of a passed time and place with Tom paying the ultimate sacrifice. They fought for beliefs that are expressed in our Canadian Charter of Rights and Freedoms.

Martin Harlick

SPRING 2018

APPLICATIONS ENGINEER \$65,000-\$70,000

This Mechanical Engineer, MBA. P. Eng manages internal and external projects from developing proposals, budgets, costing, pricing, quotations, submittal packages through to finished product, installation, commissioning and training. He works with design engineers to assist with design and development.

PLANT MANAGER \$95,000-\$110,000

He is considered a change catalyst. And very strong with best practices, LEAN initiatives, labor relation improvements, increased margins and safety enhancement. He offers metal stamping, machining, extrusion and plastic injection moulding and painting. He believes in lessons learned and not just picking the low hanging fruit but implementing real long lasting positive change.

MAINTENANCE LEAD HAND \$65,000-\$70,000

He has lots of Allen Bradley and Omron PLC troubleshooting, ABB automated experience. He has repaired VFD's and servo drives. He has led millwrights, electricians and technicians. He has used 5S, LEAN and PM. Knows fabrication, machining, welding, high speed, contractors and hydraulics.

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

A Mechanical Technologist who offers 5 years experience conversant with machining, welding, stamping and assembly. Supervises and schedules all QA team activities. He knows CMM, Catia, FMEA, APQP, 7D responses, PPAP and working with external and internal customers and engineering.

MECHANICAL DESIGN ENGINEER \$60,000-\$65,000

He is a 2011 Masters Mechanical Engineer who is proficient with SolidWorks/PDM, AutoCAD, Mastercam, MATLAB and LabVIEW. He designs custom conveying/material handling equipment and mechanical power transmission products (sprockets, gears and chains) and creates assembly and detail parts drawings. He knows machining, welding, fabrication and assembly.

MANUFACTURING/PROCESS ENGINEER \$72,000-\$75,000

He is a Mechanical Engineering graduate with 16 years experience; uses time studies and continuous improvement to find bottle necks and reduce cycle times. Skillful in layout, equipment selection and able to start and complete LEAN projects. Found and resolved high risk problems using PFMEA, Fish Bone and PRETO.

INSIDE SALES/CUSTOMER SERVICE \$40,000-\$45,000

This college graduate offers experiences with SAP, Oracle, AS400 and Business Vision. She provides pricing, discounts and product information to all customers. She processes sales and purchase orders, and credits and debits. She has purchased parts and scheduled production and maintenance.

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

He is a M.Eng. and MBA with TS 19949/ISO 14001, PPAP, APQP and GD&T skills with TSSA, ESA, MOE. He is conversant with machining, fabrication, injection molding and assembly. Works with capital investment projects, strategic sourcing, cost analysis, budget preparation and value stream mapping.

PROJECT ENGINEER \$65,000-\$70,000

A 2013 Mechanical Engineering graduate who manages APQP, PFMEA, quotes, costs, timelines, suppliers, equipment acquisition and design reviews. He directs new product launches and coordinates project teams. He manages projects from prototyping to production.

WHAT IS THE APPLIDEX?

The Applidex is a sample of candidates on file with Applicants Inc. an employment agency. All profile descriptions are of real candidates that were job searching when this Applidex was written. For more information on these candidates or to discuss your recruiting requirements please contact Martin or Emily.

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RANDOM INTERVIEW QUESTIONS

- ✓ How would your supervisor or co-workers describe you?
- ✓ 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?
- ✓ Tell me about a complex problem you had to deal with?

QUALITY ENGINEER -Bilingual **\$60,000-\$65,000**

He is a Masters Material Mechanical Engineer, CQE who supports APQP, PPAP, PFMEA and develops statistical process charts. He leads process design and analysis and metallurgical evaluation of products and processes. He commissions new equipment and liaises with suppliers.

ENGINEERING LEADER **\$85,000-\$90,000**

A 2009 Engineering graduate who is proficient in AutoCAD, Solid Edge and Catia who has led design and project coordinator teams. He works with UL and CSA, working with customer specifications and supporting customers, sales and manufacturing. Able to multitask leading projects.

JUNIOR DESIGN ENGINEER **\$50,000-\$55,000**

University of Waterloo Mechanical Engineering graduate has prepared 3D models and drawings for clients and manufacturing using SolidWorks and AutoCAD and reduced production times and costs with tool and process modifications. Has used Gantt chart, SPC and DOE.

PRODUCTION SUPERVISOR **56,000-\$58,000**

Presently working in an automotive Tier 1 OEM plant responsible for daily work assignments, training and coaching employees. Also tracks output, manufacturing processes, labor efficiencies, direct operating expenses and quality indicators. Works with quality and maintenance.

PROCESS ENGINEER **\$68,000-\$73,000**

A Chemical Engineer who offers experience with compression molding, paint, injection molding with automotive Tier 1 manufacturers. Has launched and optimized new lines, increased productivity, reduced scrap and minimized downtime. Able to work with customers and suppliers.

HUMAN RESOURCES MANAGER **\$90,000-\$95,000**

He has worked in union and non-union manufacturing and created all collective agreement contract language, reduced grievances by 80%, and introduced pre-employment orientation. He has assumed responsibility for Health & Safety and re-introduced plant safety audits.

LEAN/APQP ENGINEER **\$55,000-\$60,000**

A 2011 graduate Engineer who just completed Project Management capable of leading 6 Sigma projects and implementing LEAN manufacturing tools. He is very good at bottleneck and scrap reduction incorporating TPM and improvement through 8 wastes.

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PRODUCTION MANAGER **\$75,000-\$80,000**

A 1994 Mechanical Engineer P. Eng, 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 and is responsible for safety, maintenance, training and discipline.

MECHANICAL/DESIGN ENGINEER **\$50,000-\$55,000**

He is a 2015 Mechanical Engineering graduate who has worked with CATIA, SolidWorks and AutoCAD. He can develop components and products from concept to production. He has been a CNC machining operator, so he understands the importance of design within cost and manufacturability constraints.

MANUFACTURING ENGINEER **\$70,000-\$75,000**

A 2010 Mechanical Engineering graduate offer experiences with APQP, FMEA, GD&T, Control Plans, Process Flow Charts, 8D in new product launches, setting up equipment, tooling, prototyping and performing root cause analysis. Leads process improvement projects, reduces scrap and resolves customer complaints.

BUYER **\$58,000-\$63,000**

An Industrial Engineering graduate with Supply Chain certification has purchased steels, copper and other production materials using Oracle and SAP. Updates the master production schedule and runs MRP reports. Works on strategic contracts and sourcing to generate cost savings.

ACCOUNTANT **\$45,000-\$50,000**

A 2014 McMaster university graduate offers advanced Excel skills with bookkeeping, financial analysis, month ends and inventory control experiences. He works with A/P and A/R, bank reconciliation, government remittances, complex reconciliations, foreign exchange, cost analysis and generating reports.

TECHNICAL INSIDE SALES ENGINEER **\$65,000-\$70,000**

A 2003 Engineering graduate bilingual English/French prepares technical sales quotes and is prime contracts contact for major accounts. He is a capable sales and support specialist for pumps, exchangers, automated valves and separators. He has worked with Microsoft Dynamics AX and JD Edwards.

PRODUCTION MANAGER **\$80,000-\$85,000**

A Mechanical Technologist and Tool and Die Maker offers Project Management, Engineering Management and recently Production Management roles leading machinists, fitters, welders, purchasing, warehouse staff, maintenance and designers. He has helped implement 5S and Lean and is excellent working with customers.



For information on these candidates please contact **MARTIN HARLICK** or **EMILY HARLICK**
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