

PROFILES

The Best in Automotive & General Manufacturing Recruiting & Professional Placement

Executive Wing

ExW NEWSLETTER
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IT'S OUR MISSION TO HELP MANUFACTURING COMPANIES CONTINUE TO SOAR.

WE WELCOME YOU TO THE INAUGURAL EDITION OF 'PROFILES,' THE EXECUTIVE WING'S FIRST NEWSLETTER THAT SHOWCASES A SAMPLE SELECTION OF THE BEST MFG CANDIDATES IN YOUR GEOGRAPHIC NEIGHBOURHOOD.

Each of the candidates profiled here is a manufacturing industry professional and is local to the **GTA region** and local to you. Whatever your need, we have a solution. This is but a small sample of the talent we have to show you. We're not kidding about this. Our database and screening skills are second to none. Call, text or email, **Ted Wilson**, to engage further about specific candidates, your needs or our professional search service in general.

MANUFACTURING HAS ALWAYS BEEN OUR BREAD-AND-BUTTER INDUSTRY.

It is the area we are most passionate about - yet we recognize not every manufacturing company has become a client yet. This is our goal! We would like to offer first time customers a 5K discount for the first successful hire and an opportunity to see us at work.

We are confident that once you partner with us a first time, you will regularly renew your confidence in The Executive Wing, just as our existing clients have continued to do.

Remember, we work on a contingency basis and there is no charge to you until the candidate we submit actually starts his/her new job!



OUR GUARANTEE

An exceptional level of personal service from a Principal with 28 years of professional recruiting experience in the manufacturing industry, all levels, all functions. **The Executive Wing builds longterm relationships.**

CALL, TEXT OR EMAIL

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HR LEAD - GENERALIST

75-80K
RANGE

- **BComm, CHRP, CPM, CRSP.**
- 8 years experience in factory HR work up to full Generalist responsibilities and one year as Acting HR Manager with a small full service staff.
- Areas of expertise include Employee Relations, Health&Safety, Payroll and Pension/ Benefits supporting plant populations of 80 to 200 union free associates and salaried staff in multiple locations. Previous experience working in a union plant.
- Additional experience in Training and development, talent acquisition and manpower planning.
- Specific involvement includes:
 - First point of contact for business unit managers; responsible for coaching and training to deal effectively with performance and attendance management issues of all staff.
 - Conducted workplace investigations and recommend options for resolving issues related to workplace conduct. e.g. harassment/ workplace violence. Strong voice for work safe programs.
 - Supported various corporate processes such as succession planning and training. Direct resp for bi-weekly payroll on Ceridian.
 - Managed recruitment strategy for production employees leading to a 97% retention rate quarter over quarter.
 - Implemented an aggressive attendance management policy that saw a 19% drop in absences and 11% drop in total time off in first seven months.
 - Analyze WSIB monthly reports and execute return-to-work. Implement NEER strategies to qualify for year-end rebates.
- This candidate is bright, articulate and ready for a new challenge. The bigger the challenge the better the experience. With the right mentor, a future HR Director in 5 years.

SR CONTROLLER

120K RANGE & BONUS

- **CPA, CA Waterloo Grad.**
- Senior Level Executive and Chartered Accountant offering over 20 years of experience in management, business leadership and financial reporting. Recognized for leading results-driven initiatives and acquisitions, debt refinancing, strategic cost reduction and information systems upgrades that lead to significant growth in enterprise value. Demonstrated success in team development with an ability to inspire employees through mentoring, leading by example and honest, open dialogue. Key member of senior management team with success in strategic planning and plan execution.
- Key attributes:
 - Corporate/Operational Finance
 - Mergers and Acquisitions
 - Systems Upgrade & Integration
 - Employee Relations
 - Taxation
 - Treasury
 - Cash Mgt.
 - Credit Mgt.
 - Risk Mgt.
- Corporate officer responsible for all finance, treasury, legal and accounting functions for \$150 million engineered products company. Developed and leveraged banking and employee relationships to transform the business from financial difficulty to a high level of profitability, ultimately leading to the successful sale to private equity resulting in a significant return to shareholders.
- Successfully negotiated a new asset-based lending arrangement which increased available borrowings by over 50% and created sufficient working capital to fund business growth.
- Personally led the information technology team in the selection, development and implementation of a new state of the art custom developed ERP system. This initiative replaced a legacy system that was holding back the business with a growth-oriented infrastructure that will serve the business well into the future.
- Effectively led the strategic acquisition of East Coast distributor including purchase and sale negotiation, due diligence investigation, legal compliance and financing of the transaction. Acquisition completed at a very favorable price and added significant value to the business.
- Savvy business skills and a history of success in each role spanning a 20 year career history.

BUYER/SUPPLY CHAIN COORDINATOR

65K RANGE

- **CSCMP, MBA, Bilingual English and Mandarin.**
- 8 Years Canadian experience in Procurement and Supply chain roles with continuous advancement and strong results.
- Excellent problem solver with demonstrated success working independently or as part of a team.
- Leader level experience demonstrated past 2 years. Well organized and highly motivated.
- Specific involvement includes:
 - Responsible for purchasing up to \$6M annual volume of components, raw material and shop supplies.
 - Responsible for purchasing components from China, Taiwan, United States, making arrangement for ocean shipment for China and Taiwan, trucking shipment for United States, following up with international transportation company for delivery schedule, progress (ETD/ETA), make sure NAFTA certificate is being prepared by US supplier for import duty free.
 - Instituted weekly financial forecasting, resulting in better resource planning.
 - Sourcing vendors RFQ and negotiating the best prices for required material or components, evaluate vendor's quotations to determine best price among three suppliers and evaluate vendor performance to determine the most desirable supplier to execute LTA.
 - Prepare standard cost, margin, sales analysis whenever new items launched, coordinate with sales department, marketing department.
 - Run SAP/MRP report regularly to continuously monitor supply chain performance to standard.
 - Issue consumption based blanket orders when needed.
 - Analysis of BOM demand and expedite accordingly.
 - Coordinate with production team to satisfy production and customer demand.
 - Collaborate with engineering and design department regarding the drawing issues and changes.
- High potential candidate willing to commit what it takes to advance and further develop leadership and management capabilities.

SENIOR PROGRAM MANAGER

100K RANGE & BONUS

- **P.Eng, CQE, PMP**
- 15 years experience in launch of new programs for major OEMs worth \$100M plus each year.
- Specific involvement includes:
 - Responsible for development of strategic projects including, concept, due diligence, manufacturing strategy, financial opportunity to capital project approval and implementation. Developing/installing moulding facility in Mexico Plant.
 - Two year transfer to Mexico facility to develop advanced team and processes for program development, launch and production operations. Division was tripling in size during 2013.
 - Responsible for business development, resident engineering, program management, purchasing, advanced quality engineering functions. Approximately \$2.5M in new assembly lines and welding equipment for new programs.
 - Launched 27 products in 2012 with young team, including new safety product for Mexico facility.
 - Responsible for all Business development activities including: sales planning, market/pricing strategy, lead customer quotation strategy and quote development for Canada/US/Mexico.
 - Coordinate/lead all tooling/component costing analysis activity to ensure competitiveness in marketplace. Drove strategy, market analysis leading to business awards of four new Tier 1 Platforms for assemblies.
 - Drove SRED activity and wrote all initial submissions for the company. Working with the finance group initiated and first full submissions resulting in claims of \$1 million+ in SRED tax credits in first two years.
- Natural talent for business development and a willingness to be hands on involved in the details. Whatever it takes to get the results.

PRODUCTION AND MAINTENANCE SUPERVISOR

68K RANGE

- **BSc Industrial Eng, Six Sigma Greenbelt.**
- Over 16 years of experience supervising & managing up to 40 unionized and non-unionized employees, automated control systems, in lean manufacturing process improvement projects involving multi skilled maintenance and production specialists.
- Six Sigma green belt, Kaizan, 5S, FMEA trained.
- Supervision/leadership including scheduling, coaching, and training for GMP's, ISO 9001 & 14001.
- Versatile to accept challenges in Operations or Maintenance or a role encompassing both.
- Supported the introduction of new Bosch high speed liquid filling line.
- Led continuous improvement initiatives to reduce cost and improve productivity.
- Administered maintenance budget and Co-Chair of JHSC.
- Minimized downtime - 10% and 20% better than goal results in the past two years.
- Led lean process improvement projects involving both production and maintenance teams.
- Supported equipment including Sankyo machines, roto-gravure printers, specialty mills etc.
- Through team development, training, and guidance improved productivity and yields to average in the high 90%'s for first time for this department.
- Met or exceeded production goals, and direct and indirect cost objectives.
- Implemented lean manufacturing principles to reduce in-process product, reduce costs and bring team focus to quality improvements achievable in business unit.
- Identified and implemented process improvement initiatives in reducing defects by 34%, helping to achieve a 200% improvement in noise reduction, and a 28% improvement in warranty claims for a single year.
- Exceeded goals for workplace safety in all years.
- Proficient with MP2 CMMS, MainBoss CMMS, Word, Excel, Power Point, MSProject.
- A stellar performer at Supervisory level. Advancement to Management level is not far off.

QUALITY SYSTEMS MANAGER

90K RANGE

- **MSc Mech Eng, MBA, CQM, CQE.**
- Innovative and resourceful change agent with a quantifiable history of driving strategic business direction and increasing profitability. Delivers over 7 years of experience as a Quality Leader in automotive and general manufacturing sectors. Multiple processes, customers and over \$120M in annual sales.
- Inspirational leader and business partner well versed at inspiring direct reports, and collaborating with colleagues to achieve customer and organizational objectives.
- Core competencies: ISO-Quality Management Systems, Toyota Production System, Strategic Value Based Management, Team Leadership & Motivation, Best Practice Implementation, Six Sigma Processes, Project Management & Launch, Time Spend & Cost Analysis, Revenue & Profitability Increases.
- Specific Involvement:
 - Restructured management focus on opportunities by creating current vs future state Value Stream maps based on "Where Management Spends Time Analysis", A3 Strategic Planning and use of Balanced Scorecards for quality, safety, productivity, efficiency, cost, and delivery improvements across the organization.
 - Ultimately responsible for all Customer related and Quality Management system requirements in design, manufacturing, assembly, testing and vendor compliance including ISO-9001 and Ford Q1 to maintain profitability above \$36M per year competing with sister plants.
 - Effectively managed engineering change activities from plant level with suppliers, devised and executed supplier development strategy for poor performers which yielded 40% reduction in scrap.
 - Represented Quality on the Material Review Board, with Engineering and Production, resolving 5 critical events, keeping customers satisfied and saving approximately \$900K.
- Previous experience as Process Engineer and Six Sigma Coordinator.
- Solid work history, versatile and understands quality as a revenue center.

PLANT MANAGER

■ BScEng (Mechanical) Black Belt

- 18 years total experience with the past 5 at the P&L level here in Canada and in Asia.
- Career begins in Process Engineering working on transfer equipment, presses and moulding machines.
- Progressed to Maintenance Supervision over multi skilled trades and then on to Continuous Improvement Coordinator for the whole plant (90M in sales). Then to Operations Manager and to Plant Manager with 250 non-union employees.
- Specific involvement includes:
 - Responsible for P&L of 2 unionized (CAW) manufacturing lines with a budget of over \$50 million.
 - Implemented and communicated a TQM plan, ensuring clarity and message consistency.
 - Instituted weekly financial forecasting, resulting in better resource planning.
 - Redesigned incoming components warehouse to JIT, eliminating redundancy and obsolescence.
 - Plastics Division's improvements on machine uptime through tool and process improvements. Restructuring and combining the two operations provided improved team approach and cost reductions.
 - Turnaround and sustained profitability. Significant quality, delivery, inventory turns, Health and Safety, and Environmental improvements. QS9000 certification in both divisions. A 41% improvement in total variable cost. Contribution margin improvement from 16.6% to 31%.
 - Involved in 2 successful contract negotiations.
 - Implementation of continuous improvement program/Toyota Production System.
 - Production efficiency from 89% to 97%, implementation of Kanban production/pull inventory control system, 147.3% improvement of profitability over prior years, coordination of employee involvement and synchronous manufacturing teams.
- A proven leader of organizational change and a magnet for new business with happy customers in automotive and general manufacturing plants with engineered products. The sort of individual you turn loose on a turnaround project and let him do what he does.

130K
RANGE & BONUS

CNC PROGRAMMER

- Mech Eng Tech Humber, CAD/CAM (AutoCAD, Solidworks and Mastercam9.x.)
- 4 years' experience Operating 3 and 4 axis CNC machines including: Fanuc, Toshiba controls; Haas VF-1, VF-3, OKK 410 and 460 etc.
- Produced aerospace parts and fixtures plus plastic injection molding machine parts.
- Set up and programmed machines according to job specifications and monitored functionality and accuracy.
- Conducted any machine maintenance and reported any major maintenance issues.
- Proficient in CNC programming and read and understand blueprints and engineering calculations.
- Proficient in using, maintaining and adjusting all measuring and cutting tools.
- Demonstrated ability to complete work orders on time and work efficiently under pressure.
- Adhered to all company safety standards and policies.
- Supervised CNC lab at Humber College.

50K
RANGE

OUR SUCCESS

Earlier this year a new client retained us to recruit a Director of Quality. Our short list of recommended candidates was the best our client had ever seen for any other role he had recruited for in the past. Ever! It proved to be a difficult decision between outstanding candidates and in the end both finalists were hired. Another position was created to take advantage of the talent and versatility of both. **That is the creative difference that talent makes.** The Executive Wing's talents are synonymous with the talents of those we represent.

HOW TO CONTACT US:

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