



Applidex

PLANT TOUR, JIT AND QUALITY SYSTEMS

I was walking with the Plant Manager of an OE joint venture Japanese automotive facility. It was a brand-new state of the art plant. He showed me the automated moulding equipment and the automated conveying line that moved bar coded products from a different facility and were matched to moulded items.

At another line employees slowed the conveying line and attached either mechanical or powered parts. The finished product was automatically packaged, and robot carriers moved the finished product into trucks that delivered the packages JIT to GM. It was called Synchronous Manufacturing. During the tour just before the packaging stage the Plant Manager asked me if I wanted to see the Quality System in action.

We headed to the end of the final assembly area. A diminutive employee was manually checking the attached mechanisms. Most of the product passed her final inspection. On one final product the manual mechanism was stuck she took a large rubber mallet and pounded the part until it loosened up and then gave it her final approval. The Plant manager smiled and said "We're working on it"

So, if you have owned a car with an annoying squeak...blame the mallet!!

Martin Harlick

SUMMER 2019

Don't Let Yesterday Take Up Too Much of Today." - Will Rogers

LEAD PROJECT DESIGN ENGINEER PEng \$85,000-\$90,000

He is technical lead for all Engineering work, hydraulic/pneumatic, structural, calculations, weldment, fabrication and final assembly drawings. Has directed a multi disciplinary team for work from \$50,000 to 10 million. He is a 2008 McMaster graduate. Has overseen daily operations of the Engineering department.

QUALITY MANAGER \$88,000-\$90,000

A 1998 Mechanical Engineer PEng. who has worked in the automotive, aerospace and regulated industries, knows IATF16949, AS9100 using PDCA methods. Responsible for annual audits and mentoring 9 direct reports, APQP, FMEA and PPAP submissions and implemented a cost of quality program.

BUYER/SCHEDULER \$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 and weekly schedule and runs MRP reports. Works on strategic contracts and sourcing to generate cost savings. Aligns and forecasts the load and capacity needs.

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

A Chemical Engineer who offers experience with compression molding, paint and injection molding with automotive Tier 1 manufacturers. Has launched and optimized new lines, increased productivity, reduced scrap and minimized downtime. Experience with customers and suppliers and works with APQP, control plans and PFMEAS.

PRODUCTION MANAGER \$83,000-\$85,000

Offers 20+ years of experience supplemented with an Engineering degree. Reporting to the General Manager leads 5 supervisors and 175 operators. Increased production by 20% through Value Stream Mapping, uses tact time, line balancing and man/machine study. Has reduced machine downtime and manpower.

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

A 2004 Mechanical Engineering graduate prepares quotations, estimates costs, BOMs and resolves requests for quotes. He responds to customer issues and inquiries. He uses AutoCAD, Solidworks, Mastercam and is proficient with Excel. He also offers Plant Engineering, budgeting and preparation of engineering designs.

AFTERNOON SHIFT SUPERVISOR \$62,000-\$65,000

An Engineering Technician who supervises production employees and leads process improvement planning. Writes NCRs and rework sheets, reads blueprints and prepares first article inspection documentation. He uses Lean and 8D Root Cause analysis. Hands on with troubleshooting and controlling nonconforming parts.

MAINTENANCE ENGINEER \$75,000-\$78,000

UW graduate Mechanical Engineer has extensive experience with CMMs software and preforming root cause analysis for chronic reliability issues. He reviews preventative maintenance tasks list and BOMS for critical equipment. Has developed a statistical method to determine internal defects. Performs corrective actions and initiates cost savings.

MECHANICAL DESIGNER \$63,000-\$65,000

A 2015 Mechanical Engineer and Certified Solidworks professional with GD&T, 3D printing and programming and coding with VBA, Matlab and Python. He performs engineering calculations, solid modeling of automation and detail drawings of parts and assemblies. Quoting and procurement of components and liaises with machinists, electricians and toolmakers.

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.

For information on these candidates please contact **MARTIN HARLICK** or **EMILY HARLICK**
519.579.2771 | 1.888.548.8897 | harlick@applicants.ca | www.applicants.ca

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?

MANUFACTURING ENGINEER/DESIGNER \$75,000-\$78,000

A PEng that offers experience with AutoCAD, Unigraphics and Catia preparing RFQ's and complete design packages including tooling and fixtures for new product launches. Collaborates for projects for 8D, continuous improvement, root cause analysis and corrective action. Worked with APQP, FMEA and PPAP.

HEALTH & SAFETY MANAGER/HUMAN RESOURCES \$75,000-\$80,000

Managed WSIB claims, decreased WSIB premiums, coordinated employee training, is strong on documentation and environmental efforts, safety audits, Health & Safety manual compilation and ensuring compliance to the OHSA. He is a certified Environmental System Manager, has experience as a Human Resources Manager and Generalist.

QUALITY MANAGER \$90,000-\$95,000

A Six Sigma Master Black Belt offers experience in machining, stamping, plastic injection molding, welding and fabrication in automotive, military and nuclear. Is a Lead Auditor that has implemented and trained others in Lean, APQP, FMEA, Value Stream Mapping, Kaizen and Gemba. He has implemented a BQMS and Supplier Quality System.

MANUFACTURING/PRODUCTION ENGINEER \$80,000 - \$85,000

A PEng Mechanical who offers Tier 1 auto and non auto experience in equipment installations, automation, trial runs, scrap reduction and error proofing in machining, injection molding, fabrication and extrusion. Has supervised skilled trades, supervisors, leading production, safety and Kaizen.

CONTINUOUS IMPROVEMENT ENGINEER \$60,000-\$65,000

An Engineering graduate who analyses cycle times, machine state and production schedule to optimize part balance. Performs root cause analysis while improving CMM operating procedures and develops and implements new inspection systems. Also tracks team performance enforcing new SOP's improving queue time by 30%.

BUYER \$60,000-\$65,000

Negotiates cost savings with vendors, obtains price quotes, lead times and material availability. Has worked ISO9000 and 14001. Has purchased; brass, copper, aluminum, and stainless steel. Has prepared NAFTA documents and worked with MRP/ERPs. Takes control of all PO receiving and billing.

VP FINANCE/COO INCOME TBD (FULL TIME OR CONTRACT)

A B Comm, CPA-CA who has directed HR, IT, Health & Safety,

Applidex

finance, banking, union relations and legal. He has implemented new computer systems, arranged new lines of credit and managed receivables and cash flow. He has improved financial reporting and costing. He is a calm, proactive leader.

HUMAN RESOURCES MANAGER \$80,000-\$85,000

A CHRP, CHRL designate provided HR solutions for 150+ union and non-union employees for Eastern Canada. Solid skills with Health & Safety and payroll (ADP, Kronos, HRIS, ATS). Knows provincial and federal labour laws, updated performance evaluations, created job descriptions and managed WSIB claims and has recruited.

ELECTRO MECHANICAL SERVICE TECHNICIAN \$35/HR

An Electronic Technologist who repairs, assembles and integrates automation systems. He can set up control panels, PLC's and HMI equipment. He maintains automated equipment and standardizes processes. He wires electrical panels and manages test equipment. He offers very good troubleshooting skills.

PROJECT ENGINEERING SPECIALIST \$60,000-\$65,000

A 2014 Ryerson Engineer grad works as software integration lead updating the ERP from PLCs, analyzes inputs and outputs between ERP and Scada systems. Writes the SQL update scripts. Uses AutoCAD, Solidworks and advanced Excel skills, MySQL, DB2. He uses LEAN tools and automates processes.

CNC SETUP/PROGRAMMER/OPERATIONS SUPERVISOR \$70,000-\$75,000

He is a hands-on Mechanical Engineer who programs and sets up CNC machining centers (mills & lathes). Uses Mastercam, AutoCAD, SolidWorks GD&T and designs tooling and fixtures. He completes math calculations to determine processes and leads and trains hourly. He completes first piece setup approval.

MAINTENANCE SCHEDULE PLANNER \$48,000-\$50,000

He is a university graduate who uses Manager+ (plus) CMMS, implements a spare parts inventory for pneumatic, hydraulic and electrical parts, issues work orders for maintenance and preventative maintenance. Skilled in using Excel. He works with contactors and vendors.

QUALITY ENGINEER CNC/CMM PROGRAMMER \$70,000-\$73,000

ASQ certified Masters Engineer who prepares PPAP and APQP for new product. Creates and modifies CMM programs and creates CNC programs using Mastercam. Does 3D scanning programming, tool calibration with gagetrak 7 and completes full dimensional layouts. Is a certified internal auditor.

MECHANICAL PROJECT ENGINEER \$68,000-\$70,000

A PEng who liaises between technical specialists, customers and vendors. Advanced user of Excel, Access, Project Inventor, AutoCAD and Solid Works. Knows APQP, GD&T, hydraulics, injection moulding and electro/mechanical controls. Very good digitization experience. Converted CAD data to new CAD system integrated with PLM, ERP and Excel.



For information on these candidates please contact **MARTIN HARLICK** or **EMILY HARLICK**
525 Highland Road West, Suite 270, Kitchener, Ontario N2M 5P4
519.579.2771 | 1.888.548.8897 | harlick@applicants.ca | www.applicants.ca