



# Applidex

*"The best thing about the future is that it comes one day at a time."  
Abraham Lincoln*

## THE TIMES THEY ARE A-CHANGIN'

I hope all is well with you and your family.

It is a new day as we navigate our changed personal landscapes. Emily and I practice social distancing. We have not got together with our children or grandchildren for over a month and a half now. The times they are a-changin'. We connect with them through Zoom, Duo, texts, and daily phone calls. We miss the face to face and the hugs.

Our daughter is a Doctor and goes to the hospital every working day. She recently worked 12 days straight. My son is a Nurse Practitioner and runs a clinic. His wife is home with their newborn daughter Nora.

We all have our worries and concerns.

Where will this new journey take us?

We must keep our faith, look at the blue sky, be compassionate, and love those close to us.

One reason for getting up every day is working at Applicants Inc. which I enjoy. I like to work, to stay focussed and shiny and bright. I do it for my children, grandkids, my partner Emily and all those people I interact with.

We look forward to working with you.

Keep safe,

Martin Harlick

## SPRING/SUMMER 2020

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

A Chemical Engineer who offers experience in 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.

### SENIOR QUALITY ENGINEER \$75,000-\$78,000

A CQE, certified Black Belt and certified Quality Auditor. Responsible for PPAP submission, dimensional layout and Gauge R&R. Actively involved in Quality Planning including APQP and FMEA, capability studies and CMM and analysis. Uses Root Cause Analysis and reports on supplier performance.

### APPLICATIONS ENGINEER/INSIDE SALES \$64,000-\$65,000

A Ryerson Mechanical Engineering graduate who responds to inquiries with special applications, systems and pricing including RFIs, RFPs and RFQs. Prepares quotations and takeoffs, analyzes engineering drawings, completes calculations, and provides technical support. Completes design reviews.

### MECHANICAL/ELECTRICAL ENGINEER \$75,000-\$80,000

Double degreed as an Electrical and Mechanical Engineer. Knows design, validation, prototyping, testing, and production processes. Uses rapid prototyping of electromechanical products, 3D models sheet metal, castings, machined parts, and plastic mouldings. Uses GD&T, SolidWorks and DFMA, and LabVIEW. Sources parts and defines materials.

### AUTOMATION TECHNICIAN/CI COORDINATOR \$55,000-\$60,000

2015 Mechanical Engineer designs, purchases, assembles and installs mechanical, pneumatic, and electrical components for automation integration. Designs and optimizes plant floor for machine footprints, executes continuous improvements and generates cost savings. Builds assemblies and subassemblies, installs pneumatics of automation equipment.

### WHAT IS THE APPLIDEX?

The APPLIDEX is a sample of candidates on file with Applicants Inc. a permanent placement 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.

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

A 1998 Mechanical Engineer P. Eng 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.

### MANUFACTURING ENGINEER \$73,000-\$76,000

A Mechanical Engineer with experience implementing LEAN, installing new automation, and improving the ERP to enhance the business process and customer service. Supervises shop floor manufacturing operations. Able to support sales on projects, new product, and process development.

### INSIDE TECHNICAL SALES \$60,000 - \$62,000

A 2016 Mechanical Engineer who provides equipment selection and pricing, review plans and specifications and provides quotations. He explores new opportunities for business through customer websites and RFQ's and uploads on the CRM. Participates in tradeshow and visits customer sites and resolves technical issues.

### FINANCIAL ANALYST \$75,000-\$77,000

A CPA, CGA, and MBA whose core competencies include financial planning, forecasting, and budgeting, margin analysis, CAPEX management, profitability, and Cost Analysis. Knows SAP, JDE other ERPs and top-notch Excel skills. Currently prepares quarter end reports and assists in annual budget.

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?

### **BILINGUAL (E/F) CUSTOMER SERVICE SUPERVISOR** **\$65,000-\$70,000**

An English/French Bilingual verbal and written Supervisor capable of reinvigorating a department and streamlining processes. Knows CRM and CIP platforms along with user SharePoint documents. Manages the telephone multiple queues and customizes reporting of calls and flow.

### **MECHANICAL/ELECTRICAL PRODUCT/PROCESS ENGINEER** **\$75,000-\$80,000**

A Mechanical and an Electrical Engineering degree graduate offering product development design, validation, prototyping, testing, and evaluation of production processes. 3D modeling of sheet metal, castings, plastic injection moulding and machining, and rapid prototyping of Electro-Mechanical products. Knows DFMA, GD&T, and SolidWorks.

### **MECHANICAL DESIGN ENGINEER/PROGRAMMER** **\$62,000-\$65,000**

A Mechanical Engineer comfortable with SolidWorks or Catia creating detailed drawings, BOM's and assembly drawings with all dimensions and tolerances GD&T. Also does CNC programming using EdgeCam or Master Cam. And PLC programming of Rockwell, RS Logix, Allen Bradley and HMI's.

### **PRODUCTION/QUALITY MANAGER** **\$75,000-\$80,000**

A BSc, CPIM, CQE who has held positions as Production and Quality Manager in Automotive parts, and consumer products. Has lead inspectors and production teams. Analyzes scrap rates, supports continuous improvement, performs root cause analysis. Oversees budget, manufacturing processes, efficiencies, and labor costs.

### **ELECTRO MECHANICAL SERVICE TECHNICIAN** **\$35/HR**

An Electronic Technologist who repairs, assembles, and integrates Automation systems. Has set up control panels, PLC's, and HMI equipment. Maintains automated equipment and standardizes processes. Wires electrical panels and manages test equipment. Offers very good troubleshooting skills.

### **DIRECTOR OF SALES AND MARKETING** **\$115,000-\$120,000**

A poised, driven executive will be able to reinvigorate your distribution channels, mentor and improve sales personnel productivity. Knows how to forge partnerships with key influencers to secure lucrative contracts, RFP bidding opportunities and recurring revenue streams. Continues to cement long term relationships with key customers.

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### **BUYER/SCHEDULER** **\$65,000 - \$70,000**

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.

### **QUALITY ENGINEER** **\$70,000-\$73,000**

A 2011 Masters Engineering Graduate who develops and maintains ISO/TS 16949, ISO 13485, ISO 14001 quality systems. Prepares and submits PPAPs, prepares and maintains PFMEA, manages calibration process and reduces costs. Manages incoming inspection, scrap and RMA processes. Communicates with customers and solves customer quality issues.

### **PRODUCTION SUPERVISOR** **\$63,000-\$65,000**

Offers post secondary education and 15 years of manufacturing experience leading a team of up to 35 members. Hands-on shop floor fixing equipment and completing PMs. Has a record for reducing quality/defect issues and increasing production results through out all shifts. Trains and certifies new team members.

### **GRADUATE ENGINEER/CIM/PROJECT MANAGEMENT** **\$58,000 -\$62,000**

A Master of Manufacturing Engineering offers 27 months of experience with designing automated equipment, machine installations and troubleshooting. Hands on with pneumatics and PLCs. Recently created CAD models and engineering drawings uses JobBOSS and Access and maps project costs. Drives customer satisfaction towards project success.

### **HUMAN RESOURCES MANAGER** **\$70,000-\$75,000**

A CHRP, CHRL designate has 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 recruiting.

### **AUTOMATION ENGINEER RECENT GRADUATE** **\$55,000-\$60,000**

Offers 25 months of experience designing/updating PFMEAs, developing and implementing ladder logic and controls, competent in AutoCAD, SolidWorks and VB. Develops and coordinates plant and equipment layout improvements, provides engineering support to assemble and fabrication in safety, process improvements and productivity increase.



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