

# FASTENER PEOPLE NEWS

Listing of Industrial, Manufacturing and Distribution Candidates  
From the Fastener, Electronic Components, Assemblies and Tooling Industries

Winter 2019

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## INTERESTING TIMES...

*Note from President*

*Welcome to 2019! Strong Economic numbers, near record employment, tariffs, global uncertainty, all make for a unique set of challenges. We all must find our way to success by navigating smartly.*

*One of the biggest challenges an employer faces is finding talented people to join their team. In robust economic times, this becomes an even more difficult feat. The majority of people are gainfully employed and are enjoying competitive salaries. We also find that people are more likely to be happy in their current position when the economy is strong.*

*In order to attract a candidate in this kind of market, employers will often need to step outside of the box with higher salaries and better perks. This is difficult for the hiring manager because of the parameters that exist within their organizations. Candidates are in demand. They are often contemplating multiple offers. That being said, employers must sell the intangibles that make their opportunity unique and fulfilling.*

*Tom McCall Executive Search has the knowledge and tools to help you with your future hires. With almost 100 years of combined experience, our talented staff will assist and guide you through the hiring process.*

*Best wishes for a healthy and profitable 2019.*

*Jodi Stein*

## Available Sales / Sales Management, Operations Manufacturing and Purchasing Personnel

### 1. BUSINESS DEVELOPMENT / MDWEST / CENTRAL MIDWEST

This experienced and driven senior-level sales candidate has a track record of hitting sales targets. Established and maintained relationships with key account managers and decision makers. Promoted and sold Class C components and services, including Vendor Managed Inventory, custom product manufacturing and level 3 PPAPs. Worked with and supported independent sales agents. Past experience includes 8 years in Operations Management. Experience includes managing a regional facility, including sales and operations with full P&L accountability. Responsible for optimizing inventory turns, developing an annual budget, and sales plans. Salary requirement: base of \$75,000. SOS-178591BS

### 2. NEW BUSINESS DEVELOPMENT / OPERATIONS - TEXAS

Highly motivated, hands-on sales executive with a proven track record of performance. Dedicated sales closer. Responsible for building and developing successful OEM sales teams. Built and developed market strategies to retain existing customers and pursue new customers. Responsible for 16 distribution centers that serve \$100 million in sales. Implementation and management of

large OEM accounts. Knowledgeable in startup ventures, warehouse management, inventory control and multi-site distribution center operations. Salary: \$140,000 base plus bonus / commission. SGS-154300LH

### 3. DIRECTOR OF SALES / BUSINESS DEVELOPMENT / MARKETING MANAGER – CLEVELAND, OHIO

Energetic professional with a technical skill set. Successful in both the manufacturing and distribution markets. Excels in relationship building, territory planning, product development and closing strategies. Results driven. Face to face selling to existing customers. Prospects customers both domestic and internationally. Increased sales revenue resulting in 30% growth. Generated \$21.5 million in quoted business in 2018. Secured new business awards of over 1.8 million. Travels domestic and internationally in support of all business development activities to multiple regions in Mexico and Europe. Salary: \$105,000 base plus commission. SOS-135138LH

### 4. INSIDE SALES / INVENTORY MGMT / PURCHASING – ATLANTA AREA

This candidate has spent 20 years in account management, sales and purchasing with fastener companies. Feels strongly in making customers feel that they are their number one priority. Expert in keeping up with part ordering to make sure that the levels of inventory keep customers.

covered at all times. Qualifications include: major account development, cold-calling / proposals, visiting customers to ensure satisfaction of services, purchasing and sourcing of parts, blueprint reading, inventory control – (onsite and off) and the ability to work in a team environment. Very familiar with computer systems and Microsoft. Salary requirement: \$63,000. SIS-120418BS

#### **5. NATIONAL ACCOUNT MANAGER – MIDWEST**

Degreed in Business and Finance, this candidate's qualifications include generating new clientele and expanding current accounts, working daily with OEM global commodity leaders to manage and strengthen their supply chains, and traveling and developing relationships with current and new customers throughout all areas of the world. Sourcing and bidding high dollar packages, working with quality and technical sales teams to improve and develop new products for customers. Salary requirement: \$80's. SOS- 178538BS

#### **6. BUSINESS DEVELOPMENT MANAGER - DETROIT, MICHIGAN**

This degreed Mechanical Engineer is a self starter and has a high energy level. Technical sales and project management expertise in automotive, Tier 1 supplier and technology products. Involved with international and domestic customers. Developed and drove advanced technology business opportunities resulting in \$97 million annual revenue gains. Acts as a voice of the customer and understand trends and needs leading to tangible profitable projects. Skill set includes but not limited to: Sales and Program Management, Pricing Analysis, SAP, QS9000, Incoterms 2000, Lean, 5S and Continuous Improvement, PDCA (Plan, Do, Can, Act), Negotiations, and International

cultures. Fluent in German and Turkish. Looking for \$103,000 base plus bonus. SSE 178581LH

#### **7. OUTSIDE SALES – ATLANTA, GEORGIA**

This entrepreneurial candidate is a hunter! Expertise in new business development, cold calling potential customers and turning the opportunity into a sale. Track record of consistently surpassing and exceeding sales goals and objectives. Excellent customer service and relationship building skills. Salary requirement: \$90,000 base plus commission. SOS-172538LH

#### **8. ACCOUNT MANAGER- EAST COAST**

Seven years of experience negotiating multi-million dollar domestic and overseas fastener and industrial accounts. Self starter with high energy that goes out to get the job done. Took an under performing branch to a consistent level of achieving over goal. Expertise in Lean, DMAIC, Six Sigma and inventory control. Team player, leadership skills, coaching and mentoring. Available to relocate. Salary requirement: \$60's plus commission. SOS-177990LH

#### **9. GENERAL MANAGER – MIDWEST**

With just over 20 years in the fastener industry, this General manager has a proven track record of success. Strong international experience. Familiar with industries including Consumer Electronics, Heavy Equipment, Automotive, and Industrial distribution. Assumed leadership of a division with declining sales and brand erosion and brought it back to profitability. Strong experience managing cross-functional teams and a track record of implementing processes and

procedures. Significant background establishing joint ventures with overseas companies. Extremely polished and articulate. Outstanding communication skills and professional image. MBA from esteemed university. Very stable work history. This candidate would be a profitable addition to any company with a dedication to creating and maintaining a strong culture of success. OOP-118550JS

#### **10. SALES / PURCHASING – WISCONSIN**

This candidate has 18 years in the fastener industry. Started out in Quality and then moved into Purchasing and now is an Inside/ Outside sales rep. Managed direct and business to business sales and marketing efforts for the sale and distribution of fasteners for domestic and international customers.

Prepared and presented bids on behalf of the company and managed the entire sales cycle from client scheduling, initial consultation, presentation, contract negotiations and the delivery of all products.

Provided technical oversight and overall management of blanket orders, lead the review of all Requests for Proposal (RFP), and review of contract terms and conditions.

Oversaw all inventory control, shipping and receiving functions to ensure accurate order filling processes both internationally and throughout the continental United States; coordinate all production with customer orders, and expedite all orders based on customer needs. Purchasing experience includes devising effective strategies for working with suppliers and internal sales team to maintain 100% service levels, negotiating costs and quantities with supply base to improve profit margins, working with shipping to get urgent orders delivered on time. analyzing customer supplied prints and trends and resourced new

products. Built strong relationships with suppliers, QA, and sales. Key member of Strategic Supplier development program that reduced material costs. Salary Requirement \$60's SIS-178592BS

**11. CUSTOMER SERVICE /  
ACCOUNT MANAGEMENT –  
SOUTHEAST**

Twenty years experience in Customer Service, Procurement, and Program management with leading global providers of specialty engineered fasteners. Solid track record of team leadership. Skilled at managing internal and external projects. Ability to cultivate and maintain long-lasting business relationships. Experience managing customer service and inside sales departments. Able to read prints and address customers' technical issues and offer part solutions. Inventory management experience. Accounting responsibilities. Great references. High \$60's base salary requirement. SOS-171682JS

**12. SENIOR INSIDE SALES –  
CLEVELAND AREA**

Extremely accomplished and professional, this outstanding candidate has spent their entire 10 year career working for major fastener distributors. Outstanding communication and analytical skills, self-disciplined, and adept at multi-tasking. Background includes training and program development. Skilled in inventory and purchasing. Able to deal effectively with senior management. Salary dependent upon opportunity. SIS-173731JS

**13. BUSINESS DEVELOPMENT  
MANAGER - SOUTH  
EASTERN U.S.**

United States Veteran has risen through the ranks from Outside Sales to Regional Manager, General Manager and Business

Development Manager. P&L responsibility. Restored a territory that has not had representation for over two years and increased market-share and profits. Knowledgeable in Branch Management, inventory systems, logistics and warehouse management. Sales to OEM, MRO, fastener and C-Class Components accounts with superior negotiation skills. Successfully implemented VMI, bin-stocking and kitting programs and JIT. Provide cost savings for clients while providing value and service. Salary requirement \$75,000 base plus commission. SOS-170049LH

**14. DIRECTOR OF SALES –  
MARYLAND**

Accomplished leader with an exemplary sales, operations, finance and entrepreneurial background. Proven skills in ensuring corporate stability, enhancing profitability and effective leadership. Successful in new customer development, new market and product development, sales forecasting, budget planning, contract negotiation and Advance Production Quality Plans. Responsible for global sales, marketing, product development, design engineering, customer service, and price cost roll up and pricing. Increased sales from \$24 Million to \$48 Million, USA, China and Europe. Extensive knowledge in the automotive, construction, agriculture, commercial and industrial markets. Salary Requirement: \$140,000 base plus bonus. SGS-160650LH

**15. SOURCING MANAGER –  
MIDWEST BUT AVAILABLE  
TO RELOCATE**

Accomplished, hardworking, and stable describe this 25 year fastener industry veteran. Currently a Sourcing Manager for a world class

supplier of fasteners and hardware. Responsible for building and maintaining domestic and overseas vendor relationships. Heavily involved in VMI systems, new product research, ISO procedures and improvement, APQP, inspection reports, and PPAPs. Available to relocate to Southern California or Arizona. Salary requirement \$85,000. OPR-178546JS

**16. QUALITY ENGINEER –  
DALLAS/FT WORTH AREA**

Degreed in Mechanical Engineering, this Supplier Quality Engineer is looking for opportunities in the Aerospace or Automotive industry. Background consists of performing regular supplier audits, reviewing and approving/rejecting supplier PPAPs and FAIRs, assisting in the development and implementation of supplier management programs, maintaining relationships with supply, engineering, manufacturing, and purchasing departments. Manages supplier quality performance and implementation of corrective actions. Certificates and Training include IMDS, PPAP, APQP, FMEA, SPC, CQI-12, CQI-23, Control Plan, Flow Chart, MSA, VPP (Ford), NMR (Honda), ANPQP (Nissan), Capacity Studies. Microsoft Office Suite: Word, Excel, PowerPoint, Outlook, Access and AutoCAD, ProE, Mechanical Drafting, Clipper, Pascal. Salary requirement dependent upon the opportunity. MQC-178483BS

**17. GLOBAL SOURCING,  
PURCHASING, SUPPLY  
CHAIN - CHICAGO**

Purchasing professional experienced in maximizing sales and profits within highly competitive distribution and manufacturing markets. Skill set to achieve maximum sales and decrease costs while minimizing surplus inventories. Experienced in both overseas and domestic sourcing.

Experience in supply chain management, business operations, purchasing and inventory management. Strategic negotiator and planner with strong organizational and communication skills. Collaborate with engineering, planning, production control, quality engineers, and project managers to successfully source and qualify suppliers for cost saving opportunities. Qualify both current and new suppliers to ensure part integrity and regulations are met. Regularly participate in corporate Kaizen and Six Sigma Lean measures to institute continuous improvement measures to eliminate waste in the supply chain. Collaborate with internal customers in measuring and reporting Key Performance Indicators (KPI's) to drive supplier on-time deliveries, quality, and measuring optimal inventory levels. Salary requirement: \$80,000 OPR-178450LH

**18. ENGINEERING MGMT /  
PLANT MANAGER/  
TECHNICAL SALES –  
OPEN TO RELOCATION**

This candidate has a strong background in engineering, project management, problem solving, cost reduction, design improvement and

team building. Degreed in Engineering, this candidate has over 25 years in the cold heading industry. Looking for positions in Engineering Plant Management or Technical Sales. Background includes serving as a Technical interface with customers on product issues, product recommendations, manufacturing feasibility and quoting. Certified Internal Auditor for AS9100, and ISO 9001:2000 and TS16949, Training in "Green Belt" for Six Sigma techniques, performing DOE, PFMEA, DFMEA, and FEA, evaluating equipment justifications and final purchase evaluations (ECAP's). Team oriented (Member of Internal Auditing team, Ergonomics committee, recycling team and safety committee, Familiar with Deform and National Machinery "Quick Calc" software. Trained in Lean Manufacturing and Continuous Improvement. Open to relocation. Salary requirement: \$120,000 EME-24603BS

**19. OPERATIONS / PLANT  
MANAGER - NORTHERN IL**

Operations manager with over fifteen years of experience in the automotive fastener industry. Responsibilities have encompassed plant operations management, multi-plant operations,

management, plant consolidations profit and loss statements, coordination and planning of production and manufacturing activities. Experience has led to a thorough knowledge of lean manufacturing and employee safety strategies. Significant record of accomplishments. Developed and mentored teams implementing segmentation, product line simplification, and productivity improvements resulting in a \$100,000/month decrease in expedited freight charges. Using PLS and 80/20, realized a \$400,000 annualized savings in raw materials. Outstanding references. Salary requirement: \$90,000. MPM-159955JS

*The **PINKSHEET** is a sampling of people who are available on a national basis. Here are some examples of our currently available talent – by no means all of it. On the telephone, we'll tell you as much as we can on a mutually confidential basis. (The people described here have given their consent to appear below.) Our phone and fax numbers are:*

**708-747-5707 phone**  
**800-715-5474 phone**  
**708-747-5890 fax**  
**email: [mail@tmccall.com](mailto:mail@tmccall.com)**  
**Website: [www.tmccall.com](http://www.tmccall.com)**